

MEMORANDUM OF AGREEMENT

Between  
Tucson Unified School District  
and  
Tucson Education Association

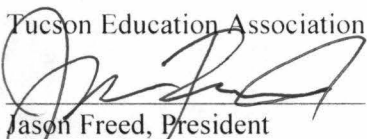
This Memorandum of Agreement ("MOA") is entered into on this 3rd day of August 2018 by and between Tucson Unified School District ("Tucson Unified") and Tucson Education Association ("TEA").

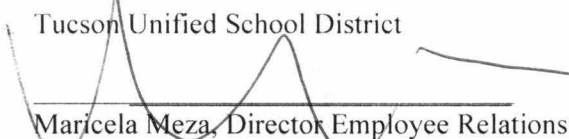
BACKGROUND

- A. The Tucson Unified Governing Board has recognized TEA as the exclusive representative to negotiate for and/or consult on behalf of employees covered by the TEA White Collar/Food Service Agreement ("WC/FS Agreement").
- B. In April and May of 2018, a number of employees participated in the State-wide RedforEd Walkout.
- C. During negotiations between the District and TEA for the 2018-2019 SY, the parties concurred that employees covered under both the TEA Consensus and WC/FS Agreements would suffer no reprisals as a result of their participation in the work stoppage movement. Additionally, language was to be added to both agreements which memorialized this information. On June 12, 2018, the Tucson Unified Governing Board adopted the revised 2018-2019 WC/FS Agreement, however, language referencing the work stoppage movement was omitted from the Agreement.
- D. The parties agree to add language to the WC/FS Agreement to reflect what was agreed upon during the District negotiations with TEA for the 2018-19 SY.

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 Article 25 shall be revised, effective July 1, 2018, to read as follows:  
**"25-3 No Reprisals**  
Neither the Board nor its supervisory employees shall engage in any reprisals against TEA, AEA, NEA and persons involved in the walkout of April and May of 2018."

Tucson Education Association  
  
Jason Freed, President

Tucson Unified School District  
  
Maricela Meza, Director Employee Relations