

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

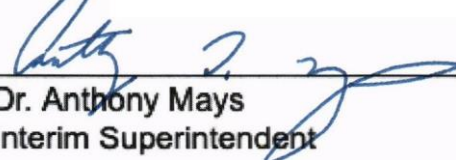
Pending approval by the Board of Trustees, the Austin Independent School District and Education Austin agree to the following amended consultation agreement addressing substitute coverage. This amended agreement becomes effective upon full execution.

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 must be reviewed annually by July 1 for the following school year, unless terminated sooner.
3. Eligibility: The following campus employees may be eligible to provide substitute coverage under this agreement
 - a. Secondary 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. Elementary teachers receiving additional students temporarily assigned to their classrooms due to a teacher's absence.
 - c. Special Education teacher assistants (TAs) who are regularly assigned to a special education classroom to provide whole-class support.
 - d. Pre-K teacher assistants (TAs) who are regularly assigned to the classroom for which there is a teacher absence.
 - e. PE teacher assistants (TAs) who are regularly assigned to the classroom for which there is a teacher absence.
4. Exclusions:
 - a. Teachers shall not provide substitute coverage during their state-mandated planning period under Texas Education Code Section 21.404.
 - b. Special Education TAs assigned as one-to-one aides to a student shall not provide substitute coverage.
 - c. 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.
 - d. TAs may not provide substitute coverage if doing so would cause them to accrue overtime.
 - e. This agreement is limited to eligible teachers and TAs as described above. The

agreement does not apply to any other campus personnel (i.e. librarians, counselors, administrators, clerical, etc.) and, as such, campus administration should exhaust all other coverage options prior to utilizing those employees for classroom coverage purposes.

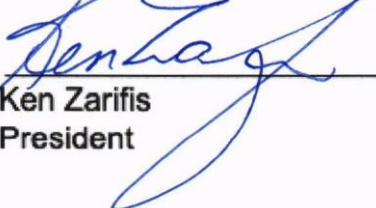
5. Selection for Assignment: The selection of an employee to provide substitute coverage under this agreement is at the discretion of the campus principal, considering the needs of the class involved, the employee's regular duties, the employee's performance, and the needs of the campus in general.
6. Limitation: A teacher or 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 secondary teacher who volunteers to provide substitute coverage during the teacher's extra planning period will receive \$30 per 90 minute block. **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. Elementary teachers who take on 4 or more students for the full day will split a daily sub rate of \$120. **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.**
 - c. A TA who provides substitute coverage will receive an additional \$14.38 per hour.
 - d. A compensation pay code has been established to pay teachers and TAs who provide substitute coverage.
 - e. Campus sub coordinators will be responsible for tracking teacher/TA sub coverage and submitting proper documentation to the substitute office.
8. Annual Review: This agreement will be reviewed as part of the District's annual budgeting process. In the event that funding for this agreement is not included in the annual budget adopted by the Board of Trustees, the agreement is terminated. The rules associated with this agreement will be included in the District's compensation manual.

For The Austin Independent School District:


Dr. Anthony Mays
Interim Superintendent

12-20-2022
Date

For Education Austin:


Ken Zarifis
President

12/20/2022
Date