

# TUSD and TEA



# Four Years Ago



- TUSD Board imposed TEA agreements
- Increase to employee benefit contribution
- ASRS increase to employee contribution
- School closures
- Approximately 200 grievances
- Communication Gap
- Employee morale at an all time low

# TUSD Board Imposed TEA Agreements



- Agreements were not shared with TEA or TUSD Board but voted on per staff recommendation
- Loss of DIT process
- Loss of personal leave
- Loss of other rights and benefits
- WCFS
- Took month to reconsider

# Three Years Ago



- TUSD community elected two new board members District Governing Board

# Two Years Ago



2013 TUSD Visionary Board hired new  
superintendent, DR. HT Sanchez

# TEA Goals



- Improve Communication
- Cohesive Direction
- Recruitment and Retention
- Inclusion of Employee Groups –Shared Values

## **TUSD & TEA Partnership**

- Commitment to Work Together
- Change the Governing Board Meetings
- Change relationships

# Improved Communication



- TUSD Leadership More Accessible
- TEAM Update
- New District Communications Team
- Advocate within community and State
- Governing Board Meeting
- Parent Link
- Strategic Plan
- Re-opened school sites
- Employee salary increases

# Cohesive Plans



- Strategic Plan-Award Winning
- New ERP System
- Teacher Created District Curriculum
- Re-opened and Repurposed Closed Schools
- No RIFs



# Recruitment and Retention



- Began Compression Implementation  
Provided Steps for Longevity -  
New Salary Schedule with Annual  
Longevity/Experience Steps
- Restored Personal Leave Days
- Summer Benefits Reinstated
- Spring DIT Process
- Early Childhood Learning Centers
- Job Fairs Earlier and more Friendly/Professional
- Recruitment Events
- Increased Employee Salaries

# Inclusion



- Honored Employee Agreements  
Innovation (UVA) Schools  
Class Size and Reduction  
Grievances All Time Low\*
- Teacher Focus Groups
- Evaluation and 301 Plan\*
- Staff Celebrations
- TUSD Board Majority and Leadership more Accessible
- Valued Partners

# TUSD and TEA Moving Forward



- Continued communication
- Evaluation and 301
- Partnership at the site level
- Partners in addressing USP
- Equity in employee salaries