
MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is entered into on this ____ day of September, 2017, 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. The current AFSCME MOU became effective on July 1, 2016 and is effective through June 30, 2018.
- C. Prop 206, The Fair Wages and Healthy Families Act (the “Act”) was a ballot initiative approved by Arizona voters in November, 2016. The Act became effective January 1, 2017 establishing a new state minimum wage. Further, the Act set forth provisions entitling employees to accrue earned paid sick time beginning July 1, 2017. The Act has broadened the definition of what qualifies as sick leave usage. Thus Article 24-2 (D) will be updated to reflect changes to usage as per The Fair Wages and Healthy Families Act, A.R.S. 23-373.
- D. As per C above, the new state minimum wage increased to \$10.00 per hour effective January 1, 2017. The District complied with this mandate. This change is not reflected in the current AFSCME MOU (Appendix V) as the Act was approved after the AFSCME MOU was approved.
- E. The proposed schedule change to Appendix V, effective July 1, 2017, addresses both the minimum wage increases and adjustments for compression. The state minimum wage will increase again January 1, 2018 requiring Tucson Unified to increase wages to maintain compliance.
- F. The current AFSCME MOU is a two-year Agreement and applies from July 1, 2016 through June 30, 2018.

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 Article 24-2 (D) shall be revised, effective July 1, 2017, to read as follows:

24-2 Sick Leave

D. Sick Leave Usage

1. Illness

- a. 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 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.

3. The parties further agree that Appendix V will be updated to reflect compliance with the current minimum wage scale through December 31, 2017. The second table will reflect the changes to salary schedule that will go into effect on January 1, 2018 once the state minimum wage increases again. Changes as follows:

APPENDIX V
Blue Collar Wage Scale
July 1, 2017 through December 31, 2017

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Step 1	\$10.00	\$10.49	\$10.86	\$11.23	\$12.03	\$12.93	\$13.94	\$14.45
Step 2	\$10.10	\$10.59	\$10.97	\$11.34	\$12.15	\$13.06	\$14.08	\$14.59
Step 3	\$10.20	\$10.70	\$11.08	\$11.45	\$12.27	\$13.19	\$14.22	\$14.74
Step 4	\$10.30	\$10.81	\$11.19	\$11.57	\$12.39	\$13.32	\$14.36	\$14.89
Step 5	\$10.41	\$10.92	\$11.30	\$11.69	\$12.51	\$13.45	\$14.50	\$15.04
Step 6	\$10.51	\$11.03	\$11.41	\$11.81	\$12.65	\$13.59	\$14.66	\$15.19
Step 7	\$10.62	\$11.14	\$11.52	\$11.92	\$12.77	\$13.73	\$14.80	\$15.34
Step 8	\$10.72	\$11.25	\$11.65	\$12.04	\$12.90	\$13.87	\$14.95	\$15.49
Step 9	\$10.83	\$11.36	\$11.76	\$12.16	\$13.03	\$14.00	\$15.10	\$15.64
Step 10	\$10.94	\$11.47	\$11.88	\$12.28	\$13.16	\$14.14	\$15.25	\$15.81
Step 11	\$11.05	\$11.58	\$12.00	\$12.40	\$13.29	\$14.28	\$15.40	\$15.96
Step 12	\$11.16	\$11.71	\$12.12	\$12.52	\$13.42	\$14.42	\$15.55	\$16.12
Step 13	\$11.27	\$11.82	\$12.24	\$12.66	\$13.55	\$14.57	\$15.71	\$16.28
Step 14	\$11.38	\$11.94	\$12.36	\$12.78	\$13.70	\$14.72	\$15.87	\$16.44
Step 15	\$11.49	\$12.06	\$12.48	\$12.91	\$13.83	\$14.87	\$16.03	\$16.61
Step 16	\$11.61	\$12.18	\$12.60	\$13.04	\$13.97	\$15.01	\$16.18	\$16.78
Step 17	\$11.73	\$12.30	\$12.74	\$13.17	\$14.11	\$15.16	\$16.34	\$16.95
Step 18	\$11.84	\$12.42	\$12.86	\$13.30	\$14.25	\$15.31	\$16.51	\$17.11

Step 19	\$11.96	\$12.54	\$12.99	\$13.43	\$14.39	\$15.46	\$16.68	\$17.28
Step 20	\$12.08	\$12.68	\$13.12	\$13.56	\$14.53	\$15.62	\$16.84	\$17.45
Step 21	\$12.20	\$12.80	\$13.25	\$13.71	\$14.68	\$15.78	\$17.01	\$17.63
Step 22	\$12.32	\$12.93	\$13.38	\$13.84	\$14.83	\$15.94	\$17.18	\$17.81
Step 23	\$12.45	\$13.06	\$13.51	\$13.98	\$14.98	\$16.09	\$17.35	\$17.99
Step 24	\$12.57	\$13.19	\$13.66	\$14.12	\$15.12	\$16.25	\$17.52	\$18.17
Step 25	\$12.70	\$13.32	\$13.79	\$14.26	\$15.27	\$16.42	\$17.70	\$18.35
Step 26	\$12.82	\$13.45	\$13.93	\$14.40	\$15.42	\$16.58	\$17.88	\$18.53
Step 27	\$12.95	\$13.58	\$14.07	\$14.54	\$15.58	\$16.75	\$18.06	\$18.72
Step 28	\$13.08	\$13.73	\$14.21	\$14.70	\$15.74	\$16.92	\$18.24	\$18.91
Step 29	\$13.21	\$13.86	\$14.35	\$14.84	\$15.90	\$17.09	\$18.42	\$19.09
Step 30	\$13.35	\$14.00	\$14.49	\$14.99	\$16.06	\$17.25	\$18.60	\$19.28
Step 31	\$13.48	\$14.14	\$14.63	\$15.14	\$16.21	\$17.43	\$18.79	\$19.47
Step 32	\$13.61	\$14.28	\$14.79	\$15.29	\$16.37	\$17.60	\$18.98	\$19.67
Step 33	\$13.75	\$14.42	\$14.93	\$15.44	\$16.54	\$17.78	\$19.17	\$19.87
Step 34	\$13.89	\$14.56	\$15.08	\$15.59	\$16.71	\$17.96	\$19.36	\$20.07
Step 35	\$13.78	\$14.72	\$15.23	\$15.76	\$16.88	\$18.14	\$19.55	\$20.27
Step 36	\$14.17	\$14.86	\$15.38	\$15.91	\$17.04	\$18.32	\$19.75	\$20.47
Step 37	\$14.31	\$15.01	\$15.53	\$16.07	\$17.21	\$18.50	\$19.95	\$20.67
Step 38	\$14.45	\$15.16	\$15.70	\$16.23	\$17.38	\$18.69	\$20.14	\$20.88
	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Step 39	\$14.60	\$15.31	\$15.85	\$16.39	\$17.55	\$18.87	\$20.34	\$21.09
Step 40	\$14.74	\$15.46	\$16.01	\$16.55	\$17.74	\$19.06	\$20.55	\$21.30
Step 41	\$14.89	\$15.61	\$16.17	\$16.72	\$17.91	\$19.25	\$20.76	\$21.51

Step 42	\$15.04	\$15.78	\$16.33	\$16.89	\$18.09	\$19.44	\$20.96	\$21.73
Step 43	\$15.19	\$15.93	\$16.49	\$17.06	\$18.27	\$19.63	\$21.17	\$21.95
Step 44	\$15.34	\$16.09	\$16.65	\$17.23	\$18.45	\$19.84	\$21.38	\$22.17
Step 45	\$15.49	\$16.25	\$16.83	\$17.40	\$18.63	\$20.03	\$21.59	\$22.39
Step 46	\$15.65	\$16.41	\$17.00	\$17.57	\$18.83	\$20.23	\$21.82	\$22.61
Step 47	\$15.80	\$16.57	\$17.16	\$17.75	\$19.01	\$20.43	\$22.03	\$22.84
Step 48	\$15.96	\$16.75	\$17.33	\$17.93	\$19.20	\$20.64	\$22.25	\$23.07
Step 49	\$16.12	\$16.91	\$17.51	\$18.11	\$19.39	\$20.85	\$22.47	\$23.30
Step 50	\$16.28	\$17.08	\$17.69	\$18.29	\$19.59	\$21.06	\$22.69	\$23.53
Step 51	\$16.45	\$17.25	\$17.86	\$18.47	\$19.79	\$21.26	\$22.93	\$23.77
Step 52	\$16.61	\$17.42	\$18.04	\$18.65	\$19.98	\$21.48	\$23.16	\$24.00
Step 53	\$16.78	\$17.59	\$18.22	\$18.84	\$20.18	\$21.69	\$23.39	\$24.24
Step 54	\$16.94	\$17.78	\$18.40	\$19.03	\$20.38	\$21.91	\$23.62	\$24.48
Step 55	\$17.11	\$17.95	\$18.58	\$19.22	\$20.58	\$22.13	\$23.86	\$24.73
Step 56	\$17.29	\$18.13	\$18.78	\$19.41	\$20.80	\$22.35	\$24.10	\$24.98
Step 57	\$17.46	\$18.31	\$18.96	\$19.60	\$21.00	\$22.57	\$24.34	\$25.23
Step 58	\$17.63	\$18.49	\$19.15	\$19.81	\$21.21	\$22.80	\$24.58	\$25.48
Step 59	\$17.81	\$18.69	\$19.34	\$20.00	\$21.42	\$23.03	\$24.83	\$25.73
Step 60	\$17.99	\$18.87	\$19.53	\$20.20	\$21.63	\$23.26	\$25.08	\$25.99
Step 61	\$18.17	\$19.06	\$19.73	\$20.40	\$21.86	\$23.49	\$25.32	\$26.25
Step 62	\$18.35	\$19.25	\$19.93	\$20.60	\$22.07	\$23.72	\$25.57	\$26.51
Step 63	\$18.53	\$19.44	\$20.13	\$20.82	\$22.29	\$23.96	\$25.84	\$26.78
Step 64	\$18.72	\$19.63	\$20.33	\$21.02	\$22.51	\$24.20	\$26.09	\$27.05

	Grade	Grade	Grade	Grade	Grade	Grade	Grade	Grade
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	9	10	11	12	13	14	15	16
Step 1	\$15.02	\$15.60	\$16.23	\$16.87	\$17.54	\$18.26	\$19.39	\$20.62
Step 2	\$15.17	\$15.76	\$16.39	\$17.04	\$17.72	\$18.44	\$19.58	\$20.83
Step 3	\$15.32	\$15.92	\$16.55	\$17.21	\$17.90	\$18.62	\$19.78	\$21.04
Step 4	\$15.47	\$16.07	\$16.73	\$17.38	\$18.07	\$18.82	\$19.98	\$21.24
Step 5	\$15.63	\$16.23	\$16.89	\$17.55	\$18.25	\$19.00	\$20.18	\$21.45
Step 6	\$15.79	\$16.39	\$17.06	\$17.74	\$18.43	\$19.19	\$20.38	\$21.67
Step 7	\$15.95	\$16.56	\$17.23	\$17.91	\$18.61	\$19.38	\$20.58	\$21.89
Step 8	\$16.10	\$16.73	\$17.40	\$18.09	\$18.81	\$19.57	\$20.79	\$22.11
Step 9	\$16.26	\$16.90	\$17.57	\$18.27	\$19.00	\$19.78	\$21.00	\$22.33
Step 10	\$16.42	\$17.06	\$17.75	\$18.45	\$19.18	\$19.97	\$21.21	\$22.55
Step 11	\$16.59	\$17.23	\$17.93	\$18.63	\$19.37	\$20.17	\$21.42	\$22.78
	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
Step 12	\$16.76	\$17.40	\$18.11	\$18.83	\$19.57	\$20.37	\$21.63	\$23.01
Step 13	\$16.93	\$17.57	\$18.29	\$19.01	\$19.77	\$20.57	\$21.85	\$23.24
Step 14	\$17.09	\$17.76	\$18.47	\$19.20	\$19.96	\$20.79	\$22.07	\$23.47
Step 15	\$17.26	\$17.93	\$18.65	\$19.39	\$20.16	\$20.99	\$22.29	\$23.70
Step 16	\$17.44	\$18.11	\$18.85	\$19.58	\$20.36	\$21.20	\$22.51	\$23.94
Step 17	\$17.61	\$18.29	\$19.03	\$19.79	\$20.56	\$21.41	\$22.74	\$24.18
Step 18	\$17.79	\$18.47	\$19.22	\$19.98	\$20.78	\$21.62	\$22.97	\$24.42
Step 19	\$17.97	\$18.66	\$19.41	\$20.18	\$20.98	\$21.85	\$23.19	\$24.66
Step 20	\$18.15	\$18.85	\$19.60	\$20.38	\$21.19	\$22.06	\$23.42	\$24.91
Step 21	\$18.33	\$19.04	\$19.81	\$20.58	\$21.40	\$22.28	\$23.66	\$25.16
Step 22	\$18.51	\$19.23	\$20.00	\$20.79	\$21.61	\$22.50	\$23.90	\$25.41

Step 23	\$18.70	\$19.42	\$20.20	\$21.00	\$21.84	\$22.73	\$24.14	\$25.66
Step 24	\$18.89	\$19.61	\$20.40	\$21.21	\$22.05	\$22.96	\$24.38	\$25.93
Step 25	\$19.07	\$19.81	\$20.60	\$21.42	\$22.27	\$23.19	\$24.62	\$26.18
Step 26	\$19.26	\$20.01	\$20.82	\$21.63	\$22.49	\$23.42	\$24.87	\$26.44
Step 27	\$19.45	\$20.21	\$21.02	\$21.85	\$22.71	\$23.65	\$25.12	\$26.70
Step 28	\$19.64	\$20.41	\$21.23	\$22.07	\$22.95	\$23.89	\$25.37	\$26.98
Step 29	\$19.85	\$20.61	\$21.44	\$22.29	\$23.18	\$24.13	\$25.62	\$27.25
Step 30	\$20.05	\$20.82	\$21.65	\$22.51	\$23.41	\$24.37	\$25.88	\$27.52
Step 31	\$20.24	\$21.03	\$21.88	\$22.74	\$23.64	\$24.61	\$26.14	\$27.80
Step 32	\$20.44	\$21.24	\$22.10	\$22.97	\$23.88	\$24.86	\$26.39	\$28.07
Step 33	\$20.65	\$21.45	\$22.31	\$23.20	\$24.12	\$25.11	\$26.66	\$28.35
Step 34	\$20.86	\$21.66	\$22.54	\$23.43	\$24.36	\$25.36	\$26.93	\$28.63
Step 35	\$21.07	\$21.88	\$22.77	\$23.66	\$24.60	\$25.61	\$27.20	\$28.92
Step 36	\$21.28	\$22.10	\$22.99	\$23.90	\$24.85	\$25.87	\$27.47	\$29.21
Step 37	\$21.49	\$22.32	\$23.22	\$24.14	\$25.10	\$26.13	\$27.74	\$29.50
Step 38	\$21.70	\$22.54	\$23.45	\$24.38	\$25.35	\$26.39	\$28.02	\$29.80
Step 39	\$21.93	\$22.77	\$23.68	\$24.62	\$25.60	\$26.65	\$28.30	\$30.10
Step 40	\$22.14	\$23.00	\$23.93	\$24.87	\$25.86	\$26.92	\$28.58	\$30.40
Step 41	\$22.36	\$23.23	\$24.17	\$25.12	\$26.12	\$27.19	\$28.87	\$30.70
Step 42	\$22.58	\$23.46	\$24.40	\$25.37	\$26.37	\$27.46	\$29.16	\$31.01
Step 43	\$22.82	\$23.69	\$24.65	\$25.62	\$26.64	\$27.73	\$29.45	\$31.32
Step 44	\$23.04	\$23.93	\$24.90	\$25.88	\$26.91	\$28.01	\$29.74	\$31.63
Step 45	\$23.27	\$24.17	\$25.15	\$26.14	\$27.18	\$28.29	\$30.04	\$31.95
Step 46	\$23.50	\$24.41	\$25.40	\$26.40	\$27.45	\$28.57	\$30.34	\$32.27

Step 47	\$23.74	\$24.65	\$25.65	\$26.66	\$27.72	\$28.86	\$30.64	\$32.59
Step 48	\$23.98	\$24.91	\$25.91	\$26.93	\$28.00	\$29.15	\$30.96	\$32.92
Step 49	\$24.22	\$25.15	\$26.17	\$27.20	\$28.28	\$29.44	\$31.26	\$33.25
Step 50	\$24.46	\$25.40	\$26.43	\$27.47	\$28.56	\$29.73	\$31.57	\$33.57
Step 51	\$24.70	\$25.65	\$26.69	\$27.74	\$28.85	\$30.03	\$31.89	\$33.92
	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
Step 52	\$24.95	\$25.92	\$26.96	\$28.02	\$29.14	\$30.33	\$32.21	\$34.25
Step 53	\$25.20	\$26.17	\$27.23	\$28.30	\$29.43	\$30.63	\$32.53	\$34.59
Step 54	\$25.45	\$26.43	\$27.50	\$28.58	\$29.72	\$30.94	\$32.86	\$34.94
Step 55	\$25.70	\$26.69	\$27.78	\$28.88	\$30.02	\$31.25	\$33.19	\$35.29
Step 56	\$25.97	\$26.97	\$28.06	\$29.16	\$30.32	\$31.56	\$33.51	\$35.64
Step 57	\$26.22	\$27.24	\$28.33	\$29.45	\$30.62	\$31.88	\$33.86	\$36.00
Step 58	\$26.48	\$27.50	\$28.61	\$29.74	\$30.93	\$32.20	\$34.19	\$36.36
Step 59	\$26.74	\$27.79	\$28.91	\$30.05	\$31.24	\$32.52	\$34.53	\$36.72
Step 60	\$27.02	\$28.06	\$29.19	\$30.34	\$31.55	\$32.85	\$34.88	\$37.09
Step 61	\$27.29	\$28.34	\$29.48	\$30.64	\$31.87	\$33.17	\$35.23	\$37.46
Step 62	\$27.56	\$28.62	\$29.78	\$30.96	\$32.18	\$33.50	\$35.58	\$37.83
Step 63	\$27.84	\$28.91	\$30.08	\$31.26	\$32.50	\$33.84	\$35.94	\$38.21
Step 64	\$28.12	\$29.20	\$30.38	\$31.57	\$32.84	\$34.18	\$36.29	\$38.59

**Blue Collar Wage Scale
January 1, 2018 through December 31, 2018**

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Step 1	\$10.50	\$10.50	\$10.86	\$11.23	\$12.03	\$12.93	\$13.94	\$14.45
Step 2	\$10.50	\$10.59	\$10.97	\$11.34	\$12.15	\$13.06	\$14.08	\$14.59

Step 3	\$10.50	\$10.70	\$11.08	\$11.45	\$12.27	\$13.19	\$14.22	\$14.74
Step 4	\$10.50	\$10.81	\$11.19	\$11.57	\$12.39	\$13.32	\$14.36	\$14.89
Step 5	\$10.50	\$10.92	\$11.30	\$11.69	\$12.51	\$13.45	\$14.50	\$15.04
Step 6	\$10.51	\$11.03	\$11.41	\$11.81	\$12.65	\$13.59	\$14.66	\$15.19
Step 7	\$10.62	\$11.14	\$11.52	\$11.92	\$12.77	\$13.73	\$14.80	\$15.34
Step 8	\$10.72	\$11.25	\$11.65	\$12.04	\$12.90	\$13.87	\$14.95	\$15.49
Step 9	\$10.83	\$11.36	\$11.76	\$12.16	\$13.03	\$14.00	\$15.10	\$15.64
Step 10	\$10.94	\$11.47	\$11.88	\$12.28	\$13.16	\$14.14	\$15.25	\$15.81
Step 11	\$11.05	\$11.58	\$12.00	\$12.40	\$13.29	\$14.28	\$15.40	\$15.96
Step 12	\$11.16	\$11.71	\$12.12	\$12.52	\$13.42	\$14.42	\$15.55	\$16.12
Step 13	\$11.27	\$11.82	\$12.24	\$12.66	\$13.55	\$14.57	\$15.71	\$16.28
Step 14	\$11.38	\$11.94	\$12.36	\$12.78	\$13.70	\$14.72	\$15.87	\$16.44
Step 15	\$11.49	\$12.06	\$12.48	\$12.91	\$13.83	\$14.87	\$16.03	\$16.61
Step 16	\$11.61	\$12.18	\$12.60	\$13.04	\$13.97	\$15.01	\$16.18	\$16.78
Step 17	\$11.73	\$12.30	\$12.74	\$13.17	\$14.11	\$15.16	\$16.34	\$16.95
Step 18	\$11.84	\$12.42	\$12.86	\$13.30	\$14.25	\$15.31	\$16.51	\$17.11
Step 19	\$11.96	\$12.54	\$12.99	\$13.43	\$14.39	\$15.46	\$16.68	\$17.28
Step 20	\$12.08	\$12.68	\$13.12	\$13.56	\$14.53	\$15.62	\$16.84	\$17.45
Step 21	\$12.20	\$12.80	\$13.25	\$13.71	\$14.68	\$15.78	\$17.01	\$17.63
Step 22	\$12.32	\$12.93	\$13.38	\$13.84	\$14.83	\$15.94	\$17.18	\$17.81
Step 23	\$12.45	\$13.06	\$13.51	\$13.98	\$14.98	\$16.09	\$17.35	\$17.99
Step 24	\$12.57	\$13.19	\$13.66	\$14.12	\$15.12	\$16.25	\$17.52	\$18.17
Step 25	\$12.70	\$13.32	\$13.79	\$14.26	\$15.27	\$16.42	\$17.70	\$18.35
Step 26	\$12.82	\$13.45	\$13.93	\$14.40	\$15.42	\$16.58	\$17.88	\$18.53

Step 27	\$12.95	\$13.58	\$14.07	\$14.54	\$15.58	\$16.75	\$18.06	\$18.72
Step 28	\$13.08	\$13.73	\$14.21	\$14.70	\$15.74	\$16.92	\$18.24	\$18.91
Step 29	\$13.21	\$13.86	\$14.35	\$14.84	\$15.90	\$17.09	\$18.42	\$19.09
Step 30	\$13.35	\$14.00	\$14.49	\$14.99	\$16.06	\$17.25	\$18.60	\$19.28
Step 31	\$13.48	\$14.14	\$14.63	\$15.14	\$16.21	\$17.43	\$18.79	\$19.47
Step 32	\$13.61	\$14.28	\$14.79	\$15.29	\$16.37	\$17.60	\$18.98	\$19.67
Step 33	\$13.75	\$14.42	\$14.93	\$15.44	\$16.54	\$17.78	\$19.17	\$19.87
Step 34	\$13.89	\$14.56	\$15.08	\$15.59	\$16.71	\$17.96	\$19.36	\$20.07
Step 35	\$13.78	\$14.72	\$15.23	\$15.76	\$16.88	\$18.14	\$19.55	\$20.27
Step 36	\$14.17	\$14.86	\$15.38	\$15.91	\$17.04	\$18.32	\$19.75	\$20.47
Step 37	\$14.31	\$15.01	\$15.53	\$16.07	\$17.21	\$18.50	\$19.95	\$20.67
Step 38	\$14.45	\$15.16	\$15.70	\$16.23	\$17.38	\$18.69	\$20.14	\$20.88
	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Step 39	\$14.60	\$15.31	\$15.85	\$16.39	\$17.55	\$18.87	\$20.34	\$21.09
Step 40	\$14.74	\$15.46	\$16.01	\$16.55	\$17.74	\$19.06	\$20.55	\$21.30
Step 41	\$14.89	\$15.61	\$16.17	\$16.72	\$17.91	\$19.25	\$20.76	\$21.51
Step 42	\$15.04	\$15.78	\$16.33	\$16.89	\$18.09	\$19.44	\$20.96	\$21.73
Step 43	\$15.19	\$15.93	\$16.49	\$17.06	\$18.27	\$19.63	\$21.17	\$21.95
Step 44	\$15.34	\$16.09	\$16.65	\$17.23	\$18.45	\$19.84	\$21.38	\$22.17
Step 45	\$15.49	\$16.25	\$16.83	\$17.40	\$18.63	\$20.03	\$21.59	\$22.39
Step 46	\$15.65	\$16.41	\$17.00	\$17.57	\$18.83	\$20.23	\$21.82	\$22.61
Step 47	\$15.80	\$16.57	\$17.16	\$17.75	\$19.01	\$20.43	\$22.03	\$22.84
Step 48	\$15.96	\$16.75	\$17.33	\$17.93	\$19.20	\$20.64	\$22.25	\$23.07
Step 49	\$16.12	\$16.91	\$17.51	\$18.11	\$19.39	\$20.85	\$22.47	\$23.30

Step 50	\$16.28	\$17.08	\$17.69	\$18.29	\$19.59	\$21.06	\$22.69	\$23.53
Step 51	\$16.45	\$17.25	\$17.86	\$18.47	\$19.79	\$21.26	\$22.93	\$23.77
Step 52	\$16.61	\$17.42	\$18.04	\$18.65	\$19.98	\$21.48	\$23.16	\$24.00
Step 53	\$16.78	\$17.59	\$18.22	\$18.84	\$20.18	\$21.69	\$23.39	\$24.24
Step 54	\$16.94	\$17.78	\$18.40	\$19.03	\$20.38	\$21.91	\$23.62	\$24.48
Step 55	\$17.11	\$17.95	\$18.58	\$19.22	\$20.58	\$22.13	\$23.86	\$24.73
Step 56	\$17.29	\$18.13	\$18.78	\$19.41	\$20.80	\$22.35	\$24.10	\$24.98
Step 57	\$17.46	\$18.31	\$18.96	\$19.60	\$21.00	\$22.57	\$24.34	\$25.23
Step 58	\$17.63	\$18.49	\$19.15	\$19.81	\$21.21	\$22.80	\$24.58	\$25.48
Step 59	\$17.81	\$18.69	\$19.34	\$20.00	\$21.42	\$23.03	\$24.83	\$25.73
Step 60	\$17.99	\$18.87	\$19.53	\$20.20	\$21.63	\$23.26	\$25.08	\$25.99
Step 61	\$18.17	\$19.06	\$19.73	\$20.40	\$21.86	\$23.49	\$25.32	\$26.25
Step 62	\$18.35	\$19.25	\$19.93	\$20.60	\$22.07	\$23.72	\$25.57	\$26.51
Step 63	\$18.53	\$19.44	\$20.13	\$20.82	\$22.29	\$23.96	\$25.84	\$26.78
Step 64	\$18.72	\$19.63	\$20.33	\$21.02	\$22.51	\$24.20	\$26.09	\$27.05
	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
Step 1	\$15.02	\$15.60	\$16.23	\$16.87	\$17.54	\$18.26	\$19.39	\$20.62
Step 2	\$15.17	\$15.76	\$16.39	\$17.04	\$17.72	\$18.44	\$19.58	\$20.83
Step 3	\$15.32	\$15.92	\$16.55	\$17.21	\$17.90	\$18.62	\$19.78	\$21.04
Step 4	\$15.47	\$16.07	\$16.73	\$17.38	\$18.07	\$18.82	\$19.98	\$21.24

AFSCME, Local 449

Tucson Unified School District

/s/ _____
Peter Herran
TUSD Division Chair

/s/ _____
Maricela Meza
Director of Employee Relations