ARTICLE X – SALARY AND TEACHER WELFARE

SECTION A-H - Same

SECTION I – Employee Assistance Program (EAP)

An Employee Assistance Program (EAP) will be provided for the purpose of offering employees, upon their request, short-term counseling and/or assistance with referrals for appropriate services. The program will also promote programs for wellness, nutrition, exercise, and stress reduction.

Participation or nonparticipation in the EAP shall be voluntary and shall not be a factor in any adverse employment action by the District ~~Board~~. All personally identifiable information relating to an employee as a result of an employee's participation in the EAP shall be held in <u>the</u> strictest confidence by the director and staff of the EAP and such shall not be made a part of or otherwise noted in the employee's personnel file.

<u>The Insurance Committee cited in Article X, Section B(1)(b) shall</u> ~~An EAP Committee will be established for the purpose of evaluating~~ <u>evaluate and recommend</u> the services ~~provided~~ which shall include, but not be limited to, ~~the services provided,~~ the cost and funding source, availability, accessibility, utilization, and its effectiveness toward meeting the needs of the employees. ~~The committee shall meet periodically during the school year and by May 1 of each year shall make recommendations to the Board and USEP for the purpose of further negotiating the improvement and/or revision of the program. The EAP Committee will function as a subcommittee of the current Insurance Committee. The Board and USEP will mutually agree to appoint members to the EAP subcommittee who are not current members of the Insurance Committee. The EAP Committee shall consist of an equal number of members selected by the Board and USEP.~~

The USEP President maintains the right to review and approve any EAP materials and attend any meetings intended for the promotion of the EAP to bargaining unit members.

SECTION J – Same

END OF ARTICLE X

_____
For the Board

9/9/25
Date

_____
For the Union

9/9/2025
Date