

~~ARTICLE IX – WORK YEAR, WORK WEEK, WORKDAY~~

~~A. WORK DAY~~

~~Support Personnel shall report to their assignment stations at the appropriate time. Within the workday, Support Personnel will be available at all reasonable and appropriate times to attend meetings and programs.~~

~~Up to six Support Personnel, who are regular members of the collective bargaining team, will be released from assigned duties to participate in collective bargaining talks without loss of pay.~~

~~The Association President or designee will be released from assigned duties one (1) day per month to conduct Association business. The cost of a substitute, if any, will be paid by the Association. Application for leave will be made at least five (5) days in advance, except in cases of emergency. The Association President will check in with the administrator of the work site, which he/she visits.~~

~~The normal workday for support personnel is an eight (8) hour day. This does not preclude the establishment of a four (4) day, ten (10) hour per day workweek.~~

~~B. LUNCH AND BREAKS~~

~~All Support Personnel working 8 hours a day will have a total break time of 60 minutes. School based Support Personnel will have a duty free lunch of not less than 25 minutes and two (2) breaks (not less than 15 minutes) equating a total of sixty (60) minutes. Non-school based Support Personnel will have either a 60-minute lunch break or a lunch break of not less than 25 minutes and two (2) breaks (not less than fifteen (15) minutes) equating a total of sixty (60) minutes. This shall be implemented through an administratively developed and implemented equitable rotation system utilizing all personnel as necessary.~~

~~Support Personnel working at least 6 hours, but less than 8 hours will be entitled to a total break time of 30 minutes.~~

~~Support Personnel working at least four (4) hours but less than 6 hours a day will have one (1) 15-minute break.~~

~~Should Support Personnel be required to work during their duty free lunch, every effort will be made to provide release time equal to the time that they are scheduled to work. If it is impossible to provide that release time, then they will be compensated monetarily for the loss of this time.~~

~~C. LEAVING THE WORK SITE~~

~~Support Personnel may leave the work site during their break time and will sign in and out giving their destination.~~

~~By prior arrangement with the administrators, a Support Person who has a supplemental obligation at another school shall be allowed to leave school during non-student contact time and prior to the close of the regular day at no loss of pay, accumulated leave nor be required to make up time missed. If a substitute is needed, the cost will be paid by the school sponsoring the activity.~~

~~However, this shall not exempt Support Personnel from participating in the activities, which normally occur, such as: faculty, department, team or grade level meetings, participating in conferences or assigned duties at their work site.~~

~~D. PAID HOLIDAYS~~

- ~~1. Employees who are contracted for 251 days shall receive a total of six (6) paid holidays during the school year.~~
- ~~2. Employees who are contracted for less than 251 days shall receive a total of one (1) paid holiday during the school year, to be paid during the Thanksgiving holiday.~~

~~The dates of the holidays specified above shall be determined by the Board.~~

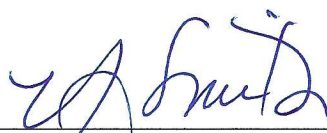
TA# 23



 For the Board

10/16/25

 Date



 For the Union

10/16/25

 Date