

## **Highlights of the White Collar/Food Service Tentative Agreement**

The TEA Board of Directors recommends ratification. TEA members will soon receive instructions for the online ratification process. (Only TEA members may vote. Potential members received a membership form on the reverse side, which can be submitted to the TEA office via District mail.)

The numbers in parentheses at the end of bulleted items indicate the pertinent Agreement Article numbers.

### **Accomplishments in the face of difficult economic times:**

- ✓ 100% Health Care Benefits (18)
- ✓ No Salary Reductions (16)
- ✓ No Furloughs Days (15)
- ✓ Reinstatement of Personal Day (20)
- ✓ Maintained all Sick Leave Days (20)
- ✓ Twelve month ESPs must be paid for or allowed to use vacation leave. (20)

### **Changes:**

- ESPs have the option of selecting one of three pay plans, including payment over the summer. (16)
- Sick leave will be accrued as opposed to frontloaded. (20)
- Twelve month ESPs will be able to roll over a maximum of 120 hours of vacation time. (20)

### **Impacts:**

- Ratified agreements will be available online only. (3)
- ESPs who are promoted or reclassified will receive a 7.5% raise instead of a 10% raise. (8, 9 & 10)
- Reclassified ESPs whose positions have been downgraded will have their wages guaranteed for up to 18 months. (10)
- Lay-off protection was maintained for those hired before August 16, 2002. (13)
- Professional Development Opportunities to be determined by a joint committee of TUSD and TEA representatives. After June 30, 2010, the Professional Development step increases will no longer be available. (17)

***Please Note: Employees who have accumulated four (4) approved credits (60 hours) by June 30, 2010 are eligible to apply for advancement of one step on the salary schedule for the fiscal year 2010-2011 only. Remaining hours earned prior to June 30, 2010 will be paid out at a rate of twenty-five dollars (\$25) per hour up to a maximum of 120 hours. All hours must be submitted by August 31, 2010. (17)***

- Twelve month ESPs will no longer be able to transfer vacation leave to sick leave. (20)
- The Service Stipend separation benefit has been frozen at the current level for ESPs hired on or before June 30, 1997 (13 years ago). These ESPs will also be eligible to receive the current sick leave payout (up to 500 hours). Those hired *after* June 30, 1997 (i.e., with fewer than 13 years of service) will be eligible for the sick leave payout system (up to 500 hours). (22)

### **Legislative Mandate:**

- Arizona Legislative House Bill (HB) 2227 prohibited districts from paying for Association released time. The tentative agreement allows for personal or flex time to be used to conduct Association business. (5 & 6)

**Remember to vote for pro-public education candidates  
on August 24th or by mail-in ballot!!!**