

2018-2019 Non-Bargaining Agreement Summary of Substantive Changes

Article	Changes
1 Definitions	<ul style="list-style-type: none"> Updated definition of “Family” to be consistent with all agreements.
2 Wages	<ul style="list-style-type: none"> Language modified as follows: <p>B. Administrative Educational Stipend</p> <p>Exempt Administrators with a Ph.D. will receive a \$1,000 educational stipend to be added to their annual contract amount. Exempt Administrators with an Ed.D. will receive a \$700 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.</p> <p><u>1. Employees with a Ph.D. or Ed.D. will receive a \$1,000 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.</u></p> <p><u>2. Employees with an Educational Specialist degree will receive a \$700 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.</u></p> Clarified language and included language for stipend based on Educational Specialist degree.
3 Contracts for Exempt Administrators	<ul style="list-style-type: none"> Removed the following language under “Notice of Non-Renewal of Contract”: <p>2. Non-Certificated Administrators. The District must provide notice of its intent not to renew the contract of a non-certificated exempt administrator, who does not qualify under Article 3(B)(1), no later than May 15 of the current contract year.</p> <p>a. In 2017-2018, for non-certificated administrators, the Governing Board may unilaterally terminate Employee’s employment with the District per the terms of the contract approved by the Governing Board on June 27, 2017. In the event there is a</p>

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	<p style="color: red;">direct conflict between the language set forth in this agreement and the contract, the language provided in the contract shall supersede the language in the agreement.</p>
<p>7 Leaves of Absence with Pay</p>	<ul style="list-style-type: none"> • Language modified as follows (for A. Sick Leave and C. Bereavement): <ol style="list-style-type: none"> 6. Sick leave may be used in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For the purposes of sick leave, the term <u>immediate family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.</u> shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household. • Language updated to be consistent with all agreements. • D. Medical Leave Assistance Program Employees who have depleted their accrued sick and personal leave as a result of <u>serious illness or injury a qualified medical reason</u> may request access to the Medical Leave Assistance Program by submitting a form to the Chief Human Resources Officer-Benefits office asking to receive donations of sick leave from other employees. <u>Serious illness or injury A serious health condition</u> is defined as a "non-work related" <u>illness or injury qualified medical reason</u> that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

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	<ul style="list-style-type: none">• Language updated to clarify use of medical assistance program for consistency with all agreements.
13 Administrative Transfers for Exempt Administrators	<ul style="list-style-type: none">• Language modified as follows: B. Notice and Consultation Written notice of all administrative vacancies occurring prior to the end of the school year and not will be advertised through TUSD's Human Resources Department will be provided by the District to each administrator.