
MEMORANDUM OF AGREEMENT
Between
Tucson Unified School District
and
Tucson Education Association

This Memorandum of Agreement ("MOA") is entered into on this 20th day of October, 2018 by and between Tucson Unified School District ("Tucson Unified") and Tucson Education Association ("TEA").

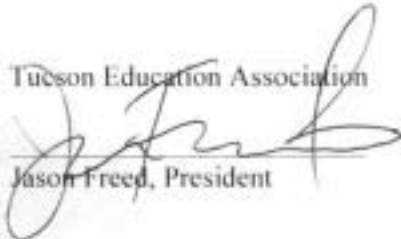
BACKGROUND

- A. The Tucson Unified Governing Board has recognized TEA as the exclusive representative to negotiate for and/or consult on behalf of employees covered by the TEA White Collar/Food Service Agreement ("WC/FS Agreement").
- B. During the District winter and rodeo breaks, some employees under the classification of Early Childhood Care Specialists report to work as determined by student enrollment. During this time, employees are paid for the designated holidays, in addition to pay for time and a half for actual hours worked during this time.
- C. The District has reviewed the financial impact of this practice and has determined that it is not feasible to continue to pay these employees at two and half times the rate of pay during the specified timeframes. This employee classification requires use of a different work calendar as the specified centers are open during the holiday breaks. The parties have met to discuss options that would be fair to employees in this classification who work during said breaks, while maintaining fiscal responsibility as a District.
- D. The parties have come to an agreement and this MOA will memorialize this Agreement.

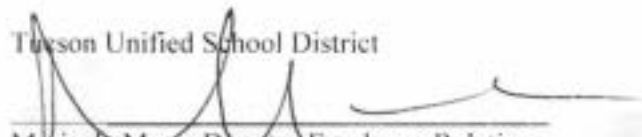
AGREEMENT

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 agree that employees designated as Early Childhood Care Specialists will no longer receive holiday pay for: December 26-28, 2018; January 2-4, 2019 and February 21-22, 2018 (Rodeo Break).
3. Early Childhood Care Specialists will receive pay at time and half for actual time worked during the above listed timeframes.

Tucson Education Association


Jason Freed, President

Tucson Unified School District


Maricela Meza, Director Employee Relations