

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is entered into on this 8th day of August, 2018, by and between Tucson Unified School District (“Tucson Unified”) and AFSCME Local 449 (“AFSCME”).

RECITALS

- A. The Tucson Unified Governing Board recognizes AFSCME as the exclusive representative to negotiate for and/or consult on behalf of employees covered by the Memorandum of Understanding for Blue Collar Employees (“AFSCME MOU”).
- B. Per the AFSCME MOU, all AFSCME employees would receive a four percent compensation increase. The four percent increase was a result of the May 22, 2018 Tucson Unified School District Governing Board (“Governing Board”) meeting.
- C. Further, Tucson Unified Bus Drivers requested a formal reclassification analysis, per Article Sixteen of the AFSCME MOU. Based on the analysis, it was the recommendation of the Tucson Unified Human Resources Department to increase the starting pay of Bus Drivers.
- D. On July 10, 2018, the Governing Board voted to increase the starting salary of Bus Drivers to be consistent with Tucson Unified Human Resources recommendations. Thus, the proposed salary schedule addition to Appendix V, effective July 11, 2018, addresses the approved rate increase for Bus Drivers only.
- E. The current AFSCME MOU is a two-year Agreement and applies from July 1, 2018 through June 30, 2020.

AGREEMENT


- 1. The parties agree that the facts set forth in the Recitals are true and correct and, therefore, form a material part of this MOA.
- 2. The parties further agree that the new salary schedule for Bus Drivers shall be added to Appendix V to reflect the increase that was approved on May 22, 2018 and July 10, 2018. This shall be effective July 11, 2018 and will read as follows:

APPENDIX V (to be added after the Blue Collar Wage scale)
Bus Driver Wage Scale
July 11, 2018 through June 30, 2020

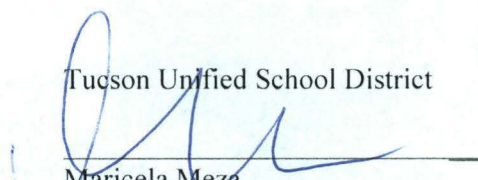
Step 1	13.35	Step 23	16.60	Step 45	20.66
Step 2	13.48	Step 24	16.77	Step 46	20.87
Step 3	13.61	Step 25	16.94	Step 47	21.08
Step 4	13.75	Step 26	17.11	Step 48	21.29

Step 5	13.89	Step 27	17.28	Step 49	21.50
Step 6	14.03	Step 28	17.45	Step 50	21.72
Step 7	14.17	Step 29	17.62	Step 51	21.94
Step 8	14.31	Step 30	17.80	Step 52	22.16
Step 9	14.45	Step 31	17.98	Step 53	22.38
Step 10	14.59	Step 32	18.16	Step 54	22.60
Step 11	14.74	Step 33	18.34	Step 55	22.83
Step 12	14.89	Step 34	18.52	Step 56	23.06
Step 13	15.04	Step 35	18.71	Step 57	23.29
Step 14	15.19	Step 36	18.90	Step 58	23.52
Step 15	15.34	Step 37	19.09	Step 59	23.76
Step 16	15.49	Step 38	19.28	Step 60	24.00
Step 17	15.64	Step 39	19.47	Step 61	24.24
Step 18	15.80	Step 40	19.66	Step 62	24.48
Step 19	15.96	Step 41	19.86	Step 63	24.72
Step 20	16.12	Step 42	20.06	Step 64	24.97
Step 21	16.28	Step 43	20.26		
Step 22	16.44	Step 44	20.46		

AFSCME, Local 449


 Marcia Vela
 TUSD Division Acting-Chair
 7/8/18

Tucson Unified School District


 Maricela Meza
 Director of Employee Relations