

BESPA Proposal #1
October 25, 2023

10.7 Employees who after serving **ninety (90) working days for ten (10) month employees or one hundred twenty (120) days for twelve (12) month employees** ~~three (3) consecutive years on an annual basis as full-time~~ **as** Education Support Personnel ~~with overall satisfactory evaluations for this time those years and who are recommended by the Superintendent and approved by the School Board~~ shall be employed on a continuous basis. Educational Support Personnel who are employed one (1) day over half the contract year will receive credit for one (1) year.

Employees who are initially employed on a grant or limited funding source with a specified end date will not be placed on continuous employment unless they transfer to a non-grant position. Such conditions must be contained in the advertisement for grant funded position. When the grant's funding ends a continuous contract employee will revert to the job classification held when the continuous employment status was obtained.

TA'D on _____

Josh Balkom, BDS Chief Negotiator

Michael Petty, MSSU Executive Director

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.