

**MEMORANDUM OF AGREEMENT REGARDING ADJUSTMENTS TO COMPENSATION FOR
DISTRICT EMPLOYEES SY 2014-15**

The purpose of this Agreement is to set forth the Agreement between the employer, TUSD, and the employee groups listed below, with regard to salary adjustments for all TUSD employees for SY 2014-15. This Agreement is entered into pursuant to the July 17, 2014 Contingency Agreement in which the parties agreed to meet to discuss and consider a district-wide salary increase if such increase were to be affordable and sustainable.

The Contingency Agreement was entered into in an effort to resolve contested matters arising during the course of SY 2014-15 negotiations.

The parties agree as follows:

1. Retroactive to July 1, 2014, with the exception of those identified in subparagraph (1)(A) and (B) below, all employees who were hired into the District and who started work *prior to July 1, 2014* shall advance one step from their current placement on the applicable salary schedule:

- A. Members of the Superintendent's Leadership Team;
- B. WCFS Employees who, pursuant to wage protection under WCFS Art. 10-4, received (or will receive) a salary increase in connection with position consolidation in July 2014; and
- C. Contractors, contracted, or leased employees.

2. Contemporaneous with the step increase discussed in paragraph 1, above, no new longevity stipends will be awarded to District employees regardless of length of service. Any employee who becomes eligible for a longevity stipend prior to June 30, 2015 will continue to receive such stipend. However, such stipend will be frozen at the amount/level set as of June 30, 2015 and will not be subject to increase if an employee moves positions or changes salary schedules.

3. In the weeks following the approval of this Memorandum, the District will complete the transition of MBUs covered by the TEA Consensus Agreement to a new salary schedule (TDR). Teachers will be placed on the TDR salary schedule. From that step on the TDR schedule, teachers will then receive a one step increase. Notwithstanding the terms of paragraph 2 above, as of the time that teachers are placed on the TDR schedule, longevity compensation will be embedded into their placement on the salary schedule, and longevity stipends are eliminated.

4. Employees who separate from the District for any reason and later return to the District shall forfeit all rights to their previously-earned longevity stipend regardless of the length of break in service.

5. As consideration for the freezing of longevity stipends, employees will annually advance a step on the applicable salary schedule, pending board approval of the negotiated agreements and salary schedules. Beginning no later than March 1, 2015 in employee group negotiations, the parties agree to evaluate any needed revisions to the salary schedules to ensure that the intended future annual step increments are set at a level designed to facilitate annual upward movement and embed longevity compensation while recognizing the District's financial constraints.

6. Employees who are presently at the highest paying step on the applicable salary schedule will receive an increase calculated to reflect approximately one step. That is, compensation will be increased in an increment equal to the amount between the highest step and the second highest step on the salary schedule.

7. Employee Agreements for the SY 2014-15 shall be revised to reflect the salary adjustments and longevity stipend freeze as agreed herein.

Frances Banales
Frances Banales, TEA

12/5/14
Date

Stacie Emert
Stacie Emert, ELI

12/5/14
Date

Linda Hatfield
Linda Hatfield, CWA

12/5/14
Date

Steve Hopper
Steve Hopper, AFSCME Local # 449

12/5/14
Date

Shannon Roberts
Shannon Roberts, Dir. of Employee Relations
TUSD # 1

12/5/14
Date