


ARTICLE SIXTEEN

SEPARATION

16-1 Severance Pay – discontinued as of June 30, 2010 July 1, 2010, the employee's severance pay benefit is calculated as follows for those with 13 14 or more years of continuous service and this dollar amount will be frozen as the employee's minimum severance pay. It is calculated at .006 times the FY 2010 salary times the employee's years of service and will be paid out at time of separation.

The date and years of service was set in place by the District. All other agreements show June 30, 2010 and 13 years of service. CWA agreement needs to be in line with the other units.


TUSD
Chief Negotiator 7/18/14

1 
Linda Hatfield, CWA
President, Local 7000 7/18/14

17-2 Types of Discipline

- A. Letter of Direction (Letter of Direction shall not be grievable and shall not be placed in the permanent HR file)**
- B. Written reprimand**
- C. Suspension with/without pay**
- D. Suspension with/without pay for up to ten working days**
- E. Dismissal**

James 7/18/14

Lisa Hartzfeld 7/18/14

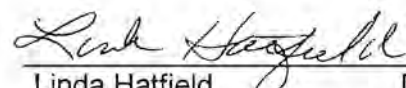
ARTICLE NINETEEN

PROFESSIONAL DEVELOPMENT

THE PROFESSIONAL DEVELOPMENT FUND WILL BE SUSPENDED FOR THE 2014-2015 SCHOOL YEAR. TUSD AND CWA WILL REVISIT THIS ARTICLE FOR THE 2015-2016 SCHOOL YEAR.

19-1 A committee consisting of representatives of both TUSD and CWA shall be formed and shall meet to set guidelines for accessing the professional development fund. These guidelines shall include eligibility requirements and the application process. TUSD shall allocate 40 thousand dollars for reimbursement of tuition, conference fees and or workshops following the guidelines established by this committee. Up to ten thousand dollars not used for the 2010-2011 may be rolled over into the 2011-2012 fiscal year and added to the budgeted amount of 40 thousand dollars for a maximum of 50 thousand dollars.

 7/18/14
Date
Dr. Shannon Roberts
Director, Employee Relations, TUSD

 7-18-14
Date
Linda Hatfield
President, CWA Local 7000

ARTICLE TWENTY ONE

TERMS OF AGREEMENT

21-1 Unless specified otherwise in this Agreement, this agreement shall become effective July 1, 2010 2014 and shall remain in full force and effect, pursuant to its terms, to and including June 30, 2013-2017.

21-2 NOTHING IN THE PROVISIONS OF THIS AGREEMENT SHALL BE CONSTRUED AS A LIMITATION UPON THE APPLICATION OF FEDERAL LAW INCLUDING TITLES VI AND VII OF THE CIVIL RIGHTS ACT OF 1964, TITLE IX OF THE EDUCATION AMENDMENTS OF 1972, SECTION 504 OF THE REHABILITATION ACT OF 1973, EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972, AGE DISCRIMINATION IN EMPLOYMENT ACT, AMERICANS WITH DISABILITIES ACT OF 1990, AND OTHER FEDERAL AND STATE NONDISCRIMINATIONS LAWS AND REGULATIONS.

21-3 Re-openers, each party may re-open up to four Articles each year, including the proposal of any new Article. Should either the District or CWA desire to reconvene negotiations for a subsequent Agreement, they shall serve upon the other, no later than February 15 of each year, a written request for reconvening, as well as submission of re-openers for negotiation. Upon receipt of such a request, the negotiation process shall begin no later than March 1 for each year.


21-3 Economic negotiations will be re-opened annually, no later than March 1.

21-4 The above is subject to final approval by the Governing Board and hereby ratified by CWA representative(s) for the Supervisory Professional Employees of Tucson Unified School District Representative, by indication of their signature below:



7/18/14

Lin Hartzfeld 7/18/14

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|--|---|
|  <p>TUSD Tucson Unified School District Tucson, Arizona</p> <p>GOVERNING BOARD POLICY</p> | <p>POLICY TITLE: Work Schedule and Absence Reporting Requirements for Regular Exempt Employees</p> |
| | <p>POLICY CODE:</p> |

Purpose:

These guidelines are written to specify the details relevant to work schedules and absence reporting of TUSD Employees who are exempt from the overtime requirements of the Fair Labor Standards Act (FLSA). Supervisors are expected to follow these guidelines when approving leave requests and granting permission to be absent from the workplace. It is important to note that our customers expect our employees to be at work for the full work day, every day and it is expected that each office is fully operational during business hours.

Work Schedule:

Employees in positions exempt from overtime compensation under FLSA are expected to be at work during regular business hours according to the work schedule established by the supervisor and any additional hours necessary to complete assignments. Absence or flexing of hours from the work place during regularly scheduled work hours requires permission of the supervisor. If the number of hours necessary to complete an assignment exceeds 40 hours within a work week, the employee is expected to work a reasonable number of additional hours as part of the employee’s job requirements and during emergency needs to sustain operations of the district.

Compensation:

Exempt employees are paid on a salary basis, and do not receive overtime compensation, compensatory time off, or additional compensation beyond the established salary for the position. Exempt employees must use paid leave time for all absences unless they are on a Leave without Pay (LWOP) or their supervisor has approved a modified work schedule prior to the absence.


Deductions:

Exempt employees may not utilize leave without pay for any reason if they have accrued paid leave available to them. Paid leave will be deducted from the employee’s vacation, sick or personal leave accrual balances. Exempt employees not at work for one or more full days who do not have sufficient paid leave for those days will be considered to be on a LWOP status for those days and will be paid for the number of days actually worked. For example, if a salaried exempt employee works 4 days and

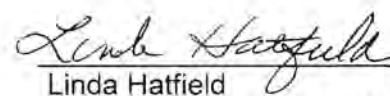
does not have paid leave to use on the fifth day, 4/5 of the normal weekly salary will be paid for that week.

Absence Reporting

Exempt employees must record the use of paid leave or unpaid leave on the Employee Absence/Substitute Time Sheet.

 7/18/14

Dr. Shannon Roberts Date
Director, Employee Relations, TUSD

 7/18/14

Linda Hatfield Date
President, CWA Local 7000