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**MEMORANDUM OF AGREEMENT**  
**Between**  
**Tucson Unified School District**  
**and**  
**Tucson Education Association**

This Memorandum of Agreement (“MOA”) is entered into on this 21<sup>st</sup> day of December, 2017 by and between Tucson Unified School District ("Tucson Unified") and Tucson Education Association ("TEA").

**BACKGROUND**

- A. The Tucson Unified Governing Board has recognized TEA as the exclusive representative to negotiate for and/or consult on behalf of the certified employees assigned to the Consensus Agreement.
- B. On August 8, 2017, the Tucson Unified Governing Board approved the 2017-2018 Consensus Agreement to be in effect from July 1, 2017 through June 30, 2018. Article 29-15 of the Agreement provided that upon reconciliation of 301 monies in Funds 11 and 13 for fiscal year 2016-2017, negotiations would be reopened to finalize the allocation of 301 compensation.
- C. The parties formally re-opened negotiations in October 2017, to discuss the balance of these funds and have reached an agreement to provide a one-time compensation to TDR A Consensus Employees in the total amount of \$500 for the 2017-2018 school year.

**AGREEMENT**

- 1. The parties hereby agree that the facts set forth in the Background above are true and correct and, therefore, form a material part of this Agreement.
- 2. The parties further agree that employees covered by the TEA Consensus Agreement and paid on TDR A salary schedule shall receive a one-time compensation in the total amount of \$500. Payments will be paid as follows:
  - a. \$250 for all TDR A salaried employees who were employed by the District as of December 1, 2017. This payment will be paid on February 9, 2018.
  - b. \$250 for all TDR A salaried employees who were employed by the District as of May 1, 2018. This payment will be paid on June 2, 2018.
- 3. This agreement is subject to Tucson Unified Governing Board approval.

Tucson Education Association

Tucson Unified School District

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/s/  
Jason Freed  
President

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/s/  
Maricela Meza  
Director of Employee Relations