

2012-13 TEA White Collar/Food Services Summary of Changes

Article	CHANGES
8	Identify the initial and/or promotion probation period of 60 days When a ESP wishes to transfer to vacant position shall submit an application to Human Resources Department Interview process will have a gender and ethnically diversified committee Promotions will be adequate with the market average, the responsibilities of the position, job description and experience
9	Added an additional month (June) for positions to post for 10 days in the Food Service Human Resources Department and on the TUSD website
10	Changed the Wage Protection to be adequate with the market average, the responsibilities of the position, job description and experience but not less than a seven point five (7.5%)
12	Added verbiage to Temporary Involuntary Site Transfer explaining Transfer shall not be used as a substitute for evaluation or as a disciplinary measure. Transfer in no way reflects on the competency or the qualification of any ESP transferred for any reason
13	Lay Off procedures have been changed B. The District shall notify the Association and affected ESP(s) of a layoff as far in advance as possible, but at least four (4) weeks in advance C. When ESPs return to work all benefits shall become effective the first day of the month after recall D. While ESPs are on layoff status they will be allowed to participate in the COBRA
14	14-12 Association Representation consistent with Consensus Agreement
20	Change Sick Leave accrual for 10 ½ - 9 month ESPs to 5 days a year
16 & 18	Salary and Benefit articles to reopened in March of 2012 per MOA