

TA *[Signature]* 10/28/2019
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PUSD Unit I
Proposal #1
October 28, 2019

**ARTICLE 21
LIMITED-TERM (SUBSTITUTE) EMPLOYEES**

21.1 This Article shall apply to Limited-Term (substitute) employees which were added to the Unit by PERB Decision No. 2441-E (Case No. LA-EU-867-E).

Office Assistant II,
Library Media Technician,
LAN Administrator,
Campus Security Specialist,
Health Services Technician,
Program Aide ESS/ASES,
Lead Middle School ASES Assistant,
Instructional Assistant-Preschool,
Instructional Assistant ELL,
Instructional Assistant I-Special Education,
Instructional Assistant II-Special Education,
Crossing Guards,
Life Guards, and
Athletic Trainer

In addition, this Article shall apply to Limited-Term employees and substitute employees performing services in other classifications that are part of the PSEA Bargaining Unit.

References in this Article or in this Agreement to Limited-Term (substitute) employees shall refer to individuals providing substitute services in any of the Unit classifications listed above.

21.2 Salary Placement

Limited-Term (substitute) employees shall normally be placed in Step 1 of the salary range designated for the classification in which the employee provides substitute services. Nothing herein precludes the Associate Superintendent of Personnel Support Services or designee from authorizing a higher step placement for an exceptionally well-qualified individual who possesses a skill set greater than other Limited-Term (substitute) employees. Placement of a Limited-Term (substitute) employee at a step other than Step 1 shall be within the sole discretion of the Associate Superintendent of Personnel Support Services or designee.

21.3 Other Wage Provisions

OVERTIME: Limited-Term (substitute) employees who work in excess of eight (8) hours per day or in excess of forty (40) hours per workweek shall be compensated at the rate of one and one-half (1-1/2) times the Unit member's regular hourly rate. Limited-Term (substitute) employees required to work on a holiday (as defined in Article 6) shall be compensated at the rate of one and one-half (1-1/2) times the

Unit member's regular hourly rate (in addition to any other applicable provision of this Article)

NIGHT DIFFERENTIAL: Section 14.4 shall apply to Limited-Term (substitute) employees in the same way it applies to regular employees.

CALL BACK / CALL IN: Limited-Term (substitute) employees called in to work or required to return to work shall receive no less than one (1) hour of pay at the appropriate rate.

ERRORS IN SALARY: Section 14.17 shall apply to Limited-Term (substitute) employees in the same way it applies to regular employees.

21.4. Mileage

MILEAGE AND REIMBURSEMENTS: Sections 14.11 and 14.12 shall apply to Limited-Term (substitute) employees in the same way they apply to regular employees.

21.5 Professional Growth

Limited-Term (substitute) employees shall be eligible to participate in the Professional Learning Program and Education Financial Incentive Program specified in Sections 14.18 and 14.19 of the Agreement.

21.6 Sick Leave

Limited-Term (substitute) employees shall accrue sick leave at the rate of one hour per thirty (30) hours worked. Usage of such leave shall be governed by Section 9.1.2. In addition, Limited-Term (substitute) employees who work continuously for more than six (6) months shall be granted sick leave benefits as defined in Section 9.1.1.

21.7. Holidays

Limited-Term (substitute) employees whose assignment is for more than six (6) months shall be paid for those holidays occurring during their assignment period.

21.8 Other Applicable Articles

Articles 1, 2, 3, 4, 12, 13, 16, 17, 18, 19, 20, and 21 shall apply to Limited-Term (substitute) employees in the same way they apply to regular employees.

21.9 No other provisions of this Agreement shall apply to Limited-Term (substitute) employees unless such is expressly set forth in this Article.