

2017-2018

White Collar and Food Service Agreement

Summary of Changes

Article	Changes
8-4 Application	<ul style="list-style-type: none"> • ESPs shall be allowed to use flex time to interview for another TUSD WC/FS position. • ESPs will be paid their hourly wage if they serve on an interview team at the request of TUSD and/or within their TEA WC/FS capacity, not to exceed approved hours, and with supervisor permission.
13-5 Written Reprimand Retention	<ul style="list-style-type: none"> • Written Reprimand II discipline may be removed from the personnel file eighteen(18) months after the incident, rather than Two(2) years. This is consistent with the Consensus Agreement.
14-11 Day Prior to Holiday Break(Flex Time)	<ul style="list-style-type: none"> • Previous Language Provided: On days immediately prior to scheduled holidays or vacations, ESPs may leave after the dismissal of students at their assigned work site provided their professional responsibilities are completed. • Language was added to allow ESPs to use flex time so they may leave with the students.
15-1 Wages	<ul style="list-style-type: none"> • Adds language consistent with Consensus language, wherein Employee will receive annual step increase upon completion of each year of district service, pending Governing Board approval of this agreement. The step increase for 2017-2018 was approved in December, 2016.
16-1 Professional Development	<ul style="list-style-type: none"> • The Professional Development Fund was set to sunset in May, 2017 and is suspended for 2017-2018, primarily due to issues related to Prop. 206 and funding considerations.
19-2 Illness-Sick Leave	<ul style="list-style-type: none"> • Affirms that District will comply with The Fair Wages and Healthy Families Act. Currently, we are compliant.
21-1 Sick Leave Payout Options	<ul style="list-style-type: none"> • Provides clarity as to what actually occurs at the time of separation with regard to sick leave payout. In particular, provides information as to options related to the exit interview that determines whether accrued leave is paid to a 403(b) plan or HRA.
21-2 Severance Stipend	<ul style="list-style-type: none"> • Currently, ESPs with thirteen(13) or more years of continuous service as of June 30, 2010, the employee's severance stipend will be calculated using

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	their 2009-2010 annual salary. This provision has been modified so their 2016-2017 salary schedule will be utilized rather than 2009-2010 salary schedule.
Appendix II & III	<ul style="list-style-type: none">• Salary schedule to show current compliance with Proposition 206 and address grade separation concerns