

TA
DND
RM 5/6/19

05/06/19 Management Counter Proposal
BTU-ESP Negotiation Session #7
All Management proposals are package proposals
Re-issued on May 6, 2019

5. Seniority - For purposes of this Agreement, seniority shall be defined as the longest uninterrupted service in the bargaining unit commencing upon completion of the employee's probationary period unless defined differently in a specific provision of this Agreement. Service shall not be deemed to be interrupted by any leave approved and granted pursuant to this contract. An employee who leaves the unit for any position in the District or who is on layoff status retains earned seniority if he/she returns to the bargaining unit within one (1) year, and upon return, shall assume the accumulation of unit seniority. Employees who were probationary teachers, were released, are in good standing, and who have made a request in writing to Talent Acquisition Non-Instructional to return to a vacant bargaining unit position, will be offered a vacant position after all current bargaining employees whom have placed on lay-off and have been offered one (1) of three (3) vacancies.

Such seniority being equal between or among two (2) or more employees, the additional criteria to be used, in the following order, shall be:

- a. the longest total service in a BTU-ESP bargaining unit position in the District;
 - b. the longest total service in any permanent position of employment by the District;
 - c. the earliest date of application for any position of employment by the District.
6. Probationary Employee — For a newly hired employee, whether full-time or part-time, the probationary period shall be one hundred thirty one (131) workdays. During said probationary period, the Board may suspend, terminate, or discipline a probationary employee for any reason whatsoever except for lawful union activities. No claim will be made by the employee or by the BTU-ESP that the action was improper (See Article 6- Section Q).

Probationary employees shall be eligible for insurance coverage after completing their forty-fifth (45th) workday. Probationary employees shall accrue sick leave, but shall not be able to utilize the leave until their seventy-fifth (75th) workday. Should the employee be terminated prior to the completion of their full probationary period, all leave shall be returned to the School Board.