
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 Educational Leaders, Inc. (“ELI”).

RECITALS

- A. The Tucson Unified Governing Board recognizes ELI as the exclusive representative to negotiate for and/or consult on behalf of employees covered by the ELI Meet and Confer Agreements for Administrators, Psychologists, and Research Project Managers (“ELI Agreement”).
- 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 ELI Agreement codified the Compensation MOA in Article 11-1(C), stating, “[i]n those years when a step advancement has been negotiated and approved, eligible employees will advance one step on the salary schedule.”
- D. The ELI Agreement requires that the parties annually re-open economic negotiations by the third Wednesday of March.
- E. The parties have formally re-opened negotiations for the 2017-2018 school year, and consistent with the Compensation MOA and ELI Agreement Article 11-1(C), 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 ELI Agreement shall receive their annual step increase as authorized by the Compensation MOA and ELI Agreement Article 11-1(c) for the 2017-2018 school year, beginning July 1, 2017, upon the Governing Board’s approval of an ELI Agreement 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 ELI Agreement covering the 2017-2018 school year.

Educational Leaders, Inc.

Tucson Unified School District

/s/

Theresa Tenace, President

/s/

Michelle Tong, Director of Employee Relations