

2016-2017 Non-Bargaining Employee Agreement Summary of Changes

Article	Changes
2 Wages	<ul style="list-style-type: none"> • Amends appendix references so that they are accurate • Adds a provision that gives the Governing Board discretion during the 2016-2017 contract year to increase employee salaries if additional funding is received by the District during the 2016-2017 contract year that is authorized by the Legislature to be used for salaries for the 2016-2017 contract year
5 Professional Development	<ul style="list-style-type: none"> • Suspends the professional development fund unless and until the Governing Board determines that funds for professional development exist at a future date.
6 Fringe Benefits	<ul style="list-style-type: none"> • Removes outdated and unnecessary language regarding insurance amounts previously absorbed by the District.
6 Mileage Reimbursement	<ul style="list-style-type: none"> • Clarifies that mileage reimbursement will be made in accordance with Governing Board Regulation EEB-R1
7 Holiday Pay	<ul style="list-style-type: none"> • Adds the term “non-exempt” to clarify that only non-exempt employees may be compensated at one and a half (1.5x) times his/her normal rate of pay when required to work on a holiday
7 Sick Leave	<ul style="list-style-type: none"> • Amends the definition of “immediate family” for purposes of sick leave to provide consistency for all employee agreements
7 Bereavement Leave	<ul style="list-style-type: none"> • Amends the definition of “immediate family” for purposes of bereavement leave to provide consistency for all employee agreements
7 Jury Duty	<ul style="list-style-type: none"> • Amends the definition of jury duty and witness leave to provide consistency for all employee agreements
8 Unpaid Leave of Absence	<ul style="list-style-type: none"> • Moves the language regarding notice of intent to resume employment for exempt administrators to Article 8(A) to make the article easier to read and understand
9 Severance Pay	<ul style="list-style-type: none"> • Clarifies the term “Discontinued” by including the date of discontinuance
9 Separation Benefits for Administrators	<ul style="list-style-type: none"> • Removes ambiguous sentence in 9(D)(2)(e) in order to provide clarity regarding the deadline by when an administrator who qualifies for benefits under 9-2(A) must apply for those benefits
10 Conflict Resolution Process	<ul style="list-style-type: none"> • Amends the term “problem” to “conflict” throughout the article
11 Seniority Credit	<ul style="list-style-type: none"> • Revises the term “sub. (b)” to “subsection (B)” for clarity purposes • Uses the full title for the Consensus Agreement with TEA
12 Evaluation	<ul style="list-style-type: none"> • Replaces the term “NBE” with “Employee” for clarity purposes