



MEETING OF: December 13, 2016

TITLE: Review, Approve & Adopt MOAs with AFSCME, CWA & TEA &, thereby, Authorize the 2017-18 Annual Step Increase, Effective July 1, 2017, for Classified Employees Covered by the AFSCME, CWA, TEA White Collar/Food Service & Non-Bargaining Employee Agreements

ITEM #: 15

Information:

Study:

Action: X

PURPOSE:

Review, approve and adopt the Memoranda of Agreement with AFSCME, CWA and TEA and, thereby, authorize the 2017-2018 annual step increase, to be effective July 1, 2017, for classified employees covered by the AFSCME, CWA, TEA White Collar/Food Service and Non-Bargaining Employee agreements. Also approve the agreement with CWA to extend the CWA Supervisory/Professional Agreement, as revised, to be in effect until June 30, 2018.

DESCRIPTION AND JUSTIFICATION:

Tucson Unified School District has formally opened negotiations separately with AFSCME, CWA and TEA for the 2017-2018 school year and has already reached an agreement to provide to the annual step increase, as a minimum salary increase, for the employees covered by each of these employee agreements and for the non-bargaining employees, effective July 1, 2017, for the 2017-2018 school year.

As justification for this annual step increase, please see the Memorandum of Agreement Regarding Adjustments to Compensation for District Employees SY 2014-2015 ("Compensation MOA") adopted by the Governing Board on December 9, 2014 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."

Michelle Tong will be available to respond to questions.

BOARD POLICY CONSIDERATIONS:

LEGAL CONSIDERATIONS:

For all Intergovernmental Agreements (IGAs), Initiator of Agenda Item provides the name of the agency responsible for recording the Agreement after approval:

For amendments to current IGAs, Initiator provides original IGA recording number:

Legal Advisor Signature (if applicable)

BUDGET CONSIDERATIONS:

_____	District Budget
_____	State/Federal Funds
_____	Other
<u>Budget Cost</u>	<u>Budget Code</u>

Budget Certification (for use by Office of Financial Services only):

Date _____

I certify that funds for this expenditure in the amount of \$ are available and may be:

Authorized from current year budget _____




Authorized with School Board approval _____

Code: Fund: _____

INITIATOR(S):

<u>Michelle Tong, Director of Employee Relations</u>	<u>12/06/16</u>
Name	Title
	Date

DOCUMENTS ATTACHED/ ON FILE IN BOARD OFFICE:

<u>ATTACHMENTS:</u>
Click to download
 AFSCME fully executed MOA re step increase 2017-2018
 CWA fully executed MOA re step increase 2017-2018
 TEW WCFS fully executed MOA re step increase 2017-2018
 Memorandum of Agreement to Extend CWA Supervisory/Professional Agreement thru the 2017-2018 SY