

2018-2019 ELI Agreement

Summary of Substantive Changes

Article	Changes
1 Definitions	<ul style="list-style-type: none"> Updated definition of “Family” to be consistent will all agreements.
5-4 Cell Phone Forwarding	<ul style="list-style-type: none"> Added new article section: <i>In lieu of District-issued cell phones, Principals shall have the option to forward District calls to their personal cellphones. The District will work with Principals to ensure that programming changes can be done remotely, and that Principals will have access to activate and deactivate the forwarding as needed.</i>
12-3 Bereavement Leave	<ul style="list-style-type: none"> Language modified as follows: <i>For purpose of this paragraph, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee’s household.</i> <ul style="list-style-type: none"> This language updated to be consistent with all bargaining groups.
14-1 Employee Evaluations	<ul style="list-style-type: none"> Added Governing Board Policy GCO-R2.
14-2 Personnel File	<ul style="list-style-type: none"> Adds the following language to 14-2 (B): <i>B. The official personnel file for all employees shall be maintained in the Human Resources Department at the District Central Office. <u>Principals and Assistant Principals will have a log attached to their official personnel file stored in Human Resources. The log will identify individuals who have viewed the file along with date of access.</u></i>

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<p>15-6 Variable Office Hours</p>	<ul style="list-style-type: none">• Language modified as follows:<ul style="list-style-type: none">B. <i>District level events shall not be scheduled mandated for Saturday or Sundays weekends or weekday evenings after 6pm, except under Emergency Circumstances or as outlined below:</i><ol style="list-style-type: none">1. <i>Notwithstanding the forgoing, if ELI and the District agree that a Saturday or Sunday weekend or evening event is unavoidable, such Saturday or Sunday weekend or evening event may be scheduled with at least 30 days' notice; however, such events shall not be deemed mandatory (except in Emergency Circumstances or as described in the following sentence).</i>2. <i>With respect to weekend or evening Job Fairs, the District may deem attendance mandatory, but only for Administrators at sites with a certified staffing rate under 90%, contracted for the following school year (does not include long-term subs), and such Job Fairs shall be scheduled at least 30 days in advance.</i>3. <i>Employees who work on a weekend or evening may apply such time toward variable office hours as described in this section.</i><p><i>For purposes of this section: District level events shall include, but are not limited to: trainings, seminars, planning sessions, compliance courses, job fairs, orientations, <u>student recruitment/enrollment events</u> etc.</i></p>
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