

ESP Policy Manual Changes for 2025-26 School Year

Cover	Update Dates: May 8, 2025 & July 1, 2025
Page 8-9 Personal Conduct	Delete: This section since duplicate information is under Standards of Conduct/Progressive Discipline section
Page 9 Workplace Harassment Prohibited	Update: Update verbiage to match Board policy
Page 10 Sexual Harassment Prohibited	Update: Change to current Complaint Manager contact
Page 17 Overtime Compensation	Add: Include daily overtime verbiage for maintenance and custodian ESP
Page 19 Holiday Overtime	Delete/Update: Delete references to holiday time and a half; hours worked on holiday is doubletime
Page 22 Bereavement Leave	Add: Include verbiage for covered family member
Page 23 Parenting Leave	Add: Include verbiage for adoption/placement
Page 25 ESP Starting Wage Schedule	Update: Change to Board approved hourly rates for 2025-26 school year