
MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into on this 21st day of November, 2016, by and between Tucson Unified School District ("Tucson Unified") and AFSCME Local 449 ("AFSCME").

RECITALS

- A. The Tucson Unified Governing Board recognizes AFSCME as the exclusive representative to negotiate for and/or consult on behalf of employees covered by the Memorandum of Understanding for Blue Collar Employees ("AFSCME MOU").
- B. On December 9, 2014, the Tucson Unified Governing Board adopted a "Memorandum of Agreement Regarding Adjustments to Compensation for District Employees SY 2014-2015" ("Compensation MOA") which states in pertinent part:

"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."

- C. The AFSCME MOU requires the parties to re-open economic negotiations by March 15th each year.
- D. The parties have formally re-opened negotiations for the 2017-2018 school year, and consistent with the Compensation MOA, they have reached an agreement for a minimum salary increase for the 2017-2018 school year which shall be memorialized through this MOA.

AGREEMENT

- 1. The parties agree that the facts set forth in the Recitals are true and correct and, therefore, form a material part of this MOA.
- 2. The parties further agree that employees covered by the AFSCME MOU shall receive their annual step increase as authorized by the Compensation MOA for the 2017-2018 school year, beginning July 1, 2017, upon the Governing Board's approval of an AFSCME MOU covering the 2017-2018 school year.
- 3. The above step increases may be in addition to any pay increase subsequently agreed to by the parties through further negotiations for an AFSCME MOU covering the 2017-2018 school year.

AFSCME, Local 449

Tucson Unified School District

/s/
Art Mendoza, Organizing Director

/s/
Michelle Tong, Director of Employee Relations