

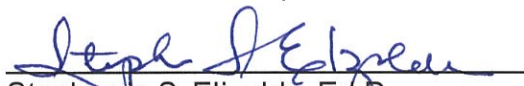
**CONSULTATION AGREEMENT  
BETWEEN THE AUSTIN INDEPENDENT SCHOOL DISTRICT  
AND EDUCATION AUSTIN**

This Consultation Agreement is entered into by the Austin Independent School District (District) and Education Austin and is effective upon full execution.

1. Purpose: Though the District's goal is to have an adequate pool of substitute teachers to provide coverage for teachers who are absent, this agreement recognizes the benefit of using existing campus staff on a short-term basis when a campus is unable to secure a substitute. This use of existing campus staff as substitutes under this agreement is only authorized under defined circumstances and as permitted by law and District policy.
2. Term of Agreement: This agreement is effective on the date it is fully executed by both parties and ends on June 30, 2022, unless terminated sooner or extended as per consultation.
3. Eligibility: The following campus employees may be eligible to provide substitute coverage under this agreement:
  - a. Teachers who are allocated an extra planning period during the school day in addition to their state-mandated planning period under Texas Education Code Section 21.404; and
  - b. Special Education teacher assistants (TAs) who are regularly assigned to a special education classroom to provide whole-class support.
4. Exclusions:
  - a. Teachers shall not provide substitute coverage during their state-mandated planning period under Texas Education Code Section 21.404.
  - b. Teachers will not receive additional compensation when additional students are temporarily assigned to their classrooms due to a teacher's absence.
  - c. Special Education TAs assigned as one-to-one aides to a student shall not provide substitute coverage.
  - d. Special Education TAs for whom a substitute assignment would result in one or more students not receiving services or supports specified in an individualized education program shall not provide substitute coverage.
  - e. Special Education TAs may not provide substitute coverage if doing so would cause them to accrue overtime.
  - f. This agreement is limited to eligible teachers and Special Education TAs and does not apply to any other campus or District personnel.
5. Selection for Assignment: The selection of an employee to provide substitute coverage under this agreement is at the discretion of the campus principal, considering the needs of the class involved, the employee's regular duties, the employee's performance, and the needs of the campus in general. In addition, a campus principal may only assign a Special Education TA to provide substitute coverage to a special education classroom to which the TA is regularly assigned. Nothing in this agreement guarantees that any teacher or Special Education TA will be selected to provide substitute coverage.

- 6. Limitation: A teacher or Special Education TA may not provide substitute coverage for more than five (5) consecutive workdays for a single teacher without prior approval from the Chief Officer of Human Capital or a designee OR the Substitute Services Office.
- 7. Compensation:
  - a. A teacher who volunteers to provide substitute coverage during the teacher's extra planning period will receive \$18 per hour or \$27 per 90 minutes. **Note: Any pay that a teacher receives under this agreement will not be considered a part of the teacher's contract or total compensation and will not carry over from one school year to the next.**
  - b. A Special Education TA who provides substitute coverage will receive an hourly rate of the current substitute rate divided by 7.5 hours to determine the hourly additional amount.
  - c. A compensation pay code has been established to pay teachers and Special Education TAs who provide substitute coverage.
  - d. A teacher or Special Education TA will be required to accept a substitute assignment in Absence Management to verify the assignment and to ensure accurate payment.
  - e. Campus timekeepers, campus absence coordinators, teachers, and Special Education TAs will be responsible for tracking time worked at the campus level.
- 8. Annual Review: This agreement will be reviewed as part of the District's annual budgeting process no later than June 30th of each year and in conjunction with the consultation agent. The rules associated with this agreement will be included in the District's compensation manual.

For The Austin Independent School District:

  
 Stephanie S. Elizalde, Ed.D.  
 Superintendent

12/2/2021  
 Date

For Education Austin:

  
 Ken Zarifis  
 President

12/1/2021  
 Date