
SUMMARY OF AGREEMENT

This is a summary of the agreements in the attached Memorandum of Agreement (“MOA”).

1. Employees in the classifications identified on Exhibit A to the MOA will be transitioned onto the TDR(B) salary schedule effective July 1, 2017 by adding two (2) steps to the employee’s 2016-2017 step placement. Employees receive a \$200 salary increase for the 2017-2018 contract year through the transition process.
2. The TDR(A) salary schedule will have \$200 added to the base salary effective July 1, 2017 to also provide teachers who remain on the TDR(A) salary schedule a similar \$200 salary increase for the 2017-2018 contract year.
3. Employees assigned to the TDR(B) salary schedule during the 2016-2017 contract year will also receive an additional \$200 payment, pro rata, during the 2017-2018 contract year.
4. Employees who worked as a counselor for the Tucson Unified School District prior to working as LSC in the 2015-2016 school year will be placed on the TDR(B) salary schedule for the 2017-2018 year as if they had worked as a counselor during the 2015-2016 contract year.
5. All Consensus Agreement employees will receive a step increase for the 2017-2018 school year upon Governing Board approval of a 2017-2018 Consensus Agreement.
6. Employees who had a teaching certificate and received Fund 12 (301 Pay for Performance Funds) will continue to qualify for Performance Funds as long as their teaching certificate remains valid and they work with their site administrator to provide direct instruction to students. This will be addressed in greater detail in the Pay for Performance Plan which must be approved by 70% of all District teachers.
7. This increase may be in addition to any pay increase and/or step increase subsequently agreed to by the parties during negotiations for a 2017-2018 Consensus Agreement.

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

This Memorandum of Agreement (“MOA”) is entered into on this 30 day of November, 2016 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 the Consensus Agreement.

B. On June 28, 2016, the Tucson Unified Governing Board approved the 2016-2017 Consensus Agreement to be in effect from July 1, 2016 through June 30, 2017. TEA members ratified the 2016-2017 Consensus Agreement prior to its approval by the Tucson Unified Governing Board.

C. The 2016-2017 Consensus Agreement contains two separate salary schedules in Article 29-13. The TDR(A) salary schedule is set forth in Article 29-13(A). The TDR(B) salary schedule is set forth in Article 29-13(B).

D. The 2016-2017 Consensus Agreement also stipulates that all members of the Consensus Agreement bargaining unit (“MBUs”) who were paid on the 2015-2016 TDR salary schedule (a.k.a. the “teacher salary schedule”) during the 2015-2016 contract year will continue to be paid on the TDR(A) salary schedule during the 2016-2017 contract year. This provision was specifically included to ensure that all MBUs paid on the teacher salary schedule received the same raises approved for classroom teachers during the 2016-2017 contract year.

E. Article 29-13(A) of the Consensus Agreement states:

“Beginning with the 2016-2017 contract year, however, any MBUs hired into the following positions will be placed on salary schedule TDR(B) set forth in Article 29-13(B):

- Head Athletic Trainer
- Counselor
- Educational Audiologist
- Hygienist
- Jr. ROTC Officer
- Nurse
- Social Worker
- Any MBU who does not possess a current teaching certificate.
- Any MBU who is not assigned to a specific school site or sites (not serving a central office function)
- Any MBU who does not qualify to participate fully in the professional learning community described in the TUSD 301 Pay for Performance Plan

- Any MBU who is not eligible for the TUSD 301 Pay for Performance Plan

MBUs employed by the District in the 2015-2016 contract year in the above named positions will remain on TDR(A) for the 2016-2017 contract year only and will be transitioned to the TDR(B) salary schedule effective July 1, 2017.”

F. The above classifications are being transitioned onto the TDR(B) salary schedule because they do not qualify for funding through the Arizona Classroom Site Fund (Prop 301); whereas, the TDR(A) salary schedule includes funding sources from Prop 301 through its “Suppl Base” (Fund 11) and “Suppl Menu” (Fund 13) columns. The addition of a TDR(B) salary schedule will make it easier for the Finance Department to budget for and to trace funding for classifications that do qualify for Prop 301 funding. The parties do recognize that loss of Prop 301 funds may ultimately impact all Consensus Agreement salary schedules in the future.

G. The 2016-2017 Consensus Agreement did not identify the process for moving affected employees onto the TDR(B) salary schedule on July 1, 2017 because the parties had not yet reached an agreement for the transition. In an effort to be able to provide 9.5 month employees with clear terms of employment for the 2016-2017 school year prior to their departure for the summer, the parties agreed to grandfather all affected employees onto the TDR(A) salary schedule for the 2016-2017 year only and to negotiate a transition plan for the affected employees prior to contracts being issued for the 2017-2018 school year. This ensured that none of the employees on the TDR salary schedule in the 2015-2016 school year experienced the effect of a TDR(B) salary schedule during the 2016-2017 school year.

H. For the benefit of the affected MBUs, the parties would now like to clarify how the affected employee classifications will be transitioned onto TDR(B) on July 1, 2017 (“Transition Plan”).

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 any and all employees currently being paid on the TDR(A) salary schedule who are in the classifications identified on the attached Exhibit A shall be transitioned onto the TDR(B) salary schedule on July 1, 2017. For the purpose of this Agreement, any and all employees in the classifications identified on Exhibit A shall be identified collectively as the “Transitioned Employees.”
3. The Junior ROTC Officer classification will remain on the TDR(A) salary schedule for the 2017-2018 contract year. The parties agree that its inclusion on the list of classifications to be transitioned to TDR(B) was an error. The Junior ROTC Officer classification requires an instructional certificate from the Arizona Department of Education and provides direct student instruction and, therefore, qualifies for Prop 301 funding.
4. The parties further agree that the Transition Plan is to move Transitioned Employees onto the TDR(B) salary schedule on July 1, 2017 for the 2017-2018 school year by adding two (2) steps to the employee’s 2016/2017 step placement as they move to TDR(B). This places these employees

at a step that pays Two Hundred Dollars (\$200) more than their current step placement. These employees will also receive the annual step increase upon Governing Board approval of a 2017-2018 Consensus Agreement. This means that Transitioned Employees will receive a minimum of a Seven Hundred Dollar (\$700) pay increase in the 2017-2018 contract year by virtue of their transition onto the TDR(B) salary schedule.

For example, a transitioned employee who is currently placed at step 5 on the TDR(A) salary schedule earning \$37,700 would be transitioned onto the TDR(B) salary schedule at step 8 earning \$38,400.

School Year 2016-2017					School Year 2017-2018	
TDR(A) Salary Schedule					TDR(B) Salary Schedule	
Step	TDR(A) Base	Suppl Base	Suppl Menu	TDR(A) Total	Step	TDR(B) Total
1	\$32,100	\$1,440	\$2,160	\$35,700	1	\$34,900
2	\$32,600	\$1,440	\$2,160	\$36,200	2	\$35,400
3	\$33,100	\$1,440	\$2,160	\$36,700	3	\$35,900
4	\$33,600	\$1,440	\$2,160	\$37,200	4	\$36,400
5	\$34,100	\$1,440	\$2,160	\$37,700	5	\$36,900
6	\$34,600	\$1,440	\$2,160	\$38,200	6	\$37,400
7	\$35,100	\$1,440	\$2,160	\$38,700	7	\$37,900
8	\$35,600	\$1,440	\$2,160	\$39,200	8	\$38,400
9	\$36,100	\$1,440	\$2,160	\$39,700	9	\$38,900

5. The parties further agree that Two Hundred Dollars (\$200) shall be added to the base salary of TDR(A) on July 1, 2017 for the 2017-2018 contract year as part of the Transition Plan. These employees will also receive the annual step increase upon Governing Board approval of a 2017-2018 Consensus Agreement. This means that all employees paid on TDR(A) will also receive a minimum of a Seven Hundred Dollar (\$700) pay increase in the 2017-2018 contract year.

6. Employees already placed on the TDR(B) salary schedule for the 2016-2017 contract year are not eligible to participate in the Transition Plan. However, they will be paid a separate Two Hundred (\$200) Dollars stipend for the 2017-2018 contract year, paid pro rata, through their scheduled pay periods. These employees will also receive the annual step increase upon Governing Board approval of a 2017-2018 Consensus Agreement. This means that all employees currently on TDR(B) will receive a minimum of a Seven Hundred Dollar (\$700) pay increase in the 2017-2018 contract year.

7. Employees who worked for Tucson Unified as a LSC during the 2015-2016 contract year but previously worked as a counselor for Tucson Unified before becoming a LSC will be exempt from paragraph 6 above. Instead, these employees will be placed on TDR(B) salary schedule starting July 1, 2017, for the 2017-2018 contract year, as if they had worked as a counselor during the 2015-2016 school year. This will provide these employees with a minimum of a One Thousand (\$1,000) Dollar pay increase for the 2017-2018 contract year. These employees will also receive the annual step increase upon Governing Board approval of a 2017-2018 Consensus Agreement.

8. Employees placed on the OT, PT, SLP salary schedule in Article 29-14 will receive the annual step increase for the 2017-2018 school year upon Governing Board approval of a 2017-2018 Consensus Agreement.

9. The parties agree to include language in the 301 Pay for Performance Plan to permit employees who hold a valid Arizona teaching certificate in the 2016-2017 school year and currently receive Fund 12 (301 Pay for Performance Funds) to continue to qualify for Performance Funds in accordance with Arizona law as long as their teaching certificate remains valid and they work with their site administrator to provide direct instruction to students. The parties understand that the Pay for Performance Plan must be approved by 70% of all District teachers.

10. The above increases may be in addition to any pay increase subsequently agreed to by the parties during negotiations for a 2017-2018 Consensus Agreement.

Tucson Education Association

Tucson Unified School District

_____/s/
Jason Freed
President

_____/s/
Michelle Tong
Director of Employee Relations

Exhibit A

Transitioned Employees

- Athletic Trainer, Head
- Counselor
- Counselor Career/Post-Secondary
- Diagnostician
- Educational Audiologist
- Hygienist
- Instructional Data Intervention Specialist
- Language Acquisition Coach
- Nurse
- 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

Employees placed in any of the above classifications who hold a valid Arizona teaching certificate and are utilized by their school site to instruct students daily throughout the 2016-2017 spring semester may request to be reclassified, as long as appropriately certified, as a teacher for the 2017-2018 school year in order to remain on the TDR(A) salary schedule effective July 1, 2017.