

2013-14 TEA White Collar Food Service Summary of Changes

<u>Article</u>	<u>Changes</u>								
17 “Professional Development”	<ul style="list-style-type: none"> • The professional development fund has been suspended for the 2013-2014 school year. 								
18 “Fringe Benefits”	<ul style="list-style-type: none"> • 18-1A: The employee portion has changed from “up to 9.5%” to 15%. In addition, for 2013-14 only the District will absorb \$23.94 of the monthly cost. 								
20 “Leave of Absence with Pay”	<ul style="list-style-type: none"> • 20-1A: Beginning in 2014-2015 School Year, sick leave will be front loaded. • 20-1A: 12 Month employees will accrue 8 days of sick leave a year; 10 ½ Month, 10 Month, 9 ½ Month, and 9 Month ESP’s will receive 5 days a year sick leave. • 20-1C: The last sentence has been struck and replaced with “At the beginning of every school year each ESP shall be credited with sick leave in accordance with 20-1-A. This change was to address sick leave being front loaded. • 20-3(A): Beginning in 2014-2015 School Year personal leave will no longer be front loaded. • 20-3(A): Language has been added which states personal leave will be accrued at the rates established below. <ul style="list-style-type: none"> • 12 Month will receive 8 days • 10 ½, 10, 9 ½, and 9 month will receive 7 days • 20-3(B): B has been struck and replaced with language that states the following: “Personal Leave shall be accrued according to the frequency established in District procedure.” • 20-6(A): Language has been added which addresses accruing vacation leave at new rates. In addition, these rates will begin in 2014-2015 school year. Lastly, A has been changed to 20-6 B and so forth. <table border="1" style="margin: 10px auto; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="padding: 5px;">Term</th> <th style="padding: 5px;">Days</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">1-5 Years</td> <td style="padding: 5px;">10</td> </tr> <tr> <td style="padding: 5px;">6-15 Years</td> <td style="padding: 5px;">15</td> </tr> <tr> <td style="padding: 5px;">16+ Years</td> <td style="padding: 5px;">20</td> </tr> </tbody> </table> • 20-6 (B): Previously 20-6A • 20-6 (C): New language has been added that states ESPs will earn vacation 	Term	Days	1-5 Years	10	6-15 Years	15	16+ Years	20
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1-5 Years	10								
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	<p>during the first year but are not eligible to use the leave until it the ESP has completed the first year of employment.</p> <ul style="list-style-type: none">• 20-6 G: Previously ESPs may accumulate up 240 hours but this has been changed to 160 hours. In addition, ESPs may now roll over 160 hours of vacation which was previously 120 hour roll over limit.• 20-7(A): The 120 hours has been changed to 160 hours.• 20-7(B)(2): The Budget Development Committee no longer exists and now written requests must be made to the Chief Financial Officer (CFO).
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