

2018-2019 Consensus Agreement

Summary of Substantive Changes

Article	Changes
9-12 High School & Middle School Teacher Period	<ul style="list-style-type: none"> • Adds the following language: <i>Advisory/Conference Period: Schools with grades 6-12 may establish during the day advisory/conference periods once a week or more. To determine schedule and frequency, Administration shall seek school council recommendation. MBUs shall not be responsible for planning lessons or instruction. In order to track student location and participation, it may be necessary for teachers to take attendance during this time. This would not extend the regular 7.5 hour workday and would not affect the planning period.</i> • This language provides parameters as to how an advisory period may be utilized.
Article 11-1 Facilities, Equipment and Materials	<ul style="list-style-type: none"> • Language Modified: <i>Board space shall be provided in every classroom. Necessary consumable teaching materials including paper shall be provided. Replacement of instructional material necessitated by an emergency shall be completed within five (5) days. Typing, word processing and duplicating facilities to aid the MBUs in the preparation of instructional materials shall be provided. F. Books, paper, pencils, pens, chalk, erasers and other teaching materials shall be provided. Replacement of instructional material necessitated by an emergency and which is available in the TUSD warehouse shall be completed within five (5) days. Typing, word processing and duplicating facilities to aid the MBUs in the preparation of instructional materials shall be provided.</i> • This language serves as an umbrella to ensure MBUs are provided the necessary materials to perform their required duties.
Article 16 Discipline	<ul style="list-style-type: none"> • Article sixteen has been modified to include: (1) Language which provides Administrators an avenue to address employee behavior through dialogue, rather than utilizing a Letter of Direction; (2) language consistent with all employee groups.

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<p style="text-align: center;">22-5 Class Size/Exceptional Education Case Management Load</p>	<ul style="list-style-type: none"> • Adds language: <i>In accordance with best practices, every effort possible will be made so no general education classroom shall have more than 33% of its composition be students with an IEP requiring accommodations or modifications for the content of that class. Administration shall document said efforts and shall provide documentation upon MBU request.</i> • Based on the recommendation of the Joint TUSD/TEA Exceptional Education Committee, this language has been added to ensure that class composition provides the model so that all students' needs are addressed.
<p style="text-align: center;">23-2 Middle School Class Size</p>	<ul style="list-style-type: none"> • Modifies the current Middle School Cap Size to 33 from 36.
<p style="text-align: center;">25-10 Sabbatical Leave</p>	<ul style="list-style-type: none"> • Proposal to have Sabbatical Language included in policy.
<p style="text-align: center;">25-12 Medical Leave Assistance Program</p>	<ul style="list-style-type: none"> • Language modified as follows: MBUs who have depleted their accrued sick and personal leave as a result of serious illness or injury a qualified medical reason may request access to the Medical Leave Assistance Program by submitting a form to the Benefits Coordinator office asking to receive donations of sick leave from other MBUs. Serious illness or injury A serious health condition is defined as a “non-work related” illness or injury qualified medical reason that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

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29-1 Extra Duty	<ul style="list-style-type: none"> • Salary Index (I) formatted.
29-3 Added Duty	<ul style="list-style-type: none"> • Added Duty for Student Supervision outside of normal workday rate increased from \$10.00/hr to \$13.00/hr. • Removed language re: number of days an MBU can be appointed “acting administrator”.
29-6 Schedule Placement	<ul style="list-style-type: none"> • Newly employed MBUs shall be placed on the appropriate salary at a step that reflects their previous experience. Previously, new hires were limited to credit for up to ten (10) years. This modification will allow credit to be given for up to fifteen (15) years.
29-13 Salary Schedule	<ul style="list-style-type: none"> • Salary schedule modified to include Board-approved increases wherein TDR-A will receive \$3,000.00 PLUS and additional \$800.00 from Funds 11 & 13; TDR-B receives an additional \$2,500.00 + \$500.00 Step and OT/PT/SLP receives a Step Increase. • Salary tables updated and formatted.
30-1 and 30-2 No Reprisals	<ul style="list-style-type: none"> • Article updated to reflect the walkout on April and May of 2018. • Outdated language removed under TEA Reprisals.