
**MEMORANDUM OF AGREEMENT
TO EXTEND CWA SUPERVISORY/PROFESSIONAL AGREEMENT
THROUGH THE 2017-2018 SCHOOL YEAR**

This Memorandum of Agreement (“MOA”) is entered into on this 5th day of December by and between Tucson Unified School District (“Tucson Unified”) and Communication Workers of America (“CWA”).

RECITALS

- A. The Tucson Unified Governing Board recognizes CWA as the exclusive representative to negotiate for and/or consult on behalf of employees covered by the CWA Supervisory/Professional Agreement (“CWA Agreement”).
- B. On May 10, 2016, the Tucson Unified Governing Board adopted a revised CWA Agreement which sets forth terms of employment for the 2016-2017 school year for employees covered by the CWA Agreement. The Tucson Unified Governing Board thereafter adopted a revised salary schedule for the CWA Agreement on June 28, 2016. The 2016-2017 CWA Agreement, as adopted on June 28, 2016, expires June 30, 2017.
- C. The parties have agreed to extend the 2016-2017 CWA Agreement, subject to the following revisions, for an additional year so that it continues to apply during the 2017-2018 school year and expires on June 30, 2018. This MOA shall memorialize their agreement.

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 CWA Agreement shall be extended, subject to the revisions set forth in paragraphs 3 and 4 below, through the 2017-2018 school year and will be in effect until June 30, 2018.
3. The parties further agree that Article 10-1(c) shall be revised, effective July 1, 2017, to read as follows.

If any other bargaining unit or non-bargaining unit receives a step increase, CWA shall receive the same step increase.

4. The parties agree that Article 17-1 shall be revised to read as follows:

17-1 Severance Pay – For those employees with thirteen (13) or more years of continuous service as of June 30, 2010, the employee’s severance stipend benefit shall be calculated as follows: the employee’s 2009-2010 annual salary will be multiplied by .006 and then by the employee’s years of service as of June 30, 2010. This dollar amount will be frozen as the employee’s severance stipend. The stipend shall be paid out at the time of separation or in the first paycheck following separation. Employees with less than thirteen (13) years of continuous service as of June 30, 2010 are not eligible for this stipend.

Communication Workers of America, Local 7000

Tucson Unified School District

/s/
Linda Hatfield, President

/s/
Michelle Tong, Director of Employee Relations