

2018-2019

White Collar and Food Service Agreement

Summary of Substantive Changes

Article	Changes
13 Discipline	<ul style="list-style-type: none"> Article sixteen has been modified to include: (1) Includes language to provide an avenue for administrators to address employee behavior through dialogue, rather than utilizing a Letter of Direction; (2) language consistent with all employee groups.
16-5 Professional Development	<ul style="list-style-type: none"> Proposed Language: <i>TEA and TUSD shall collaboratively develop a program of professional development designed to provide ESPs with the skill and knowledge that would enhance their opportunities for career advancement in TUSD. This program shall be available to ESPs for the 2019-20 School Year, or sooner.</i>
19-3 Medical Leave Assistance Program	<ul style="list-style-type: none"> Language modified as follows: ESPs 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 ESPs. 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.
Salary Schedule	<ul style="list-style-type: none"> Indicates Board-approved increases.