

TEA White Collar/ Food Services 2011-12 Summary of Changes

Article	CHANGES
1	A new definition has been added to identify Extra Duty Professional Development may count for reimbursement or compensation
6	Added additional time frame for a ESP to receive a written complaint excluding days for which the ESP is absent.
8	<ul style="list-style-type: none"> A. Identify the initial and/or promotion probation period of 60 days B. When a ESP wishes to transfer to vacant position shall submit an application to Human Resources Department C. Interview process will have a gender and ethnically diversified committee D. 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 <ul style="list-style-type: none"> A. 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	13-1 Changed A. "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. Removed B-D 13-2 Removed E. 13-4 "...benefits shall become effective first day of the month after recall.....allowed to participate in Cobra at his/her own expense."
15	Overtime/compensatory time will be compensated according to The Federal Fair Labor Standards Act (FLSA)
16	Changes in Wages for ESPs <ul style="list-style-type: none"> A. The Board approved a 3% increase to the employee's base salary B. ESPs Working Out of Class will receive an additional compensation of \$2.75 per hour C. Extra Duty will be compensated according to The Federal Fair Labor Standards Act (FLSA)
17	The entire unused portion of the Professional Development allocation will roll over into the new fiscal year for this year only
18	<ul style="list-style-type: none"> A. Health insurance contribution have been capped the current dollar amount (\$5,007.80) and guarantees employee no more than a 5% increase to the cost of their premiums B. Flex credit will be eliminated as of July 1, 2013 C. Short-Term Disability Insurance is an optional insurance program that the ESPs may choose at their own expense D. Part-time eligible ESPs who elect medical coverage will be sponsored by EPO single coverage insurance
21	When ESPs are on Leaves without Pay <ul style="list-style-type: none"> 21-2A. When ESPs are on Short Term Leave and exhausted paid leave, ESPs will be responsible for the cost of the monthly insurance premiums (except for unpaid FML) or costs that the district would otherwise pay for the employee's health insurance benefit 21-3A. For ESPs who qualifies shall have the option to apply for FML 21-3B. Vacation and/or sick leave will run concurrently with FML