

MEMORANDUM OF AGREEMENT

**Between
Tucson Unified School District
and
Tucson Education Association**

This Memorandum of Agreement (“MOA”) is entered into on this 2nd day of November 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 the certified employees assigned to Consensus Agreement.
- B. District and TEA have met to discuss current language written in the Consensus Agreement related to the eligibility and payment of Master’s Degree and Doctoral stipends for MBUs. The current language provides that the requirements for said degree must be completed prior to the start of the contract year in order to receive the appropriate degree stipend.
- C. The District and TEA have agreed that Article 29-7 should be modified. Currently, there are numerous graduate programs with varying ending dates. Thus, employees should have the ability to obtain stipend monies upon providing proof of degree being posted or conferred. The education stipend will be prorated to the pay period in which the official transcripts are submitted to Tucson Unified Human Resources. The language shall be updated in Article 29-7 of the Agreement to reflect this change.
- D. This MOA shall memorialize this agreement.

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 29-7 (B) shall be revised as follows, effective July 1, 2018, to read as follows:

29-7 Salary Level Placement and Advancement:

A. Degree Compensation:

- 1. MBUs completing requirements for a ~~MA~~ Master’s or Doctoral degree ~~or a Ph.D.~~ must submit official transcripts reflecting the awarding of said degree no later than November 1 of ~~each the school contract year in order to receive the full amount of the stipend. following the issuance of the degree.~~ Requirements for said degree must be completed prior to the start of the contract year. In the event a MBU completes the requirements after the start of the contract year, the MBU may still submit the appropriate documentation and will receive a pro-rated amount of the education stipend. The education stipend will be prorated to the pay period in which the official transcripts are submitted.
- 2. a. MBU who currently receive a ~~master’s~~ Master’s degree stipend or attain a ~~master’s~~ Master’s degree (or equivalent for OT/PTs) will earn an

additional \$2,000 (or pro-rated amount) in compensation above their placement on the salary schedule.

- b. MBUs who currently receive a ~~docterate-Doctoral~~ degree stipend or attain a ~~docterate-Doctoral degree~~ will earn an additional \$3,000 (or pro-rated amount) in compensation above their placement on the salary schedule.

3. Occupational Therapists/Physical Therapists:

Occupational and Physical Therapists may count all continuing education unit (CEU) credits received within the last ten years for additional degree compensation equivalent to the master's degree stipend when 32 CEUs above a bachelor's degree have been credited.

- 4. Contracts reflecting salary changes for degree advancement shall be up-dated and re-issued to MBUs within thirty (30) days of submission to the District.

- 5. MBUs are eligible for only one educational stipend per contract year. If an employee has more than one advanced degree, the highest degree attained will be recognized.

Tucson Education Association

Tucson Unified School District

 /s/

Jason Freed, President

 /s/

Maricela Meza, Director Employee Relations