

MEMORANDUM OF AGREEMENT
Between
Tucson Unified School District (TUSD)
and
The Tucson Education Association (TEA),
Communication Workers of America (CWA),
American Federation of State, County and Municipal Employees (AFSCME),
& Educational Leaders Incorporated (ELI) on behalf of Members of the Bargaining
Unit (MBUs).

For the purpose of considering the Winter Break as a paid holiday for all benefits eligible employees of the District, the parties agree to the following terms and conditions.

1. The parties acknowledge this agreement shall be retroactively effective from July 1, 2014, and shall terminate on June 30, 2016 unless otherwise negotiated by the parties.
2. The terms and condition expressed or implied within this MOA shall not be considered as a permanent substitution for the terms and condition of the collective bargain agreements (CBA) and shall be enforceable through June 30, 2016.
3. Employees must be eligible to participate in the district's benefits program in order to be paid for the Winter Break.
4. Benefits eligible employees shall be awarded six (6) additional paid holidays during the District's Winter Break. Paid Winter Break shall not exceed a total of ten (10) days.
5. Benefits eligible employees will be paid the equivalent to the hours worked on a normal work day. For example, an employee who normally works 6 hour per day will be paid for 6 hours for the holiday. Part-time benefits eligible employees normally scheduled to work the day of the holiday will be paid equivalent to the hours worked on a normal work day.
6. This agreement is made without prejudice respective to the positions of the parties regarding the addition of paid holidays. Neither party will use this agreement to establish a precedent nor use this MOA as a basis for past practices.



Dr. Shannon Roberts, TUSD
Chief Negotiator & Director, Employee Relations

7/17/14

Date

July 15, 2014

Linda Hatfield

Linda Hatfield, CWA 7000
President

7-17-14
Date

Frances Banales

Frances Banales, TEA President
on behalf of MBUs

7-17-14
Date

Lalo Macias

KOR → Lalo Macias, AFSCME
Deputy Administrator Local 449

7-17-14
Date

Stacie Emert

Dr. Stacie Emert, Eli President

7-17-14
Date