
MEMORANDUM OF AGREEMENT

Between
Tucson Unified School District
and
Tucson Education Association

This Memorandum of Agreement ("MOA") is entered into on this 30th 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. During the 2017-2018 SY, the District and TEA worked together to discuss broadening the roles of Social Workers to provide assistance to students with substance abuse issues.
- C. The District and TEA agreed that based on this added level of responsibility to their current job description, it would be fair to permanently increase compensation for Social Workers. It was agreed that Social Workers shall receive an additional \$2,000 added to their base salary. Language shall be added to Article 29-13 (B) of the Agreement to reflect this change.
- D. The 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 29-13 (B) shall be revised as follows, effective July 1, 2018, to read as follows:

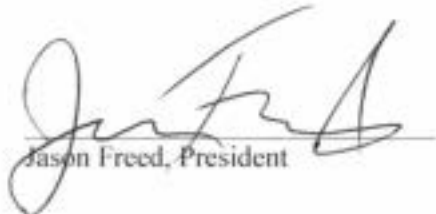
"29-13 Salary Schedule

- B. Salary schedule TDR(B) and Placement at hire on Schedule B below are for MBUs other than Occupational Therapists (OTS), Physical Therapists (PTS) and Speech and Language Pathologists (SLPS) who are employed by the District in the following positions:
 - Head Athletic Trainer
 - Counselor
 - Counselor Career/Post-Secondary
 - Diagnostician
 - Educational Audiologist
 - Hygienist
 - Nurse
 - Instructional Data Intervention Specialist
 - Language Acquisition Coach
 - Professional Development Academic Trainer
 - Project Coordinator for Grants

- Social Worker*
- Student & Family Support Liaison
- Teacher Mentor
- Dean of Students
- Curriculum Service Provider
- Magnet Site Coordinator
- Exceptional Education Transition Coordinator
- Visual Arts Specialist

* Social Workers shall receive an additional \$2,000 added to their base salary.

Tucson Education Association



Jason Freed, President

Tucson Unified School District



Maricela Meza, Director Employee Relations