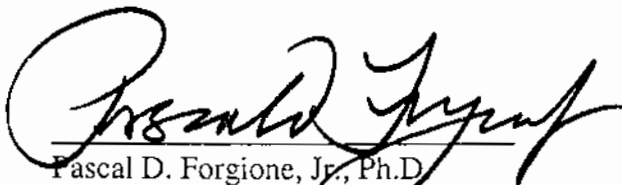


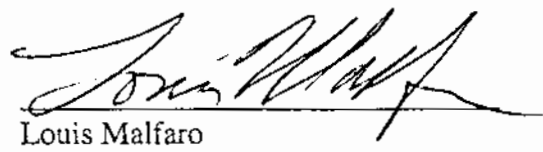
**CONSULTATION AGREEMENT
BETWEEN THE
AUSTIN INDEPENDENT SCHOOL DISTRICT
AND
EDUCATION AUSTIN**

SUBJECT: CLASSIFIED EMPLOYEE WORK BREAKS

The identified parties hereby agree to the following conditions regarding classified employee work breaks:

- A. All classified employees working an eight (8) hour day may be allowed to take two (2) paid work breaks regardless of how the day is scheduled.
- B. All classified employees working a four (4) hour day may be allowed to take one (1) paid work break regardless of how the day is scheduled.
- C. Work breaks should be common practice and should be provided by the administrator in charge unless there is an extraordinary situation that makes this impractical. Breaks are subject to certain restrictions:
 - 1. No break should be taken until at least one (1) hour after starting time.
 - 2. Break periods will be limited to a maximum of fifteen (15) minutes.
 - 3. Work breaks may not be combined to allow for a longer break period.
 - 4. Employees may not take a break at the end of a scheduled workday in order to leave early.
 - 5. No additional pay will be given to employees who do not take a work break.
 - 6. Break time cannot be accumulated.
 - 7. Work breaks may not be used to extend a lunch break.


Pascal D. Forgione, Jr., Ph.D.
AISD Representative


Louis Malfaro
EA Representative

12-15-04
Date

12-15-04
Date