

# 2011-12 TEA Consensus Summary of Changes

ARTICLE	CHANGES
1	Added the positions of Restorative Practice Advocate and Restorative Practice Specialist to bargaining unit.
2	Made timeframe to reopen an article for negotiation 2011-2012.
3	Included "excluding days for which the MBU may be absent" in the five day timeframe for which an MBU can be served a complaint.
7	<p><b>7-3B</b> Vacancies shall now be filled within twenty business days from close of posting.</p> <p><b>7-2D</b> After returning from a Leave of Absence of over one year MBUs will receive a list of open positions after submitting paperwork to return to work.</p> <p><b>7-6A</b> The five most senior and qualified MBUs shall be forwarded to the hiring authority along with others who meet the requirements. The same also now applies to filling extra duty vacancies. Three of the five most senior will be granted and interview.</p>
9	<p><b>A.</b> Normal work days for MBUs include provisions in Article 19-4 and parent-teacher conferences.</p> <p><b>B.</b> Prohibits working more than 37.5 hrs per week.</p> <p><b>C.</b> Student contact time shall also not exceed 37.5 hours.</p>
13	<p><b>13-4F</b> Recommendation for improvement has been eliminated and replaced with informs performance conversations.</p> <p><b>13-8A</b> A written notice shall now be given ten days prior to placing MBU on a plan for improvement.</p> <p><b>B</b> Within 30 calendar days of the start of a plan, MBU or Principal may request an objective evaluator in writing.</p>
15	<p><b>MOA to establish TUSD RIF Regulation prior to 15-3B as agreed by TUSD and TEA</b></p> <p><b>15-3A3</b> The employee profile has been totally eliminated.</p> <p><b>15-3B</b> Principals shall now have discretion to determine which MBU will be reduced when site reductions are implemented if qualifications and plan for improvement criteria are not a determining factor.</p> <p><b>15-5</b> The employee profile has been totally eliminated.</p>
19	All unused Professional Development funds shall roll over until the next fiscal year for 2011-2012 only. Guidelines shall be set forth jointly by TUSD and TEA's PD Committee.
21	Elementary teachers assigned to substitute shall be compensated for loss of planning if more than three students are assigned.
25	Governing Board will no longer consider sabbatical leave requests for 2011-2012.
28	<p><b>A.</b> Health insurance is now capped at the current rate of \$5,007.80. Employees will be responsible for premiums above the \$5007.80, but no more than 5%.</p> <p><b>B.</b> Flex credit will be discontinued as of July 1, 2013.</p>
30	MBUs to receive 3% increase to their base salaries for 2011-2012 school years.
32	<p><b>A.</b> Contracts have been combined to one contract and covers both teachers and CERTIFIED or LICENSED PROFESSIONALS.</p> <p><b>B.</b> Contract now specifies the percent of classroom sited fund vs. the salary base.</p>
34	Removed language referencing charter schools.