TUCSON UNIFIED SCHOOL DISTRICT

Governing Board Agenda Special Meeting

Tuesday, June 16, 2026
4:00 p.m. Executive Session; 5:30 p.m. Public Meeting
Duffy Community Center Multipurpose Room
5145 E. Fifth Street
Tucson, AZ 85711

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1. SCHEDULED EXECUTIVE MEETING - 4:00 p.m.

1.1 Roll Call

1.2 Motion to Convene Executive Meeting

Motion to go into executive meeting at this time to consider one or more of the following matters:

Student Matters

Student matters pursuant to A.R.S. §§15-342 and A.R.S. §38-431.03 (A)(2) (consideration of records exempt by law from public inspection); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 Subsections (A)(3) and (A)(4)

Personnel Matters

Personnel issues pursuant to A.R.S. §38-431.03 (A)(1); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4); and consideration of records exempt by law from public inspection (A)(2)

Discussion/Consultation with Attorney(s)

Discussion or consultation for legal advice with the attorney or attorneys of the Governing Board pursuant to A.R.S. §38-431.03 (A)(3) and/or discussion or consultation with the attorneys of the Governing Board in order to consider its position and instruct its attorneys regarding the Governing Board's position regarding pending litigation pursuant to A.R.S. §38-431.03 (A)(4)

Negotiations for the Purchase, Sale or Lease of Real Property

Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiations for the purchase, sale or lease of real property pursuant to A.R.S. §38-431.03 Subsection (A)(7); Legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)

Negotiations with Employee Groups

Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives pursuant to A.R.S. §38-431.03 Subsections (A)(5); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)

1.3 Student Matters

Description/Justification: The purpose of this executive session will be to discuss

student matters:

1. Hearing Officer's Recommendation (1)

Board Policy Considerations: N/A
Legal Considerations: Student matters pursuant to A.R.S. §§15-342 and A.R.S. §38-431.03 (A)(2) (consideration of records exempt by law from public inspection); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 Subsections (A)(3) and (A)(4)
Internal Presenter(s): Michael J.M. Areinoff, Associate General Counsel
External Presenter(s): N/A

1.4 Personnel Matters

Description/Justification: The purpose of this executive session will be to discuss the following:

1. Administrative Appointments, Reassignments, and Transfers
   - Interim Principal, Marshall Elementary School
   - Interim Assistant Principal, Pistor Middle School
2. Employee Relations Update

Board Policy Considerations: N/A
Legal Considerations: Personnel issues pursuant to A.R.S. §38-431.03 (A)(1); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4); and consideration of records exempt by law from public inspection (A)(2)
*Any officer, appointee, or employee being discussed in a personnel executive session may request that the discussion occur in the public meeting A.R.S. §38-431.03 (A)(1)
Internal Presenter(s): Dr. Gabriel Trujillo, Superintendent; Jon Fernandez, Chief Human Capital Officer
External Presenter(s): N/A

1.5 Discussion or Consultation with Attorney(s)

Description/Justification: The purpose of this executive session will be to discuss legal advice and provide instruction to the Governing Board's attorneys regarding:

1. Governing Board Appointed Committee for DESEG Programming

Board Policy Considerations: N/A
Legal Considerations: Discussion or consultation for legal advice with the attorney or attorneys of the Governing Board pursuant to A.R.S. §38-431.03 (A)(3) and/or discussion or consultation with the attorneys of the Governing Board in order to consider its position and instruct its attorneys regarding the Governing Board's position regarding pending litigation pursuant to A.R.S. §38-431.03 (A)(4)
Internal Presenter(s): Robert S. Ross, Jr., General Counsel; Michael J.M. Areinoff, Associate General Counsel
External Presenter(s): N/A

1.6 Negotiations for the Purchase, Sale or Lease of Real Property

Description/Justification: The purpose of this executive session is to consider its position regarding negotiations for the purchase, sale or lease of real property:

1. Interest in 606 S. Plumer Ave.

2. Verizon Lease at Sabino HS
3. Lease Proposal for ASDB Campus
4. JTED Innovation Tech Lease

Board Policy Considerations: N/A
Legal Considerations: Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiations for the purchase, sale or lease of real property pursuant to A.R.S. §38-431.03 Subsection (A)(7); Legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)
Internal Presenters: Bryant Nodine, Operations Program Manager
External Presenters: N/A

1.7 Negotiations with Employee Groups

Description/Justification: The purpose of this executive session will be to consider its position and instruct its representatives regarding:

1. AFSCME MOU for 2026-28
2. CWA Supervisory/Professional Agreement for 2026-28
3. ELI Meet & Confer Agreement 2026-27
4. TEA Consensus agreement 2026-27
5. TEA White Collar/Food Service Agreement 2026-27
6. TEA - Negotiations of a new Agreement for Substitute Teachers

Board Policy Consideration: N/A
Legal Considerations: Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives pursuant to A.R.S. §38-431.03 Subsections (A)(5); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4)
Internal Presenter(s): Ricky Hernández, SFO, Chief Financial Officer
External Presenter(s): N/A

1.8 Adjourn Executive Meeting and Reconvene Regular Meeting

2. RECONVENE SPECIAL MEETING - CALL TO ORDER - 5:30 p.m.

2.1 Roll Call

2.2 Land Acknowledgement Statement

2.3 Pledge of Allegiance

2.4 Agenda Adjustments

The order of items on this agenda may be modified during the meeting at the discretion of the Board President or upon a motion to amend the order of business which is approved by the Board.

3. AWARDS AND RECOGNITIONS

3.1 Awards and Recognitions 17

Description/Justification: Dr. Trujillo will report on District students and staff recognitions.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter(s): Dr. Gabriel Trujillo, Superintendent
External Presenter(s): N/A

Supts Awards and Recognitions PPT 6.16.26.pdf

4. BOARD MEMBER ACTIVITY REPORTS

4.1 Board Member Activity Reports

Description/Justification: Board members will share district-related activities they have participated in since the previous Special meeting.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenters: Governing Board Members
External Presenters: N/A

5. CALL TO THE AUDIENCE

5.1 Guidelines to Address the Board

The following procedures related to the Call to the Audience portion of Board meetings will be observed:

- Members of the public who wish to address the Board shall complete a Request to Address Board form and submit electronically, to the Board Office by noon the day of the meeting or physically to Board Staff at the meeting before the close of Call to the Audience.
- Submission must include name of speaker, topic of comments and should indicate which agenda item your comments relate to.
- Submission must indicate whether individuals will address the Board in person or will submit written comments to be read into the record (email written comments to governingboard@tusd1.org) by noon the day of the meeting.

At this time during the meeting, members of the audience may address the Board in regard to items of concern. Each audience member is allowed three minutes with a total time allotment for this item of 20 minutes.

6. COMMITTEE REPORTS

6.1 Alternative Education Advisory Committee Quarterly Report 27

Description/Justification: The chair of the Alternative Education Advisory Committee will present their quarterly report.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenters: Sadie Shaw, Board Liaison; Felicia Chew, Alternative Education Advisory Committee Chair

External Presenter(s): N/A

2026-06-16 AEAC Board Report and Recommendations.pdf

7. CONSENT AGENDA (All items listed will be considered as a group with one motion. There will not be separate discussion of these items unless a Board Member so requests, in which case the item will be removed from the consent agenda and considered as a separate item.)

7.1 Approval of Consent Agenda Items 7.2 through 7.5

Dr. Trujillo recommends approval of the Consent Agenda items 7.2 through 7.5.

7.2 Amendment I to the Lease with Crown Atlantic Company for the Cellular Tower at Whitmore Elementary School, with Authorization for the Operations Program Manager to Execute the Agreement 42

Fiscal Impact: Yes
Dollar Amount: $17,595
Budgeted: No
Budget Source: Civic Funds (reduction of revenues)
Description/Justification: MD7 on behalf of Crown Atlantic Company is requesting an amendment to the cellular tower lease at Whitmore Elementary School which expires on January 31, 2029. They currently pay $22,395 annually, 60% of which goes to the school. Because they have no tenant (wireless provider) on the site, they are requesting a reduction in rent until they are able to secure a tenant. The provisions of the attached amendment are:

- Charge $4,800 annually for the ground lease until there is a tenant.
- Increase the rent to an annual rate of $30,000 when there is a tenant.
- Provide for three additional five-year renewals starting February 1, 2029 and terminating January 31, 2044.
- Apply a 3% annual escalation rate starting on the next renewal.
- Require approval of any collocation and collect 50% of the revenue if approved.

The renewal is supported by the principal.
Board Policy Considerations: N/A
Legal Considerations: A.R.S. § 15-342 provides the authority to enter into leases.
Internal Presenter: Bryant Nodine, Operations Program Manager, will be available to answer questions.
External Presenters: N/A

First Amendment (807324) (4905-3040-4270).pdf

Motion to approve the lease amendment with Crown Atlantic Company for the Cellular Tower at Whitmore Elementary School, with authorization for the Operations Program Manager to execute the agreement.

7.3 Approval to Award Request for Proposal (RFP) 27-016-TUSD1 - Locally Grown Specialty Produce 48

Fiscal Impact: Yes
Dollar Amount: $250,000.00
Budgeted: Yes

Budget Source: Food Services
Description/Justification: The RFP was posted to OpenGov.com, TUSD's official bidding service. Notice was sent to 3,568 vendors, and had 227 views, of which TUSD received one (1) response and eight (8) "NO BIDS". After initial review of the response received by the Purchasing Department, the bidder was determined to be responsible and that the proposal and pricing submitted was deemed fair and reasonable, according to Arizona Administrative Code (A.A.C.) R7-2-1032 - "Only One Bid Received". An evaluation committee comprised of District employees reviewed the submitted response and has recommended the vendor to receive award under this contract.

The initial term of this contract is for one (1) year, ending June 30, 2027, with the possibility of up to one (1) additional one-year contract, or any portion thereof, with a final contract end date of no later than June 30, 2028. Estimated spend for this contract is $250,000.00 per year or $500,000.00 for the two-year contract. However, no contract exists unless and until a purchase order is issued each fiscal year.
Board Policy Consideration: Compliance with Governing Board Policy DJE - Purchasing Procedures
Legal Considerations: A.R.S. §15-213 and A.R.S. §15-242.01
Internal Presenters: Lindsay Aguilar, Director of Food Services, will be present to answer questions regarding the need for this Food Services contract. Diana Kerfoot, Director of Purchasing, will be present to answer questions regarding the procurement process.
External Presenters: N/A
Confidentiality Statement 27-016-TUSD1 Locally Grown Specialty Produce.pdf

Motion to approve Request for Proposal (RFP) 27-016-TUSD1 - Locally Grown Specialty Produce.

7.4 Resolution for a Reduction in Square Footage to the Arizona School Facilities Oversight Board 49

Fiscal Impact: No
Dollar Amount: N/A
Budgeted: N/A
Budget Source: N/A
Description/Justification: This is a request to remove square footage from the State's database of school facilities due to demolitions or sales as noted in the attached resolution to the School Facilities Oversight Board.
Board Policy Considerations: N/A
Legal Considerations: A.R.S. § 15-341.G requires approval of the SFOB for any reduction in student capacity.
Internal Presenters: Bryant Nodine, Operations Program Manager, will be available to answer questions.
External Presenters: N/A
Resolution for a Reduction in Square Footage - Carson, Davis, Lyons, Miller, Rincon Board SFB Resolution 16Jun26.pdf

Motion to approve the resolution requesting the Arizona School Facilities Oversight Board approve a reduction in the reported square footage at the former Carson Middle School, former Lyons Elementary School, Davis Bilingual Elementary Magnet School, Miller Elementary School, and Rincon High School.

7.5 Minutes of Tucson Unified School District Governing Board Meeting - June 9, 2026 50

Description/Justification: To approve the minutes of the Governing Board meeting held on June 9, 2026.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Yolanda Borboa, Program Coordinator, Staff Services to the Governing Board
External Presenter(s): N/A

GOVERNING BOARD AGENDA REGULAR MEETING - Jun 09 2026 - Minutes - Html

Motion to approve the minutes of the Governing Board meeting held on June 9, 2026.

8. PUBLIC HEARING

8.1 Public Hearing for the FY2026-2027 Proposed Desegregation Budget for Tucson Unified School District 62

Purpose: Provide the Governing Board and the community with an opportunity to review and discuss the proposed budget for the district's Desegregation A.R.S. § 15-910(G) budget for the 2026-27 fiscal year.

The public hearing for the proposed Desegregation budget will provide members of the public the opportunity to speak during the budget hearing portion of the agenda. The Board President shall be responsible for recognizing speakers and for maintaining proper order by setting such limitations as may be appropriate.

Speakers during the public hearing should restrict their remarks to topics related to the district's Desegregation A.R.S. § 15-910(G) budget. Speakers are encouraged to be brief, with a maximum time limit of 3 minutes. Individuals speaking before the Board shall observe rules of propriety and good conduct, and refrain from impertinent or slanderous remarks.

Written comments regarding the draft Desegregation/ARS §15-910G budget may also be submitted to the TUSD Governing Board via email at governingboard@tusd1.org, before the hearing or within one week after the hearing.

2026-06-16 FY2026-27 Desegregation Budget Public Hearing.pdf

FY27 Draft USP Budget_06.08.26.pdf

FY27 Deseg Budget PIA_06.08.26.pdf

9. ACTION ITEM(S)

9.1 Approval of FY 2026-2027 Proposed Annual Expenditure Budget for Tucson Unified School District 155

Fiscal Impact: Yes
Dollar Amount: $797,397,377

Budgeted: Yes
Budget Source: Various
Description/Justification: The proposed annual expenditure budget for the 2026-27 fiscal year proposes a total operating budget of $797,397,377. This reflects the proposed budgets for all funds across the District to manage all operations. The proposed budget incorporates the estimated budget limits based on the State budget approved by the Arizona Legislature on June 11, 2026 Arizona school districts required, by law, to approve a proposed budget by July 5, and adopt a budget by July 15.

The FY2027 proposed budget for Tucson Unified incorporates the following factors:

1. An increase of $22.7 million in the Maintenance & Operations (M&O) budget, which reflects the following major financial factors:
    a. A projected 2% decline in the Weighted Student Count
    b. A decrease of $2.6 million for the non-renewal of Proposition 123
    c. A decrease of $3.0 million to M&O from UCO
    d. An increase of $44.9 million from Year 1 of the 15% M&O Override
2. An overall increase of $645,647 in the Unrestricted Capital Outlay (UCO) budget, which reflects the following major financial factors:
    a. A decrease in the $3.0 million transfer from UCO to M&O
    b. A decrease of $1.3 million in the Budget Balance Carryforward
    c. A decrease of $160,000 in the revenues from prior year interest earnings
3. The budget proposes a Primary Property Tax Rate of $3.24, and a Secondary Property Tax Rate of $3.14, which is an overall increase of $0.76. The estimated levy per $100,000 of a net assessed valuation s $487.07, which is an increase of $80.91 from the prior year due to the voter-approved 15% M&O Override levy
4. The Desegregation budget retains its statutory limit of $63,711,047, and due to the ongoing efforts of district administration, it is the first time in 4 years that the budget is structurally balanced.
5. Finally, this budget reflects the dedicated efforts of district administrators and Governing Board leadership to address the ongoing structural deficit in the district's budget. This budget incorporates a permanent budget reduction of $6.8 million in administrative reductions. The reduction is an ongoing efforts by the district to close a $25 million structural deficit by FY2030.

The administration recommends approval of the FY2027 Proposed Budget, as presented, to be formally adopted on at a public hearing on July 14, 2026.

Board Policy Considerations: Governing Board Policy DBC
Legal Considerations: Arizona Revised Statutes, Section 15-905
Internal Presenter: Ricky Hernández, SFO, Chief Financial Officer
External Presenter: N/A

2026-06-16 Proposed FY27 Expenditure Budget for Tucson Unified.pdf
2027EXPBUD Proposed_06.16.26.pdf

2027DESEGBUD Proposed_06.16.26.pdf

Motion to approve the FY 2026-2027 Proposed Annual Expenditure Budget for Tucson Unified School District, as presented, and set the date and time for a public hearing for the budget adoption.

9.2 Administrative Appointments, Reassignments, and Transfers - Interim Principal, Marshall Elementary School
Fiscal Impact: Yes
Budgeted: Yes
Budget Source: Maintenance & Operations
Description/Justification: To approve the selected candidate to serve as Interim Principal of Marshall Elementary School.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Dr. Gabriel Trujillo, Superintendent, will be available to answer questions.
External Presenter(s): N/A

Motion to approve the selected candidate to serve as Interim Principal of Marshall Elementary School.

9.3 Administrative Appointments, Reassignments, and Transfers - Interim Assistant Principal, Pistor Middle School
Fiscal Impact: Yes
Budgeted: Yes
Budget Source: Maintenance & Operations
Description/Justification: To approve the selected candidate to serve as Interim Assistant Principal of Pistor Middle School.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Dr. Gabriel Trujillo, Superintendent, will be available to answer questions.
External Presenter(s): N/A

Motion to approve the selected candidate to serve as Interim Assistant Principal of Pistor Middle School.

9.4 Approval for Renewed Use of TUSD and Cooperative Contracts for Online Supplemental Curriculum Materials & Support Services for FY26-27 191
Fiscal Impact: Yes
Dollar Amount: $3,944,601.25
Budgeted: Yes
Budget Source: Unrestricted Capital/Move On When Reading (MOWR) - Textbooks & Instructional Aids
Description/Justification: The following list of supplemental curriculum materials were previously approved by the Board for use within the District. Continued use of these materials is requested by the Curriculum and Instruction Department with the following vendors and contracts:

- Edmentum (OMNIA) $456,881.00
- Curriculum Associates (iReady) (Buy Board) $1,400,319.64
- IXL Learning (TIPS) $738,212.50
- Instructure (Canvas) (OMNIA) $322,431.72 *quote does not include tax
- Eureka Math (Sole Source) $1,026,756.39

The Purchasing Department has performed due diligence on these vendors' Cooperative Contracts and has determined that the competitive processes were done in compliance with Arizona Administrative Code R7-2-1041 - Competitive Sealed Proposals. The negotiated fees these vendors are offering under their cooperative contracts are fair and reasonable. The use of these cooperative contracts by the District is authorized by AZ Administrative Code R7-2-1191 - Cooperative Purchasing Authorized.
Board Policy Considerations: Governing Board Policy DJ-Purchasing Procedures.
Legal Considerations: A.R.S. §15-213
Internal Presenters: Dr. Flori Huitt, Assistant Superintendent, Curriculum and Instruction, will be present to answer questions related to the need for these materials. Diana Kerfoot, Director of Purchasing, will be present to answer questions related to the cooperative contract procurement process.
External Presenter(s): N/A
20226-06-16 DigitalPlatforms_BoardApproval.pdf
Edmentum.pdf
Curriculum Associates (iReady).pdf
IXL.pdf
Instructure (Canvas).pdf
Eureka Math.pdf

Motion to approve renewed use of TUSD and Cooperative Contracts for Online Supplemental Curriculum Materials and Support Services for FY26-27.

9.5 Review, Approve, and Adopt the 2026-2027 Employee Agreement for Non-Bargaining Employees 225

Fiscal Impact: No
Dollar Amount: N/A
Budgeted: N/A
Budget Source: N/A
Description/Justification: TUSD has reviewed the employee agreement for Non-Bargaining Employees for the 2026-2027 SY and is ready to bring forth the agreement for review and approval.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Ricky Hernández, SFO, Chief Financial Officer
External Presenter(s): N/A
Non-Bargaining Employee Agreement 2026-2027(1).pdf
Redline - Non-Bargaining Employee Agreement 2026-2027. .pdf

Motion to review, approve, and adopt the 2026-2027 Employee Agreement for Non-Bargaining Employees.

9.6 Review, Approve, and Adopt the 2026-2028 CWA Supervisory/Professional Agreement between Tucson Unified School District (TUSD) and Communications Workers of America (CWA) 321

Fiscal Impact: No
Dollar Amount: N/A
Budgeted: N/A
Budget Source: N/A
Description/Justification: TUSD has completed negotiations with CWA for the 2026-2028 SY and is ready to bring forth the revised CWA Supervisory/Professional Agreement for review and approval.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Ricky Hernández, SFO, Chief Financial Officer
External Presenter(s): N/A
CWA Supervisory Professional Agreement 2026-31SY FINAL 6.1.2026.pdf
Redline CWA Supervisory Professional Agreement Copy 2 FINAL 2026-28 4.30.pdf

Motion to review, approve, and adopt the 2026-2028 CWA Supervisory/Professional Agreement between Tucson Unified School District (TUSD) and Communications Workers of America (CWA).

9.8 Review, Approve, and Adopt the 2026-20267 TEA White Collar and Food Service Agreement between Tucson Unified School District (TUSD) and Tucson Education Association (TEA) 441

Fiscal Impact: No
Dollar Amount: N/A
Budgeted: N/A
Budget Source: N/A
Description/Justification: TUSD has completed negotiations with TEA for the 2026-2027 school year and is ready to bring forth the TEA White Collar and Food Service Agreement between Tucson Unified School District (TUSD) and Tucson Education Association (TEA) for review and approval.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Ricky Hernández, SFO, Chief Financial Officer
External Presenter(s): James Byrne, TEA President
REDLINE - TEA WCFS Agreement 2026-2027.pdf
TEA WCFS Agreement 2026-2027.pdf

Motion to approve and adopt the 2026-2027 TEA White Collar and Food Service Agreement between Tucson Unified School District (TUSD) and Tucson Education Association (TEA).

9.9 Review, Approve, and Adopt the 2026-2027 TEA Consensus Agreement between Tucson Unified School District (TUSD) and Tucson Education Association (TEA) 536

Fiscal Impact: No

Dollar Amount: N/A
Budgeted: N/A
Budget Source: N/A
Description/Justification: TUSD has completed negotiations with TEA for the 2026-2027 school year and is ready to bring forth the TEA Consensus Agreement between Tucson Unified School District (TUSD) and Tucson Education Association (TEA) for review and approval.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Ricky Hernández, SFO, Chief Financial Officer
External Presenter(s): James Byrne, TEA President
REDLINE - TEA Consensus Agreement 2026-2027.pdf
TEA Consensus Agreement 2026-2027.pdf
2026-2027SY Negotiated Agreements .pdf

Motion to approve and adopt the 2026-2027 TEA Consensus Agreement between Tucson Unified School District (TUSD) and Tucson Education Association (TEA).

9.9 Review, Approve, and Adopt the 2026-2027 Meet and Confer Agreements for ELI Administrators, Psychologists, and Research Project Managers between Tucson Unified School District (TUSD) and Educational Leaders, Inc. (ELI) 706
Fiscal Impact: No
Dollar Amount: N/A
Budgeted: N/A
Budget Source: N/A
Description/Justification: TUSD has completed negotiations with ELI for the 2026-2027 SY and is ready to bring forth the revised Meet and Confer Agreements for ELI Administrators, Psychologists, and Research Project Managers between Tucson Unified School District (TUSD) and Educational Leaders, Inc. (ELI) for review and approval.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Ricky Hernández, SFO, Chief Financial Officer
External Presenter(s): N/A
ELI Meet and Confer Agreement FINAL 2026-2027 SY.pdf
REDLINE ELI Meet and Confer Agreement FINAL 2026-2027 SY.pdf

Motion to review, approve, and adopt the 2026-2027 Meet and Confer Agreements for ELI Administrators, Psychologists, and Research Project Managers between Tucson Unified School District (TUSD) and Educational Leaders, Inc. (ELI).

9.11 Review and Approve the Memorandum of Agreement (MOA) 2026-2027 Tucson Education Association (TEA) Consensus Agreement Changes for Counselors Coverage and Elementary Combination Classes, with Authorization for the Chief Financial Officer to Execute the Agreement 790
Fiscal Impact: No
Dollar Amount: N/A
Budgeted: N/A

Budget Source: N/A
Description/Justification: This MOA allocates funds to Teachers and Counselors working in combination classes or taking on additional students during the 2026–2027 school year.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Ricky Hernández, SFO, Chief Financial Officer
External Presenter(s): Jim Byrne, TEA President
TEA Consensus MOA re Elem Combo Classes and Counselor Over Cap 26-27 SY.pdf

Motion to approve the Memorandum of Agreement (MOA) 2026-2027 Tucson Education Association (TEA) Consensus Agreement changes for Counselors Coverage; Elementary Combination Classes, with authorization for the Chief Financial Officer to execute the agreement.

9.12 Review and Approve the Memorandum of Agreement (MOA) 2026-2027 Tucson Education Association (TEA) Consensus Agreement Changes for Elementary Over Consensus Cap Compensation, with Authorization for the Chief Financial Officer to Execute the Agreement 792

Fiscal Impact: No
Dollar Amount: N/A
Budgeted: N/A
Budget Source: N/A
Description/Justification: This MOA allocates funds to elementary teachers who exceed class size caps by accepting additional students during the 2026–2027 school year.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Ricky Hernández, SFO, Chief Financial Officer
External Presenter(s): Jim Byrne, TEA President
TEA Consensus MOA re Elementary Teacher Over Cap 26-27 SY.pdf

Motion to approve the Memorandum of Agreement (MOA) 2026-2027 Tucson Education Association (TEA) Consensus Agreement changes for Elementary Over Consensus Cap Compensation, with authorization for the Chief Financial Officer to execute the agreement.

9.13 Review and Approve the Memorandum of Agreement (MOA) with Tucson Education Association (TEA) Consensus Agreement for White Collar and Food Service Employee's Professional Development Reimbursement for the 2026-2027 School Year, with Authorization for the Chief Financial Officer to Execute the Agreement 794

Fiscal Impact: Yes
Dollar Amount: $30,000
Budgeted: Yes
Budget Source: Maintenance & Operations
Description/Justification: The Professional Development MOA allocates funds to

reimburse members of the White Collar/Food Service agreement for participation in professional development activities during the 2026–2027 school year.
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Ricky Hernández, SFO, Chief Financial Officer
External Presenter(s): Jim Byrne, TEA President
TEA WCFS MOA re PD Funds for 2026-27 SY.pdf

Motion to approve Memorandum of Agreement (MOA) with Tucson Education Association (TEA) Consensus Agreement for White Collar and Food Service Employee's Professional Development Reimbursement for the 2026-2027 School Year, with authorization for the Chief Financial Officer to execute the agreement.

9.15 Approve the Extension of the 2024-2026 Memorandum of Understanding for Blue Collar Employees (AFSCME MOU) between Tucson Unified School District (TUSD) and American Federation of State, County and Municipal Employees (AFSCME)
Fiscal Impact: No
Dollar Amount: N/A
Budgeted: N/A
Budget Source: N/A
Description/Justification: To extend the2024-2026 Memorandum of Understanding for Blue Collar Employees (AFSCME MOU) between Tucson Unified School District (TUSD) and American Federation of State, County and Municipal Employees (AFSCME)
Board Policy Considerations: N/A
Legal Considerations: N/A
Internal Presenter: Ricky Hernández, SFO, Chief Financial Officer
External Presenter(s): N/A

Motion to approve the Extension of the 2024-2026 Memorandum of Understanding for Blue Collar Employees (AFSCME MOU) between Tucson Unified School District (TUSD) and American Federation of State, County and Municipal Employees (AFSCME).

9.14 Alternative Education Advisory Committee Recommendation to Make DAEP (District Alternative Education Program) Mandatory 795
Fiscal Impact: TBD
Dollar Amount: TBD
Budgeted: TBD
Budget Source: TBD
Description/Justification: To seek Governing Board approval for the administration to present the Alternative Education Advisory Committee's recommendation to make DAEP (District Alternative Education Program) mandatory for students, effective SY 26-27. The agenda item will provide the administration an opportunity to review the findings of its study on the effectiveness of DAEP on educational outcomes as well as the current and historical staffing and student enrollment levels in the DAEP program. The agenda item will also provide an overview of the DAEP program's current and historical budget. The administration will also be reviewing trends in both participation and success for the use of abeyance contracts.
Board Policy Consideration: N/A

Legal Considerations: N/A
Internal Presenters: Dr. Yolanda Nuñez, Director, Alternative Education; Dr. Halley Freitas, Director, Assessment & Evaluation; Ricky Hernández, Chief Financial Officer; Felicia Chew, Chair, Alternative Education Advisory Committee; and Sadie Shaw, Board Liaison
External Presenters: N/A
DAEP Accessibility Expansion_6.16.26.pdf
2026-06-16 Impact Analysis of Suspension Options.pdf
2026-06-16 Alternative Education Budget Staffing Review.pdf

Motion to approve the Alternative Education Advisory Committee's recommendation to make DAEP (District Alternative Education Program) mandatory.

10. STUDY/ACTION ITEM(S)

10.1 Governing Board Policy IJND - AI Use in Education (Revision) - FIRST READ 817

Fiscal Impact: No
Dollar Amount: N/A
Budgeted: N/A
Budget Source: N/A
Description/Justification: Governing Board Policy IJND requires annual review by the Board. In preparing for that review, the district's Artificial Intelligence Task Force has proposed some revisions to the policy. These revisions include clarifying the scope of generative AI, expanding approval of AI tools to grades 6-12, and addressing the use of AI tools that are embedded into other approved district software and cannot be disabled. This item will allow for review of those proposed revisions and approval to post them for public comment for 30 days.
Board Policy Consideration: N/A
Legal Considerations: N/A
Internal Presenters: Tracey Metcalfe, Senior Director, Educational Technology and Field Support; Michael Areinoff, Associate General Counsel
External Presenter(s): N/A
June 16, 2026 Artificial Intelligence for Governing Board.pdf
20250527 IJND - AI Use in Education (Current).pdf
2026-05-26 IJND- AI Use in Education (Redline).pdf
2026-05-26 IJND- AI Use in Education (Clean Copy).pdf

Motion to approve the attached proposed revisions to Policy IJND for posting on the Governing Board Policy website for public comments prior to bringing back for second reading.

11. STUDY/INFORMATION ITEM(S)

11.1 TUSD Enrollment Stabilization Campaign - SY26-27 and Beyond

Description/Justification: To inform the Governing Board and the public of the district's approach to enrollment stabilization through a three-pronged approach. The agenda item will allow the administration an opportunity to review both its short-term and long-term strategies for enrollment stabilization through truancy and absenteeism interruption,

strengthening and marketing the district's strongest programs, and re-imagining the district's geographical footprint.

Board Policy Consideration: Potential future review and alignment of policies, administrative regulations, and attendance procedures related to student attendance, enrollment practices, and intervention protocols may be recommended as the initiative progresses.

Legal Considerations: The initiative will align with applicable Arizona Revised Statutes related to compulsory attendance, truancy, student records, and educational access requirements. Coordination with Legal Services and Student Relations will occur as needed during implementation planning.

Internal Presenter: Dr. Gabriel Trujillo, Superintendent

External Presenter(s): N/A

12. FUTURE MEETING DATES and AGENDA ITEM(S)

12.1 Future Meeting Dates and Agenda Item(s)

The Board may consider adding, canceling and/or rescheduling future board meeting(s). In addition, a Board Member may propose future agenda item(s) with limited discussion. The discussion should center around the purpose of placing the item on the appropriate agenda for consideration and action as necessary. (Ref: Governing Board Policy BEDB)

13. ADJOURNMENT

13.1 Adjourn Meeting

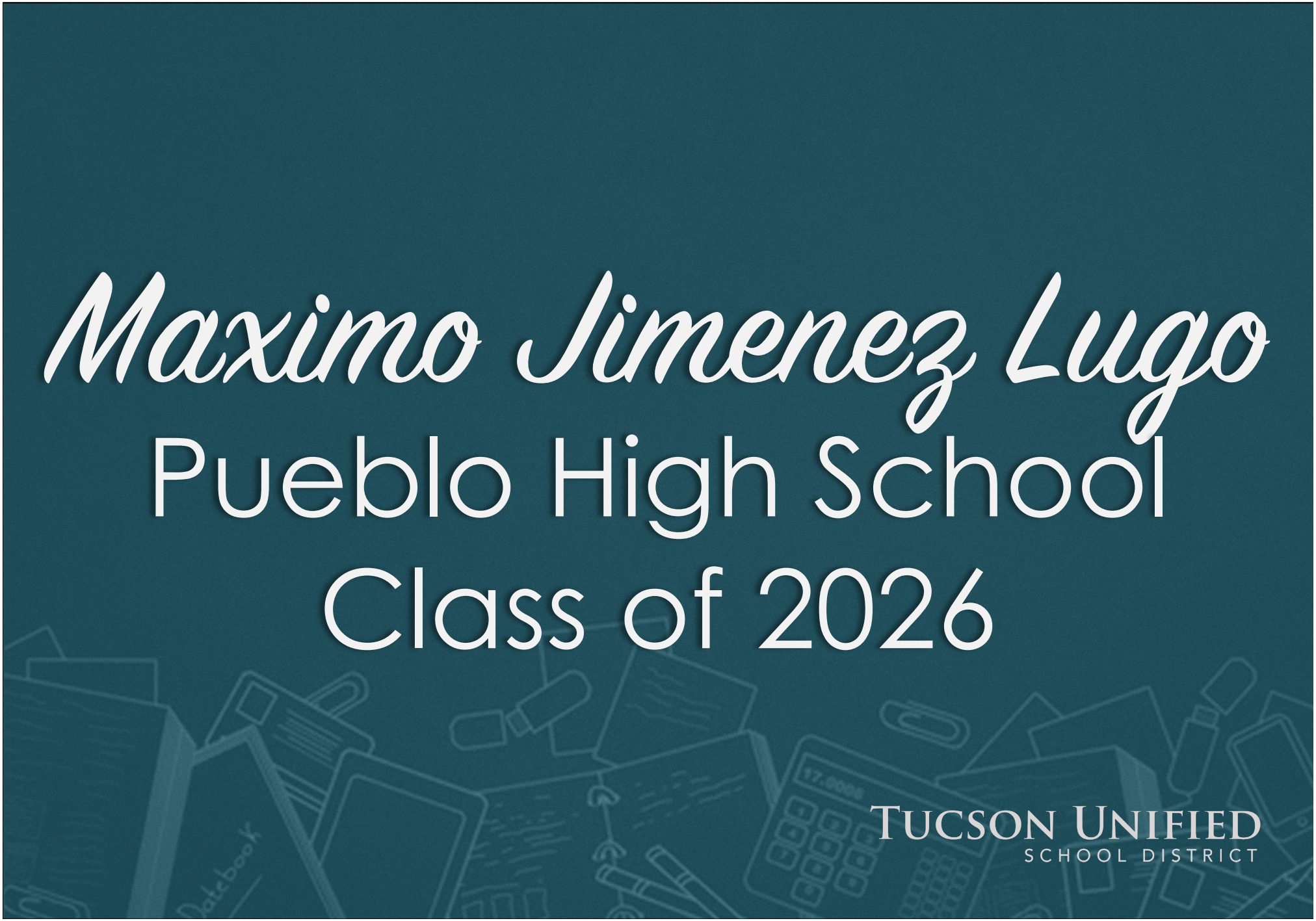
Superintendent's Awards & Recognitions

June 16, 2026

TUCSON UNIFIED
SCHOOL DISTRICT

Superintendent's Award of Excellence

TUCSON UNIFIED
SCHOOL DISTRICT


Maximo Jimenez Lugo
Pueblo High School
Class of 2026
TUCSON UNIFIED
SCHOOL DISTRICT

THE GATES SCHOLARSHIP
UNIVERSITY OF MICHIGAN
Congratulations, Maximo!

Superintendent's Award of Excellence

TUCSON UNIFIED
SCHOOL DISTRICT

Shelley Sykora
33 Years of Service
TUCSON UNIFIED
SCHOOL DISTRICT

Congratulations, Shelley!

Superintendent's Award of Excellence

TUCSON UNIFIED
SCHOOL DISTRICT

Lisa Langford

51 Years of Services

TUCSON UNIFIED
SCHOOL DISTRICT

Congratulations, Lisa!

DAEP

PROJECT MORE

TAP

TUVA

ALTERNATIVE EDUCATION ADVISORY COMMITTEE

JUNE 2026 REPORT AND RECOMMENDATIONS

COMMITTEE MEMBERS

ALONZO BAILEY
FELICIA CHEW - CHAIR
BRIEANNA CHILLIOUS - VICE-CHAIR
PAULETTE MUHAMMAD
ELIZABETH PUTNAM-HIDALGO
LUKE SKIBA

Governing Board Liaison: Sadie Shaw

Support Staff:
Yolanda Borboa, Kayla Hein, Vanessa Hernández

MISSION

The Governing Board of Tucson Unified School District, established an Alternative Education Advisory Committee (AEAC). The purpose of the AEAC is to support the Board and district leadership in oversight of the district's alternative pathways to student success, including Tucson Unified Virtual Academy (TUVA), Catalina Online Learning Academy (COLE), District Alternative Education Program (DAEP), Teenage Parent High School (TAP), Project MORE, CORE Plus, and the district's credit recovery programs.

AEAC CHARTER

SCOPE

The Committee's responsibilities and goals are:

1. Make recommendations to the Governing Board regarding the effectiveness of the district's alternative education programs in meeting the needs of students and community, the need for additional alternative programs or the need to modify any of our existing programs.
2. 2. Make recommendations to the District staff and Board utilizing existing data within TUSD, locally and nationally, community input, dialogue from the committee members and presentations shared at open meetings.

ALTERNATIVE EDUCATION ADVISORY COMMITTEE CHARTER
GOVERNING BOARD APPROVED 09/10/2024

GOVERNANCE AND OPERATING PRINCIPLES: Membership

The AEAC consists of 13 members appointed by the Governing Board, including one representative from the Board to serve as a non-voting liaison. The members are appointed for terms not exceeding four years. The Board liaison will have a term of one year. All committee members may be reappointed. All committee members are uncompensated. The Committee shall annually elect a Chair and Vice Chair, who presides in the Chair's absence. Community members of the AEAC must be affiliated with TUSD, including parents/guardians of TUSD students, TUSD employees, representatives of the Tohono O'odham Nation, representatives of the Pascua Yaqui Tribe, owners of a business or non-profit within TUSD's boundaries that focuses on youth empowerment or education or community members residing within TUSD that have expertise and/or experience with youth empowerment or education.

AEAC APPLICATION

MEETING STANDARDS AND SCHEDULING: Reports to the Governing Board

The Committee shall provide the Governing Board with a quarterly report of activities, findings, and recommendations at a designated Board meeting.

ACTIVITIES: JANUARY–MAY 2026

Monthly Meetings on the 3rd Monday of each month via Zoom 6–8 p.m.

Review of Monthly DAEP Reports provided by Dr. Yolanda Nuñez

Presentations from Alternative Education Staff (DAEP, TUVA, and Project MORE High School):

- Program Overviews
- Enrollment
- Academic Integrity at TUVA
- Transportation
- Admission
- Dropout Prevention and Graduation

Additional Presenters (Thank you for your time!):

- Martha Zamora, *Director of Transportation*
- Ricky Hernández, *Chief Financial Officer*
- Frank Armenta, *Assistant Superintendent*
- Robert Ross, *Chief Legal Counsel*

Other Activities/Discussions:

- Subcommittee Formation (and Disbanding)
- Discussion of increasing Student Enrollment and Funding for the District through concurrent enrollment, e.g. homeschool students

AEAC WEBPAGE

FINDINGS: DISTRICT ALTERNATIVE EDUCATION PROGRAM (DAEP)

- DAEP is successful in providing students with interventions for success;
- Many families allow students to choose if they will attend DAEP or remain at home;
- Transportation is a barrier for many students who would like to attend DAEP;
- Transportation routing can accommodate DAEP students, if DAEP is mandatory;
- Contracting out is very expensive, but District provided Transportation can be possible, e.g. if DAEP starts at 9:15am.

Highlights from various discussions with
Dr. Yolanda Nuñez – Director, Alternative Education (Jan-May 2026)
Martha Zamora – Director, Transportation (March 9, 2026)

FINDINGS: PROJECT MORE HIGH SCHOOL

Successes:

- High student satisfaction (SQ and Student Surveys)
- Average of 10% increase of attendance compared to their previous school
- Decrease in suspensions and violations
- 100% success rate in graduating students
- Project MORE is different from other high schools with small class sizes (15:1), Trauma responsiveness, Ability to partner with families to remove academic behaviors; Trimester System; Work Study opportunities

Challenges:

- Transportation
- High levels of ExEd and ELL referrals
- Lack of Career and Technical Education (CTE) programs
- Families do not understand the credit system
- Student acuity levels including anxiety and other mental health issues
- Significant academic gaps

Information from Israel Macias-Reyes, Principal, Project MORE High School provided to AEAC on January 12, 2026

FINDINGS: DROPOUT PREVENTION AND GRADUATION

- High school students leave TUSD to attend credit recovery programs at charter schools;
- High school students are seeking a flexible school-day schedule;
- Five years of enrollment data indicate that students withdraw during the 2nd quarter;
- TUSD Enrollment Ambassadors and Dropout Prevention are needed to support students;
- Schools need to offer credit recovery programs for ALL students.

Information from Frank Armenta, Assistant Superintendent (March 9, 2026)

FINDINGS: CONCURRENT COURSES WITH TUITION

- Some homeschool families may be seeking additional resources for their students, such as Advanced Placement (AP) courses;
- Some homeschool families participate in athletics programs at their local school;
- Some homeschool families may be interested in Career and Technical Education (CTE) programs;
- The District can create a tuition schedule for courses, and homeschool families can use ESA vouchers for tuition.

Notes from discussion with Ricky Hernández, Chief Financial Officer (April 20, 2026)

RECOMMENDATION #1

- IDENTIFY TUITION SCHEDULE FOR COURSES, E.G. ADVANCED PLACEMENT (AP) COURSES, CAREER AND TECHNICAL EDUCATION (CTE), ETC.
- ADD INFORMATION TO DISTRICT WEBSITE REGARDING CONCURRENT COURSE ENROLLMENT.
- DISTRIBUTE INFORMATION TO HOMESCHOOL FAMILIES

RECOMMENDATION APPROVED BY AEAC ON MAY 18, 2026

RECOMMENDATION #2

- MAKE DISTRICT ALTERNATIVE EDUCATION PROGRAM (DAEP) MANDATORY.

RECOMMENDATION APPROVED BY AEAC ON APRIL 20, 2026

RECOMMENDATION #3

- PROVIDE TRANSPORTATION TO DAEP, PROJECT MORE HIGH SCHOOL, AND TEENAGE PARENT HIGH SCHOOL (TAP)

RECOMMENDATION APPROVED BY AEAC ON JUNE 8, 2026

RECOMMENDATION #4

- ADDITIONAL STAFFING AT PROJECT MORE HIGH SCHOOL, INCLUDING:
  - ELECTIVE / ARTS TEACHER
  - SOCIAL WORKER
  - INSTRUCTIONAL AIDES TO SUPPORT ENGLISH LANGUAGE LEARNERS (ELL) AND EXCEPTIONAL EDUCATION (EXED) STUDENTS

RECOMMENDATION APPROVED BY AEAC ON JUNE 8, 2026

RECOMMENDATION #5

- ADDITIONAL TUSD ENROLLMENT AMBASSADORS AND DROPOUT PREVENTION STAFF TO SUPPORT STUDENTS

- ALL HIGH SCHOOLS SHOULD BE FUNDED IN ORDER TO BE ABLE TO OFFER CREDIT RECOVERY PROGRAMS TO **ALL** HIGH SCHOOL STUDENTS

RECOMMENDATION APPROVED BY AEAC ON JUNE 8, 2026

THANK YOU FOR CONSIDERING OUR RECOMMENDATIONS

FIRST AMENDMENT TO
EASEMENT AGREEMENT

THIS FIRST AMENDMENT TO EASEMENT AGREEMENT (the "First Amendment") is made effective this ____ day of _____, 2026 ("Effective Date"), by and between TUCSON UNIFIED SCHOOL DISTRICT NO. 1, a political subdivision of the State of Arizona (hereinafter referred to as "Grantor") and CROWN ATLANTIC COMPANY, a Delaware limited liability company (hereinafter referred to as "Grantee").

RECITALS

WHEREAS, Grantor and Southwestco Wireless, L.P., a Delaware limited partnership ("Original Grantee") entered into an Easement Agreement dated February 1, 1999, a memorandum of which was recorded in the official records of Pima County, Arizona ("Official Records") on August 27, 1998 at Sequence No. 19981460419 in Docket 10869, Page 1128 (the "Agreement") whereby Original Grantee acquired an easement over and across certain real property, together with access and utility easements, located in Pima County, Arizona from Grantor (the "Easement Area"), all located within certain real property owned by Grantor ("Grantor's Property"); and

WHEREAS, Crown Atlantic Company is currently the Grantee under the Agreement by virtue of an assignment from the Original Grantee, as more fully set forth in the Memorandum of Assignment recorded in the Official Records on August 5, 1999 at Sequence No. 19991500231 in Docket 11104, Page 606; and

WHEREAS, the Easement Area may be used for the purpose of constructing, maintaining and operating a communications facility, including tower structures, equipment shelters, cabinets, meter boards, utilities, antennas, equipment, any related improvements and structures and uses incidental thereto; and

WHEREAS, the Agreement had an initial term that commenced on February 1, 1999 and expired on January 31, 2004. The Agreement provides for five (5) extensions of five (5) years each, all five (5) of which were exercised by Grantee. According to the Agreement, the final extension expires on January 31, 2029; and

WHEREAS, Grantor and Grantee desire to amend the Agreement on the terms and conditions contained herein.

NOW THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are acknowledged, Grantor and Grantee agree as follows:

1. Recitals; Defined Terms. The parties acknowledge the accuracy of the foregoing recitals. Any capitalized terms not defined herein shall have the meanings ascribed to them in the Agreement.

2. Term. Section 3 of the Agreement is being amended by deleting the following:

> This agreement shall be automatically renewed for five (5) additional terms of five (5) years (each a "renewal term") each unless Grantee gives Grantor notice of

> Grantee's intention not to renew not less than ninety (90) days prior to the expiration of the initial term or renewal term.

and adding the following:

> This agreement shall be automatically renewed for eight (8) additional terms of five (5) years (each a "Renewal Term") each unless Grantee gives Grantor notice of Grantee's intention not to renew not less than ninety (90) days prior to the expiration of the Initial Term or Renewal Term. The Initial Term and any Renewal Term shall be collectively referred to as the "Lease Term".

The remainder of Section 3 of the Agreement remains unchanged by this First Amendment. Grantor and Grantee hereby acknowledge that Grantee has exercised five (5) Renewal Terms, leaving a balance of three (3) Renewal Terms. If all Renewal Terms are exercised, the final Renewal Term will expire on January 31, 2044. Grantor and Grantee further agree that the term of all access and utility easements granted with the Agreement, including that certain Access Easement dated August 5, 1998, and recorded on August 27, 1998 at Sequence No. 19981460418 in Docket 10869, Page 1124, shall run concurrent with the Lease Term as set forth above.

3. Rent Reduction. Commencing on February 1, 2027, the current rent payable under the Agreement will be reduced to Four Thousand Eight Hundred and 00/100 Dollars ($4,800.00) per year. If, after full execution of this First Amendment, Grantee subleases, licenses or grants a similar right of use or occupancy in the Easement Area to a Future Subtenant (defined below), the rent will resume ("Rental Restart"), in the amount of Thirty Thousand and 00/100 Dollars ($30,000.00) per year. The Rental Restart will commence upon the first (1st) day of the first (1st) full month following the commencement of installation of improvements by such Future Subtenant at the Easement Area.

4. Rent Adjustment. Commencing on February 1, 2029 and every year thereafter (each an "Adjustment Date"), the annual rent shall increase by an amount equal to three percent (3%) of the annual rent in effect for the year immediately preceding the Adjustment Date. Such rent escalations shall replace any rent escalations currently in the Agreement, including the rent escalation set forth in Section 4.1 of the Agreement.

5. Additional Rent. In addition to the rent currently paid by Grantee to Grantor pursuant to the Agreement, as further consideration for the right to exclusively use and lease the Easement Area, if, after full execution of this First Amendment, Grantee subleases, licenses or grants a similar right of use or occupancy in the Easement Area to an unaffiliated third party not already a subtenant on the Easement Area (each a "Future Subtenant"), Grantee agrees to pay to Grantor fifty percent (50%) of the rental, license or similar payments actually received by Grantee from such Future Subtenant (excluding any reimbursement of taxes, construction costs, installation costs, or revenue share reimbursement) (the "Additional Rent") within thirty (30) days after receipt of said payments by Grantee. Grantee shall have no obligation for payment to Grantor of such share of rental, license or similar payments if not actually received by Grantee. Non-payment of such rental, license or other similar payment by a Future Subtenant shall not be an event of default under the Agreement. Grantee shall have sole discretion as to whether, and on what terms, to sublease, license or otherwise allow occupancy of the Easement Area, subject to the written

consent of Grantor, not to be unreasonably delayed or withheld. There shall be no express or implied obligation for Grantee to sublease, license or otherwise allow occupancy of the Easement Area. Notwithstanding anything in this paragraph to the contrary, the parties agree and acknowledge that revenue derived from subtenants and any successors and/or assignees of such subtenants who commenced use and/or sublease of the Easement Area prior to execution of this First Amendment shall be expressly excluded from the Additional Rent and Grantor shall have no right to receive any portion of such revenue.

6. Representations, Warranties and Covenants of Grantor. Grantor represents, warrants and covenants to Grantee as follows:

a) Grantor is duly authorized to and has the full power and authority to enter into this First Amendment and to perform all of Grantor's obligations under the Agreement as amended hereby.

b) Grantee is not currently in default under the Agreement, and to Grantor's knowledge, no event or condition has occurred or presently exists which, with notice or the passage of time or both, would constitute a default by Grantee under the Agreement.

c) Grantor agrees to provide such further assurances as may be requested to carry out and evidence the full intent of the parties under the Agreement as amended hereby, and ensure Grantee's continuous and uninterrupted use, possession and quiet enjoyment of the Easement Area under the Agreement as amended hereby.

d) Grantor acknowledges that the Easement Area, as defined, shall include any portion of Grantor's Property on which communications facilities or other Grantee improvements exist on the date of this First Amendment.

7. Notices. Grantee's notice address as stated in Section 12 of the Agreement is amended as follows:

If to Grantee:
Crown Atlantic Company
General Counsel
Attn: Legal - Real Estate Department
2000 Corporate Drive
Canonsburg, PA 15317

8. IRS Form W-9. Grantor agrees to provide Grantee with a completed IRS Form W-9, or its equivalent, upon execution of this First Amendment and at such other times as may be reasonably requested by Grantee. In the event the Grantor's Property is transferred, the succeeding Grantor shall have a duty at the time of such transfer to provide Grantee with a completed IRS Form W-9, or its equivalent, and other related paper work to effect a transfer in the rent to the new Grantor. Grantor's failure to provide the IRS Form W-9 within thirty (30) days after Grantee's request shall be considered a default and Grantee may take any reasonable action necessary to comply with IRS regulations including, but not limited to, withholding applicable taxes from rent payments.

9. Counterparts. This First Amendment may be executed in separate and multiple counterparts, each of which shall be deemed an original but all of which taken together shall be deemed to constitute one and the same instrument.

10. Remainder of Agreement Unaffected. In all other respects, the remainder of the Agreement shall remain in full force and effect. Any portion of the Agreement that is inconsistent with this First Amendment is hereby amended to be consistent.

11. Recordation. Grantee, at its cost and expense, shall have the right to record a memorandum of this First Amendment in the Official Records at any time following the execution of this First Amendment by all parties hereto. In addition, Grantee shall have the right in its discretion, to record a notice of lease, affidavit or other form to be determined by Grantee without Grantor's signature in form and content substantially similar to the memorandum, to provide record notice of the terms of this First Amendment.

[Signature pages follow]

Grantor and Grantee have caused this First Amendment to be duly executed on the day and year first written above.

GRANTOR:
TUCSON UNIFIED SCHOOL DISTRICT NO. 1, a political subdivision of the State of Arizona

By: _____

Print Name: _____

Title: _____

Grantor affirms that this First Amendment was approved at a duly noticed public meeting held on _____ 2026

[Grantee Execution Page Follows]

This First Amendment is executed by Grantee as of the date first written above.

GRANTEE:
CROWN ATLANTIC COMPANY, a
Delaware limited liability company

By: _____

Print Name: _____

Title: _____

TUCSON UNIFIED
SCHOOL DISTRICT

PURCHASING DEPARTMENT
P.O. Box 40400
1010 E. Tenth Street
Tucson, AZ 85717-0400
Phone (520) 225-6080
Fax: (520) 225-6082

June 2, 2026

To Whom It May Concern:

This package contains the Board Agenda Item for award of RFP 27-016-TUSDl Locally Grown Specialty Produce.

Information within the RFP and best and final offers should remain Confidential until Governing Board award. This is in compliance with Arizona Administrative Code R7-2-1045-B, which states:

> Proposals and modifications shall be opened publicly at the date, time and place designated in the request for proposals in the presence of one or more witnesses. The name of each offeror and other relevant information deemed appropriate by the school district shall be recorded. The person opening the proposals and all witnesses shall sign the record. All other information contained in the proposals shall be confidential so as to avoid disclosure of contents prejudicial to competing offerors during the evaluation of proposals. Proposals and modifications shall be shown only to school district personnel having a legitimate interest in them or persons assisting the school district in evaluation.
>
> 1. The record created in subsection (B) shall be available for public inspection.
>
> 2. The proposals shall not be open for public inspection until after a contract is awarded.

If you have questions, please contact Diana Kerfoot, Director of Purchasing, at 225-6080.

TUCSON UNIFIED SCHOOL DISTRICT

RESOLUTION REQUESTING APPROVAL FROM THE ARIZONA SCHOOL FACILITIES OVERSIGHT BOARD FOR REDUCTION OF SQUARE FOOTAGE PURSUANT TO A.R.S. 15-341.G.

To reduce square footage at the following schools:

- The former Carson Middle School building numbers 1001, 1002, and 1003.
- The former Lyons Elementary School building numbers 1001 and 1002.
- Davis Bilingual Elementary Magnet School portable building numbers 1006 and 1007.
- Miller Elementary School portable building number 1005.
- Rincon High School portable building numbers 1012 and 1013.

WHEREAS, the Carson and Lyons schools have been closed and are scheduled for sale as surplus property as approved by the Tucson Unified School District electorate; and

WHEREAS, the portables at Davis, Miller, and Rincon are scheduled for demolition due to condition;

NOW THEREFORE BE IT RESOLVED, that the Governing Board of Tucson Unified School District formally requests the Arizona School Facilities Oversight Board to approve a reduction of square footage to the district's capacity.

Signature _____ Date _____

Governing Board President
Dr. Ravi Shah

Contact information
Operations, POB 40400, Tucson, AZ 85719 / 520-225-6311

TUCSON UNIFIED SCHOOL DISTRICT

GOVERNING BOARD AGENDA REGULAR MEETING - Minutes

Tuesday, June 9, 2026 at 4:30 p.m.
Duffy Community Center Multipurpose Room
5145 E. Fifth Street Tucson, AZ 85711

1. SCHEDULED EXECUTIVE MEETING - 4:30 p.m.

1.1 Roll Call

4:31 p.m. Board member attendance was established via roll call. Those in attendance were Natalie Luna Rose, Jennifer Eckstrom, and Ravi Shah. Val Romero and Sadie Shaw were not present for roll call.

1.2 Motion to Convene Executive Meeting

4:31 p.m.

Motion to go into executive meeting at this time to consider one or more of the following matters:
Moved by: Ravi Shah; seconded by: Jennifer Eckstrom

Yes: Natalie Luna Rose, Jennifer Eckstrom, and Ravi Shah

Not Present at Vote: Val Romero and Sadie Shaw

Motion Passed 3-0

1.3 Personnel Matters

1.4 Negotiations for the Purchase, Sale, or Lease of Real Property

1.5 Negotiations with Employee Groups

1.6 Adjourn Executive Meeting and Reconvene Regular Meeting

2. RECONVENE REGULAR MEETING - CALL TO ORDER - 5:30 p.m.

2.1 Roll Call

5:49 p.m. Board member attendance was established via roll call. Those in attendance were Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah.

2.2 Land Acknowledgement Statement

5:50 p.m. Layla Nunez, incoming fifth grader at Fructhendler Elementary School read the Land Acknowledgement Statement. Ravi Shah commented.

2.3 Pledge of Allegiance

5:52 p.m. Pledge lead by Layla Nunez, incoming fifth grader at Fructhendler Elementary School. Ravi Shah commented.

2.4 Agenda Adjustments

5:52 p.m. Ravi Shah recommended moving items 6.1 through 6.3 to follow Call to the

Draft

Audience. By unanimous decision to move items 6.1 through 6.3 to follow Call to the Audience.

3. SUPERINTENDENT'S REPORT

3.1 Superintendent's Report

5:53 p.m. Details are available via the video and audio recordings on the TUSD website at

https://tusd1-schooldesk.community.diligentoneplatform.com/Portal/

Dr. Trujillo spoke In Memoriam of Anna Leticia Arvizu Jolly, staff member at Hollinger K-8 School. The board held a moment of silence at 5:55 p.m.

Dr. Trujillo presented information.

4. CALL TO THE AUDIENCE

4.1 Guidelines to Address the Board

6:05 p.m. Natalie Luna Rose read the protocol for Call to the Audience.

Persons who addressed the Board in person during the Call to the Audience were Karin Bernal re: Library Media Specialist Initiative; Judi Moreillon re: School Librarian Initiative; Victoria Bodanyi re: Pueblo Principal; Lynn Real re: Library Media Specialist Initiative; Rose Bratten re: Library Initiative; Kirsten Cummins re: Library Media Specialist Initiative; Gary Olson re: Budget; Ryan Simpson re: Pueblo; Christabel Saldaña-Bucker re: Pueblo High Admin; Jason Bucker re: Pueblo High Admin; Jeanette Rupel re: Pueblo HS Admin; Sokka Wise re: Pueblo HS Admin; Eliyah Cruz re: Leadership; Cameron Rodriguez re: Auditor Removal; Lillian Fox re: Budget.

45 minute deadline notice - Motion to continue Call to the Audience after item 7.2

Ravi Shah asked if Board Members wanted to respond to a criticism, ask staff to review a matter or ask that a matter be placed on a future agenda. He reminded the board that no more than two board members may legally address each topic.

Sadie Shaw thanked everyone who spoke today, especially members of the Pueblo community, and she does want to remind our staff throughout the district that per Governing Board Policy GBP, when the adverse treatment is reasonably likely to deter the individual or others from making such disclosures to a public body, it is grounds for discipline of the employee engaging in the retaliatory conduct, and so retaliation, intimidation, or harassment is strictly prohibited and will not be tolerated, that goes for the Pueblo community and elsewhere in the district so do let us know if you're experiencing retaliation after you speak to the governing board. With that, she'd like to put on a future agenda a policy to codify a standardized process for our culture and climate review process. She'd also like to ask staff to review the matter raised by the 13th speaker, the ex-ed staff member who was verbally assaulted, she apologized for missing their name.

Natalie Luna Rose commented, Miss Cruz.

Sadie Shaw thanked Natalie Luna Rose and continued, and thank you to those who came to speak on behalf of librarians and librarian assistants, I'll save my comments for that for that

Draft

agenda item but I'm in full support of your request.

Val Romero stated, so, first thing he just wanted to mention again to our Gale librarian, again experiencing Chicken City at our library was just more than an event for our students and a lot of our librarians do special events for them, it's not just again for the reading aspect of it it's also educational learning in a lot of other ways. He knows you're exceptional what you're doing, Lynn Urquides, Johnson's library, we have a few throughout the district those are just to name a few. So, he just wants to let you know that he sees that as a board member, and appreciates the work she does for those kids. In doing that she goes above and beyond more than just reading assistance, she makes it an experience for the kids to want to come to the library so first off he wants to say thank you for that experience when he was there. And then he also wanted to thank Mr. Rodriguez and Ms. Fox for you know bringing up the situation with Mr. Blackshire, something doesn't feel right with him and it does bring up concern and he is working with legal counsel on process and policy for removal and hopefully that'll be coming up in a board meeting soon as well.

Natalie Luna Rose thanked everyone who spoke. First to the speakers from Pueblo, she knows it takes a lot to come to a board meeting, especially when you're perhaps nervous but we are listening and we do appreciate your time this evening. And she would also like to acknowledge Mr. Olson who also said that it's his first time coming here. So, thank you Sir for coming and speaking about the budget and how we can be going forward, so she appreciates his work.

Sadie Shaw also wanted to thank Mr. Olson, and I forgot to ask staff to provide full comprehensive data about enrollment like for the past 10 years, and also the budgets of schools and the district to the reconfiguration committee.

7:12 p.m. Ravi Shaw closed the Call to the Audience

9:04 p.m. continuation of Call to the Audience: Jessica Ramirez re: Pueblo High School Principal; Dominick Soto re: Pueblo High School Principal; Annabel Guptill-Godfrey re: Pueblo HS Principal; Julie Sterr re: Reading letters from a student of PHS; Eliseo Gomez re: Pueblo C&C; Saul Ramirez re: Pueblo High School Director; Isis Morales re: Why Mr. Rosthenhausler should be removed.

Ravi Shah again asked if Board Members wanted to respond to a criticism, ask staff to review a matter, or ask that a matter be placed on a future agenda. He also reminded the board that two members had already addressed the topic of Pueblo's Administration.

Sadie Shaw thanked everyone who waited and spoke just now. She would like to ask staff to review the matter raised by Eliseo Gomez, she believes that was the name of the 18th speaker, and then she would also like to ask staff to send us a translation of the comments by Mr. Ramirez, the 19th speaker. This is the second time this year that we've had a speaker speak to us in Spanish, and I requested last time that we have translation services available to us and the public if needed and I haven't seen that actualized, so I'd like to ask staff to make sure that we do have translation services for Spanish speakers, especially at our governing board meetings.

Ravi Shah closed the Call to the Audience at 9:27 p.m.

Motion to continue Call to the Audience after 7.2 so we can get through our action/study

action items.
Moved by: Ravi Shah; seconded by: Sadie Shaw
Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5. CONSENT AGENDA (All items listed will be considered as a group with one motion. There will not be separate discussion of these items unless a Board Member so requests, in which case the item will be removed from the consent agenda and considered as a separate item.)

5.1 Approval of Consent Agenda Items 5.2 through 5.18
7:12 p.m.

Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.
Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.
Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.
Moved by: Ravi Shah; seconded by: Jennifer Eckstrom
Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.2 Approval of Talent Acquisition, Transfers, Separations, Changes, Payouts, and Leaves of Absence
Motion to approve the Talent Acquisition personnel lists.
Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.
Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.
Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.
Moved by: Ravi Shah; seconded by: Jennifer Eckstrom
Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.3 Approval of Supplemental Materials Systematic Instruction in Phonological Awareness, Phonics, and Sight Words (SIPPS K-8)
7:13 p.m. Dr. Flori Huitt provided information and responded to inquiries. Board Members commenting and/or asking questions were Ravi Shah, Val Romero, Jennifer Eckstrom, and Sadie Shaw.

Motion to approve Supplemental Materials Systematic Instruction in Phonological Awareness, Phonics, and Sight Words (SIPPS K-8) as presented.
Moved by: Ravi Shah; seconded by: Natalie Luna Rose
Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.4 Approval of Arizona Department of Education (ADE) Catering Agreements for Tucson

Unified School District Food Services to cater National School Lunch Program meals to Las Puertas Community School and Santa Cruz Catholic School, with Authorization for the Director of Food Services to Execute the Agreements

Motion to approve the Arizona Department of Education (ADE) Catering Agreements for TUSD Food Services to cater National School Lunch Program meals to Las Puertas Community School and Santa Cruz Catholic School during SY26-27 with the option to renew annually for 3 years (with an updated ADE catering agreement each year), with authorization for the Director of Food Services to execute the agreements.

Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.

Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.

Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.

Moved by: Ravi Shah; seconded by: Jennifer Eckstrom

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.5 Approval of Intergovernmental Agreement (IGA) between the Arizona Board of Regents on behalf of the University of Arizona and Tucson Unified School District to Continue the Partnership with the Center for Recruitment and Retention of Mathematics Teachers (CRR), with Authorization for the Superintendent to Execute the Agreement

Motion to approve the Intergovernmental Agreement between the Arizona Board of Regents on behalf of the University of Arizona and Tucson Unified School District to continue the partnership with the Center for Recruitment and Retention of Mathematics Teachers (CRR), with authorization for the Superintendent to execute the agreement.

Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.

Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.

Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.

Moved by: Ravi Shah; seconded by: Jennifer Eckstrom

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.6 Approval to Award Request for Proposal (RFP) 27-009-TUSD1 - K-12 Content Filtering and Digital Safety Services

7:20 p.m. Rabih Hamadeh, Chief Technology Officer, provided information and responded to inquiries. Board Members commenting and/or asking questions were Val Romero and Sadie Shaw.

Motion to approve Request for Proposal (RFP) 27-009-TUSD1 - K-12 Content Filtering and Digital Safety Services.

Moved by: Sadie Shaw; seconded by: Natalie Luna Rose

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Draft

Motion Passed 5-0

5.7 Approval to Award Request for Proposal (RFP) 27-015-TUSD1 - Food Services Commercial Kitchen Equipment, Smallwares, Repair and Maintenance, as Needed

Motion to approve Request for Proposal (RFP) 27-015-TUSD1 - Food Services Commercial Kitchen Equipment, Smallwares, Repair and Maintenance, as needed.

Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.

Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.

Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.

Moved by: Ravi Shah; seconded by: Jennifer Eckstrom

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.8 Approval to Award Invitation for Bid (IFB) 27-012-TUSD1 - Beverage and Snack Foods

7:26 p.m. Lindsay Aguilar provided information and responded to board member inquiries. Board members commenting and/or asking questions were Ravi Shah, Sadie Shaw, Val Romero, and Jennifer Eckstrom. Dr. Trujillo commented.

Motion to approve Invitation for Bid (IFB) 27-012-TUSD1 - Beverage and Snack Foods.

Moved by: Ravi Shah; seconded by: Natalie Luna Rose

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.9 Approval to Award Invitation for Bid (IFB) 27-013-TUSD1 - Educational Aids and Materials

7:39 p.m. Ravi Shah commented, Ricky Hernández provided information.

Motion to approve award of Invitation for Bid (IFB) 27-013-TUSD1 - Educational Aids and Materials.

Moved by: Ravi Shah; seconded by: Natalie Luna Rose

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.10 Approval of Expenditures in Excess of $250,000.00 for Use of Cooperative Contracts for Technology Services Purchases for FY26-27

Motion to approve expenditures in excess of $250,000.00 for use of cooperative contracts for Technology Services purchases for FY26-27.

Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.

Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.

Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.

Moved by: Ravi Shah; seconded by: Jennifer Eckstrom

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Draft

Motion Passed 5-0

5.11 Approval of Expenditures in Excess of $250,000.00 for TUSD Food Services Dairy Products Using a Cooperative Contract for FY26-27

7:40 p.m. Lindsay Aguilar responded to Ravi Shah's inquiries.

Motion to approve the expenditures for milk and related dairy products from Shamrock Farms in support of the National School Lunch/Food Services Programs using an ASPIN/Mohave Educational Services Cooperative contract in excess of $250,000.00 for FY26-27.

Moved by: Ravi Shah; seconded by: Jennifer Eckstrom

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.12 Approval of Expenditures in Excess of $250,000.00 for TUSD Food Services Food Safety Sanitation Services Using a Cooperative Contract for FY26-27

Motion to approve expenditures in excess of $250,000.00 for FY26-27, for Southwest Training Systems, using a Mohave Educational Services Cooperative Contract, for TUSD Food Services Food Safety Sanitation Services.

Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.

Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.

Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.

Moved by: Ravi Shah; seconded by: Jennifer Eckstrom

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.13 Approval of Sole Source Purchase Designations for FY26-27

7:41 p.m. Dr. Flori Huitt, Dr. Trujillo, Heidi Aranda, and Ricky Hernández provided information and responded to inquiries. Board Members commenting and/or asking questions were Ravi Shah, Jennifer Eckstrom, Natalie Luna Rose, Sadie Shaw, and Val Romero.

Motion to approve the Sole Source Purchase Designations for FY26-27.

Divide the question to vote on all the other items and decide what we are going to do with Eureka Math.

Moved by: Ravi Shah; seconded by: Natalie Luna Rose

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

Motion to support the other items without Eureka Math materials.

Moved by: Ravi Shah; seconded by: Natalie Luna Rose

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

Draft

Motion to approve Eureka Math.
Moved by: Jennifer Eckstrom; seconded by: Natalie Luna Rose
Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.14 Approval to Use Cooperative Purchasing Agencies and Contracts for Cumulative Purchases in Excess of $250,000.00 for FY26-27

Motion to approve District use of Cooperative Purchasing Agencies and their contracts during FY26-27, for cumulative purchases that may exceed $250,000.00.
Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.
Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.
Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.
Moved by: Ravi Shah; seconded by: Jennifer Eckstrom
Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.15 Minutes of Tucson Unified School District Governing Board Meeting - May 26, 2026

Motion to approve the minutes of the Governing Board meeting held on May 26, 2026.
Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.
Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.
Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.
Moved by: Ravi Shah; seconded by: Jennifer Eckstrom
Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.16 Salary and Expense Vouchers - May 2026

Ratification of Salary and Expense Vouchers for the period beginning May 1, 2026, and ending May 31, 2026.
Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.
Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.
Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.
Moved by: Ravi Shah; seconded by: Jennifer Eckstrom
Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.17 Student Activities Funds through May 31, 2026

Motion to approve the Summary of Student Activities Funds for the period of July 1, 2025,

through May 31, 2026.

Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.

Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.

Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.

Moved by: Ravi Shah; seconded by: Jennifer Eckstrom

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

5.18 Extracurricular Tax Credit Activity Programs Report by School Site through May 31, 2026

Motion to approve the Summary of Extracurricular Tax Credit Activity Balances for the period of July 1, 2025, through May 31, 2026.

Dr. Trujillo recommended approval of the Consent Agenda items 5.2 through 5.18.

Ravi Shah requested to pull items 5.3, 5.8, 5.9, 5.11, and 5.13 and Val Romero requested to pull item 5.6 to address separately.

Resolution: Consent Agenda items 5.2, 5.4, 5.5, 5.7, 5.10, 5.12, and 5.14 through 5.18 were approved. Items 5.3, 5.6, 5.8, 5.9, 5.11, and 5.13 were pulled and addressed separately.

Moved by: Ravi Shah; seconded by: Jennifer Eckstrom

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

6. ACTION ITEM(S)

6.1 Administrative Appointments, Reassignments, and Transfers - Interim Director, Grants & Federal Programs

6:58 p.m. Dr. Trujillo provided brief information, and responded to Val Romero's inquiry. Ravi Shah and Daniel Sanchez commented.

Motion to approve the selected candidate to serve as Interim Director of Grants & Federal Programs.

Dr. Trujillo recommended approval of Daniel Sanchez to serve as Interim Director of Grants & Federal Programs for the 26-27 school year.

Moved by: Natalie Luna Rose; seconded by: Ravi Shah

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

6.2 Administrative Appointments, Reassignments, and Transfers - Interim Assistant Principals

7:02 p.m. Dr Trujillo provided brief information, Ravi Shah commented.

7:03 Recess meeting for pictures

7:05 Reconvene meeting

Motion to approve the selected candidates to serve as Interim Assistant Principals in Tucson Unified schools.

Draft

Dr. Trujillo recommended approval of the following candidates to serve as Interim Assistant Principals in Tucson Unified schools for the 2026-2027 school year:

Amber Parris - Teenage Parent (TAP) High School and Project MORE High School

Eleuterio Cortez - Pistor Middle School

Alexis Clark - Valencia Middle School

Marco Dominguez - Hollinger K-8 School

Moved by: Ravi Shah; seconded by: Natalie Luna Rose

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

6.3 Request to Rename the Second Building at 220 W 6th Street to the Hubert V. Summers Building

7:05 p.m. Dr. Trujillo provided information. Debra Summers, daughter of Hubert Summers, Ravi Shah and Sadie Shaw commented.

Motion to approve the renaming of the second building at 220 W. 6th Street to the Hubert V. Summers Building in honor of Hubert Victor Summers.
Moved by: Ravi Shah; seconded by: Jennifer Eckstrom

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

7. STUDY/ACTION ITEM(S)

7.1 Code of Conduct Proposed Revisions for the 2026-2027 School Year

8:12 p.m. Sadie Shaw made a point of information to ask when the Call to the Audience would be resumed. Ravi Shah responded that it would be after discussion of item 7.2. Natalie Luna Rose commented.

9:27 p.m. Dr. Trujillo introduced Anna Warmbrand who provided information and responded to inquiries. Board Members commenting and/or asking questions were Ravi Shah, Sadie Shaw, Natalie Luna Rose, and Jennifer Eckstrom.

Motion to move item 7.2 to the top of the agenda and then have Call to the Audience directly after.
Moved by: Sadie Shaw; seconded by: Val Romero

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, and Jennifer Eckstrom

No: Ravi Shah

Motion Passed 4-1

Motion to approve the Code of Conduct revisions for the 2026-2027 School Year, as presented.
Moved by: Ravi Shah; seconded by: Natalie Luna Rose

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

Draft

7.2 Review and Approval of Recommendations Related to the Library Media Specialist Initiative at Selected TUSD Schools

8:15 p.m. Dr. Flori Huitt, Dr. Halle Freitas, and Ricky Hernández provided information and responded to Board Member inquiries. Board Members commenting and/or asking questions were Val Romero, Ravi Shah, Sadie Shaw, and Natalie Luna Rose.

Motion to approve the initiative for Library Media Specialist positions funded from the Maintenance & Operations Override at Cragin, Dietz, Erickson, Lawrence, Maxwell, and Safford, as presented.

Motion to approve funding for 76 FTE positions for librarians as well as full-time librarian assistants at every school in Tucson Unified.
Moved by: Sadie Shaw; seconded by: Val Romero

Yes: Sadie Shaw

No: Natalie Luna Rose, Val Romero, Jennifer Eckstrom, and Ravi Shah

Motion Failed 1-4

Motion to approve the item as presented.
Moved by: Ravi Shah; seconded by: Natalie Luna Rose

Yes: Natalie Luna Rose, Val Romero, Sadie Shaw, Jennifer Eckstrom, and Ravi Shah

Motion Passed 5-0

8. STUDY/INFORMATION ITEM(S)

8.1 TUSD Enrollment Stabilization Campaign - SY26-27 and Beyond

Item moved to the June 16th Board Meeting.

9. FUTURE MEETING DATES and AGENDA ITEM(S)

9.1 Future Meeting Dates and Agenda Item(s)

9:55 p.m. Dr. Trujillo thanked the ASL Interpreter team for their continued service. He stated we're going to be busy a week from tonight. We have both the Desegregation budget and the District's Maintenance and Operations budget will be up for possible Board adoption. He reminded the board that their adoption sends it out for 30 days of public comment, and then their final vote on it is after the July 4th weekend when we come back in July. We'll have two Public Hearings, one for the M & O budget, one for the Deseg hearing on tap for next week. We will also have probably the biggest conversation will be around the board's consideration of the approval of digital platforms. We had a little bit of a preview of that tonight, the platforms are actually in front of you next week. We have an approval, one of six recommendations from the Alternative Education committee is ready for board consideration next week. The approval to make DAEP mandatory for students that turn down abeyance, so that one is up for possible board action. Just a note, the other five recommendations are being assessed for financial impact and staffing and will be scheduled for board consideration and public discussion in July. And as if we aren't loaded already with topics that are, have all kinds of varied opinions, and are hot topics, we also have the return of AI, policy IJND the board was deadlocked so it's back next week, we do need some kind of a policy. So it will be busy.

Draft

10. ADJOURNMENT

10.1 Adjourn Meeting

9:56 p.m. Ravi Shah adjourned the meeting.

Board Clerk

Draft

FY2026-27 Desegregation Budget Public Hearing

Ricky Hernández, SFO, Chief Financial Officer
Governing Board Meeting – June 16, 2026

REVIEW: Desegregation Funding

- Authorized by State law to implement activities in a court order of Office for Civil Right (OCR) Agreement
- With the district no longer under court supervision, funding can only be used to ***further*** implement activities before termination of court supervision
- Budget limit remains frozen at the 2008-09 fiscal year level: **$63,711,047**
  - Unused portions of the funding do not carryforward to future fiscal years
  - Funding is not subject to any inflationary increases provided in State law

FY2026 Desegregation Budget Overview

- The estimated expenditures through June 30, 2026, are expected to be **$63,538,279**
  - Leaving a *positive* ending fund balance of $172,768
  - This amount may change based on $1.9 million in encumbrances remaining to clear
- Thanks to Board and District leadership this is the first time in four years the Desegregation budget will not be overspent
- Budget actions taken:
  - Re-organization of budget allocation priorities through Zero-Based Budgeting (ZBB)
  - 50% of Supplemental Base Pay for Desegregation-funded teachers will be paid through the Classroom Site Fund

FY2027 Desegregation Budget Process

- For the 2026-27 fiscal year, Financial Services *is not* projecting a budget deficit within Desegregation
- Departments submitted Desegregation-funded budget requests that are approximately **5% less** than the prior fiscal year
- Budget reductions and reallocations for the 2026-27 fiscal year affected the following areas:
  - Multicultural Curriculum Department
  - ELA/Math Interventionists and Response to Intervention (RtI) Teachers
- Current allocation distribution is: $63,407,092 for M&O and $303,955 for Capital

FY2027 Desegregation Activity With Changes +/- 5%

ACTIVITY	FY27 PROPOSE	FY26 REVISEI	VARIANCE	BRIEF EXPLANATION
USP Contingency	1,565,675	(1,916,641)	3,482,316	Increase in Contingency Funds
ALE Access & Recruitment	6,277,882	5,595,286	682,596	Increase in ALE/GATE school staffing costs
ELD Program Expansion	8,993,861	8,545,649	448,212	Staffing costs increase
Budget Process & Development	147,257	64,255	83,002	Former budget coordinator from EDI to Finance
EBAS Training and Evaluation	626,280	544,874	81,406	Increased cost for Research Proj Manager for Deseg Program Evaluation
Diversity Assignment	73,210	23,210	50,000	Reallocation of Human Resources staff
UHS Admissions	203,910	161,333	42,577	Increase in the costs of UHS admissions testing
Restorative Practices/PBIS	257,743	228,610	29,133	Increased staffing costs in Af Am Stu Svcs
Multi-Year Facilities Plan	180,721	169,816	10,905	Increased costs for Project Management staff
Multi-Year Technology Plan	79,391	75,934	3,457	Increased benefits costs for Tech Svcs staff
Budget Audit	53,680	56,362	(2,682)	Decreased staffing costs in Financial Services
Quarterly Information Events	42,546	48,432	(5,886)	Reduced office supply costs
Extracurricular Equitable Access Plan	93,216	102,161	(8,945)	Reduced budget for Athletic Trainers; moved to Health Services
Data Reporting Systems (Extracurricular)	0	30,732	(30,732)	Eliminate office assistant in Interscholastics Dept.
USP-Related PD and Support	211,120	272,652	(61,532)	Reallocation of Professional Dev staff
Internal Compliance Monitoring	90,843	177,523	(86,680)	Elimination of EDI Department
New Teacher Induction	3,382,622	3,592,754	(210,132)	Reduction in 7th period staff needs
Multicultural Curriculum	914,792	1,290,829	(376,037)	Elimination of the Multicultural Curriculum Department
Targeted Academic Interventions	5,697,758	10,122,922	(4,425,164)	Interventionists moved to Override

FY2027 Desegregation Budget Results

Function Type	FY27 vs FY26
Instruction	366,005
Student Support	(98,154)
Teacher Support	(595,667)
General Admin	(5,464)
School Admin	15,513
Central Services	256,957
Operations	(26,825)
Transportation	87,634

Expense Type	FY27 vs FY26
Salaries	(2,257,966)
Benefits	(995,564)
Purchased Services*	(376,917)
Supplies	86,878
Capital	(142,995)
Other**	3,686,563

*Includes contract services, leased employees, conference registration, and travel
**Includes Contingency, student admissions/travel, room rentals, dues/fees

Top 10 Desegregation Departments: FY27 vs FY26

DEPARTMENT	FY27 AMOUNT
Language Acq.	14,360,528
Transportation	9,231,275
Magnet	7,217,126
A.L.E.	3,136,155
GATE	2,979,169
MTSS	2,904,036
Professional Dev	2,379,560
Human Resources	1,702,021
Contingency	1,561,639
Region 2*	1,381,639

* Subject to change with redistribution of Region 2 schools

DEPARTMENT	FY26 AMOUNT
Language Acq.	13,858,464
Transportation	9,036,695
Magnet	7,103,024
Financial Services**	4,525,517
A.L.E.	2,973,509
MTSS	2,864,461
GATE	2,744,443
Professional Dev	2,268,818
Human Resources	1,673,065
Region 2	1,546,080

** Included salaries/benefits for Intervention Teachers

THANK YOU!

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET SUMMARY BY USP ACTIVITY

Activity	Activity Name	FY27 910(G) Amount	FY27 910(G) FTE	NON 910-G FUNDING SOURCES					
				M&O AMOUNT	M&O FTE	TITLE I AMOUNT	TITLE I FTE	OTHER AMOUNT	OTHER FTE
80101	I.1 Internal Compliance Monitoring	90,843	0.50						
80102	I.2 Annual Report	50,843	0.50						
80103	I.3 Court Orders and Miscellaneous	-	-						
80104	I.4 OCR/ELL – not a USP activity, but tracked for budget purposes	8,993,861	118.98	1,372,171	22.80			644,120	8.40
80105	I.5 Contingency	1,565,675	-						
80106	I.6 Transition Plans	-	-						
80201	II.1 Comprehensive Boundary Plan	111,357	1.50					140,099	1.50
80202	II.2 Comprehensive Magnet Plan	7,312,077	97.81	94,907	1.00				
80203	II.3 Application and Selection Process	222,615	3.00	562,830	4.00				
80204	II.4 Marketing, Outreach, and Recruitment Plan	661,189	6.88	704,373	4.88			38,090	0.50
80205	II.5 Student Assignment PD	-	-						
80301	III.1 Magnet Transportation	4,617,677	68.47						
80302	III.2 Incentive Transportation	4,613,597	68.47						
80402	IV.2 Outreach, Recruitment, Retention Plan	1,028,811	5.00	65,924	0.50				
80405	IV.5 Diversity Assignment	73,210	-						
80406	IV.6 Experience Assignment	-	-						
80409	IV.9 USP-Related PD and Support	272,652	3.40	4,573,216	32.00	9,861,483	108.20	5,341,027	42.40
80410	IV.10 First-Year Teacher Pilot Plan	-	-						
80411	IV.11 Evaluation Instruments	-	-						
80412	IV.12 New Teacher Induction Program	1,953,403	25.00	85,935	1.00	155,689	1.00	86,289	0.50
80413	IV.13 Teacher Support Plan	6,963	0.10						
80414	IV.14 Aspiring Leaders Plan	-	-						
80415	IV.15 PLC Training	3,382,622	44.60						
80417	IV.17 Ongoing PD on Hiring Process	-	-						
80418	IV.18 Observations of Best Practices	49,889	0.50						
80501	V.1 ALE Access and Recruitment Plan	6,277,882	62.73	1,612,264	26.32			9,979	0.20
80502	V.2 UHS Admissions/Outreach/Recruitment	203,910	0.93	143,957	2.40			64,895	0.50
80504	V.4 Build/Expand Dual Language Programs	5,587,013	78.23	3,198,264	56.00			100,654	1.80
80505	V.5 Placement Policies and Practices	-	-						
80506	V.6 Dropout Prevention and Retention Plan	3,985,017	59.53	767,410	11.50			5,000	
80508	V.8 CRC and Student Engagement PD	134,858	0.88			47,662	0.74		
80509	V.9 Multicultural Curriculum	914,792	12.79					766,516	12.00
80510	V.10 Culturally Relevant Courses	872,074	10.09						
80511	V.11 Targeted Academic Interventions and Supports	5,697,758	77.73	5,113,944	79.80			31,997	0.40
80512	V.12 Quarterly Information Events	42,546	0.13						
80513	V.13 Collaborate with Local Colleges and Universities	448,961	6.04	34,320	0.20	105,035	0.80	782,766	3.60
80514	V.14 AAAATF Recommendations	520,953	8.13						
80516	V.16 Supportive and Inclusive Environments	-	-						
80601	VI.1 Restorative Practices and PBIS (RPPSCs)	257,743	3.00						
80602	VI.2 GSRR/Student Code of Conduct	490,241	4.16						
80603	VI.3 Student Discipline Training for Sites	6,736	0.13						
80604	VI.4 Discipline Roles and Responsibilities	-	-						
80605	VI.5 Discipline Data Monitoring	6,736	0.13						
80606	VI.6 Corrective Action Plans	-	-						
80607	VI.7 Successful Site-Based Strategies	-	-						
80701	VII.1 Family Center Plan	398,383	6.90			647,114	8.50	77,090	
80702	VII.2 Family Engagement Resources	544,076	7.86						
80703	VII.3 Tracking Family Engagement	78,190	1.55						
80704	VII.4 Translation and Interpretation Services	418,325	4.63						
80801	VIII.1 Extracurricular Equitable Access Plan	93,216	1.00	4,607,186	24.28			306,110	1.00
80802	VIII.2 Data Reporting System (Extracurricular)	-	-						
80901	IX.1 Multi-Year Facilities Plan	180,721	2.00	14,336,761	159.35			8,784,969	12.25
80902	IX.2 Multi-Year Technology Plan	79,391	1.00	13,015,788	150.50			3,536,216	10.00
80903	IX.3 Tech PD for Classroom Staff	465,748	5.25			178,353		10,351	
81001	X.1 EBAS Implementation	171,273	1.79	328,150	3.75				
81002	X.2 EBAS Training and Evaluation	626,280	5.56	74,241	0.50				
81003	X.3 Budget Process and Development	147,257	1.68	131,023	1.50			65,513	0.75
81004	X.4 Budget Audit	53,680	0.50					53,680	0.50
Grand Total		**63,711,047**	**809.04**	**50,822,664**	**582.28**	**10,995,336**	**119.24**	**20,845,361**	**96.30**

TUCSON UNIFIED SCHOOL DISTRICT
FY 2025-2026 DESEGREGATION BUDGET
APPROVED USP BUDGET SUMMARY BY USP ACTIVITY

Activity	Activity Name	FY26 910(G) Amount	FY26 910(G) FTE	NON 910-G FUNDING SOURCES					
				M&O AMOUNT	M&O FTE	TITLE I AMOUNT	TITLE I FTE	OTHER AMOUNT	OTHER FTE
80101	I.1 Internal Compliance Monitoring	177,523	1.50	278,258	1.16				
80102	I.2 Annual Report	50,068	0.50	26,549	0.17				
80103	I.3 Court Orders and Miscellaneous	-	-	39,550	0.28				
80104	I.4 OCR/ELL – not a USP activity, but tracked for budget purposes	8,545,649	124.95	107,415	1.00			521,290	8.60
80105	I.5 Contingency	(1,916,641)	-						
80106	I.6 Transition Plans	-	-						
80201	II.1 Comprehensive Boundary Plan	113,949	1.50						
80202	II.2 Comprehensive Magnet Plan	7,220,087	96.49						
80203	II.3 Application and Selection Process	225,205	3.00						
80204	II.4 Marketing, Outreach, and Recruitment Plan	660,411	6.38	777,409	5.88			76,943	1.00
80205	II.5 Student Assignment PD	-	-						
80301	III.1 Magnet Transportation	4,583,422	74.29						
80302	III.2 Incentive Transportation	4,583,422	74.29						
80402	IV.2 Outreach, Recruitment, Retention Plan	1,024,451	5.60						
80405	IV.5 Diversity Assignment	23,210	-						
80406	IV.6 Experience Assignment	-	-						
80409	IV.9 USP-Related PD and Support	211,121	3.05	1,095,329	1.00	891,869	-	909,733	-
80410	IV.10 First-Year Teacher Pilot Plan	-	-						
80411	IV.11 Evaluation Instruments	-	-						
80412	IV.12 New Teacher Induction Program	2,006,216	25.00	11,400	-				
80413	IV.13 Teacher Support Plan	7,029	0.10						
80414	IV.14 Aspiring Leaders Plan	-	-						
80415	IV.15 PLC Training	3,592,754	53.70						
80417	IV.17 Ongoing PD on Hiring Process	-	-						
80418	IV.18 Observations of Best Practices	49,434	0.50						
80501	V.1 ALE Access and Recruitment Plan	5,895,286	61.32	637,184	9.08			82,764	1.00
80502	V.2 UHS Admissions/Outreach/Recruitment	161,333	0.73						
80504	V.4 Build/Expand Dual Language Programs	5,564,010	80.73	743,620	11.60			30,794	0.40
80505	V.5 Placement Policies and Practices	-	-						
80506	V.6 Dropout Prevention and Retention Plan	3,639,612	58.30	866,753	11.50				
80508	V.8 CRC and Student Engagement PD	134,491	0.88						
80509	V.9 Multicultural Curriculum	1,290,829	15.79					1,159,388	12.50
80510	V.10 Culturally Relevant Courses	872,611	10.89						
80511	V.11 Targeted Academic Interventions and Supports	10,122,922	142.22					600,922	9.00
80512	V.12 Quarterly Information Events	48,432	0.13						
80513	V.13 Collaborate with Local Colleges and Universities	448,993	5.82					230,570	
80514	V.14 AAAATF Recommendations	518,945	8.13						
80516	V.16 Supportive and Inclusive Environments	-	-						
80601	VI.1 Restorative Practices and PBIS (RPPSCs)	228,610	3.00						
80602	VI.2 GSRR/Student Code of Conduct	485,749	4.18						
80603	VI.3 Student Discipline Training for Sites	6,876	0.13						
80604	VI.4 Discipline Roles and Responsibilities	-	-						
80605	VI.5 Discipline Data Monitoring	6,876	0.13						
80606	VI.6 Corrective Action Plans	-	-						
80607	VI.7 Successful Site-Based Strategies	-	-						
80701	VII.1 Family Center Plan	389,993	6.90						
80702	VII.2 Family Engagement Resources	552,135	7.85			1,171,170	15.50	792,919	10.50
80703	VII.3 Tracking Family Engagement	80,380	1.55						
80704	VII.4 Translation and Interpretation Services	411,061	4.63						
80801	VIII.1 Extracurricular Equitable Access Plan	102,161	1.00	4,698,091	25.29			82,322	1.00
80802	VIII.2 Data Reporting System (Extracurricular)	30,732	1.00						
80901	IX.1 Multi-Year Facilities Plan	169,816	2.00						
80902	IX.2 Multi-Year Technology Plan	75,934	1.00						
80903	IX.3 Tech PD for Classroom Staff	481,064	5.25						
81001	X.1 EBAS Implementation	169,396	1.79	721,992	5.05				
81002	X.2 EBAS Training and Evaluation	544,874	5.56						
81003	X.3 Budget Process and Development	64,255	0.75						
81004	X.4 Budget Audit	56,362	0.50						
Grand Total		**63,711,047**	**902.99**	**10,003,550**	**72.01**	**2,063,039**	**15.50**	**4,487,645**	**44.00**

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET SUMMARY
VARIANCE TO FY 2025-2026 BY USP ACTIVITY

				NON 910-G FUNDING SOURCES						
Activity	Activity Name	910(G) Amount	910(G) FTE	M&O AMOUNT	M&O FTE	TITLE I AMOUNT	TITLE I FTE	OTHER AMOUNT	OTHER FTE	Notes
80101	I.1 Internal Compliance Monitoring	(86,681)	(1.00)	(278,258)	(1.16)	0	0.00	0	0.00	With the closure of the EDI Department, 1-FTE Coordinator position was eliminated.
80102	I.2 Annual Report	774	0.00	(26,549)	(0.17)	0	0.00	0	0.00	Increase in the cost of benefits for the Program Manager in Legal Services.
80103	I.3 Court Orders and Miscellaneous	0	0.00	(39,550)	(0.28)	0	0.00	0	0.00	
80104	I.4 OCR/ELL – not a USP activity, but tracked for budget purposes	448,212	(5.97)	1,264,756	21.80	0	0.00	122,830	(0.20)	Decrease in the total FTE allocated across the district, but an increase to the cost of salaries and benefits for teachers due to an increase in the Supplemental Base Pay for FY27.
80105	I.5 Contingency	3,482,317	0.00	0	0.00	0	0.00	0	0.00	Increase in the Contingency available due a shift of expenses from Desegregation to Override.
80106	I.6 Transition Plans	0	0.00	0	0.00	0	0.00	0	0.00	
80201	II.1 Comprehensive Boundary Plan	(2,593)	0.00	0	0.00	0	0.00	140,099	1.50	Decrease in the cost of salary and benefits for 1-FTE Student Services Associate.
80202	II.2 Comprehensive Magnet Plan	91,991	1.33	94,907	1.00	0	0.00	0	0.00	Increase in the cost of salary and benefits for Magnet teacher positions due to an increase in the Supplemental Base Pay for FY27.
80203	II.3 Application and Selection Process	(2,590)	0.00	562,830	4.00	0	0.00	0	0.00	Decrease in the cost of salary and benefits for 1-FTE Student Services Associate & 1-FTE Program Coordinator, Sr.
80204	II.4 Marketing, Outreach, Recruit Plan	778	0.51	(73,036)	(1.00)	0	0.00	(38,853)	(0.50)	Changes in the cost of salary and benefits for staff across the Communications Department.
80205	II.5 Student Assignment PD	0	0.00	0	0.00	0	0.00	0	0.00	
80301	III.1 Magnet Transportation	34,255	(5.82)	0	0.00	0	0.00	0	0.00	Increase in the cost of salary and benefits for Transportation Bus Drivers.
80302	III.2 Incentive Transportation	30,175	(5.82)	0	0.00	0	0.00	0	0.00	Increase in the cost of salary and benefits for Transportation Bus Drivers.
80402	IV.2 Outreach, Recruitment, Retention	4,359	(0.60)	65,924	0.50	0	0.00	0	0.00	Increase in the benefits costs for College Partnerships stipends for new teachers.
80405	IV.5 Diversity Assignment	50,000	0.00	0	0.00	0	0.00	0	0.00	Reallocation of TWDL teacher stipends from the New Teacher Induction activity.
80406	IV.6 Experience Assignment	0	0.00	0	0.00	0	0.00	0	0.00	
80409	IV.9 USP-Related PD and Support	61,532	0.35	3,477,887	31.00	8,969,614	108.20	4,431,294	42.40	Reallocation of salary and benefits from Multicultural Curriculum to fund 0.5-FTE Professional Development Director.
80410	IV.10 First-Year Teacher Pilot Plan	0	0.00	0	0.00	0	0.00	0	0.00	
80411	IV.11 Evaluation Instruments	0	0.00	0	0.00	0	0.00	0	0.00	
80412	IV.12 New Teacher Induction	(52,813)	0.00	74,535	1.00	155,689	1.00	86,289	0.50	Decrease in the cost of benefits for Teacher Mentors, decrease in professional development registrations, and decrease in costs for Added Duty.
80413	IV.13 Teacher Support Plan	(66)	0.00	0	0.00	0	0.00	0	0.00	Decrease in the cost of benefits for 1-FTE Prof Development Academic Trainer position.
80414	IV.14 Aspiring Leaders Plan	0	0.00	0	0.00	0	0.00	0	0.00	
80415	IV.15 PLC Training	(210,132)	(9.10)	0	0.00	0	0.00	0	0.00	Decrease in the number of FTE positions for 7th period day across middle and high schools.
80417	IV.17 Ongoing PD on Hiring Process	0	0.00	0	0.00	0	0.00	0	0.00	
80418	IV.18 Observations of Best Practices	456	0.00	0	0.00	0	0.00	0	0.00	Increase in the cost of salary and benefits for 0.2-FTE Program Coordinator in CRPI
80501	V.1 ALE Access and Recruitment Plan	382,596	1.41	975,080	17.24	0	0.00	(72,785)	(0.80)	Increase in the cost of salary and benefits for ALE/GATE teacher positions due to an increase in the Supplemental Base Pay for FY27.
80502	V.2 UHS Admission/Outreach/Recruit	42,577	0.21	143,957	2.40	0	0.00	64,895	0.50	Increase in the cost of UHS CogAT Testing, increase 0.2-FTE for ALE teacher at UHS, increase in the cost os associated benefits.
80504	V.4 Build/Expand Dual Language	23,003	(2.50)	2,454,644	44.40	0	0.00	69,860	1.40	Decrease in the total FTE allocated across the district, but an increase to the cost of salaries and benefits for teachers due to an increase in the Supplemental Base Pay for FY27.
80505	V.5 Placement Policies and Practices	0	0.00	0	0.00	0	0.00	0	0.00	
80506	V.6 Dropout Prev. & Retention Plan	345,404	1.23	(99,343)	0.00	0	0.00	5,000	0.00	Increase in the cost of salary and benefits for in-house suspension teacher positions due to an increase in the Supplemental Base Pay for FY27.
80508	V.8 CRC and Student Engagement PD	367	0.00	0	0.00	47,662	0.74	0	0.00	Overall decrease in the cost of supplies in the CRPI Department.
80509	V.9 Multicultural Curriculum	(376,038)	(3.00)	0	0.00	0	0.00	(392,872)	(0.50)	Closure of the Multicultural Curriculum Department; repurpose salaries for Executive Director and Director positions in Curriculum & Instruction.
80510	V.10 Culturally Relevant Courses	(537)	(0.80)	0	0.00	0	0.00	0	0.00	Reducation of 0.8-FTE for CRC Teacher
80511	V.11 Targeted Academic Interventions and Supports	(4,425,164)	(64.49)	5,113,944	79.80	0	0.00	(568,925)	(8.60)	Reallocate all RTI, Reading Intervention, and Math Intervention teachers to Override
80512	V.12 Quarterly Information Events	(5,886)	0.00	0	0.00	0	0.00	0	0.00	Reduce room rental and food budgets in African Am and Mexican Am Stu Svcs Departments
80513	V.13 Collaborate with Local Colleges and Universities	(32)	0.21	34,320	0.20	105,035	0.80	552,196	3.60	Net increase in the cost of benefits for College and Career Readiness Coordinators
80514	V.14 AAAATF Recommendations	2,008	0.00	0	0.00	0	0.00	0	0.00	Net increase in the cost of benefits for African Am Stu Svcs staff
80516	V.16 Supportive and Inclusive Environments	0	0.00	0	0.00	0	0.00	0	0.00	
80601	VI.1 Restorative Practices and PBIS	29,133	0.00	0	0.00	0	0.00	0	0.00	Increase in the cost of consulting services to the Student Relations Department
80602	VI.2 GSRR/Student Code of Conduct	4,493	(0.03)	0	0.00	0	0.00	0	0.00	Net increase in the cost of benefits for the Student Relations Department
80603	VI.3 Student Discipline Training for Sites	(140)	0.00	0	0.00	0	0.00	0	0.00	Decrease in the salary and benefits costs for a 1-FTE Administrative Asst in the African Am Stu Svcs Department
80604	VI.4 Discipline Roles and Responsibilities	0	0.00	0	0.00	0	0.00	0	0.00	
80605	VI.5 Discipline Data Monitoring	(140)	0.00	0	0.00	0	0.00	0	0.00	Decrease in the salary and benefits costs for a 1-FTE Administrative Asst in the African Am Stu Svcs Department
80606	VI.6 Corrective Action Plans	0	0.00	0	0.00	0	0.00	0	0.00	
80607	VI.7 Successful Site-Based Strategies	0	0.00	0	0.00	0	0.00	0	0.00	
80701	VII.1 Family Center Plan	8,391	0.00	0	0.00	647,114	8.50	77,090	0.00	
80702	VII.2 Family Engagement Resources	(8,059)	0.00	0	0.00	(1,171,170)	(15.50)	(792,919)	(10.50)	Decrease in the benefits costs for the African Am and Mexican Am Sru Svcs Departments
80703	VII.3 Tracking Family Engagement	(2,190)	0.00	0	0.00	0	0.00	0	0.00	Decrease in the salary and benefits costs for a 1-FTE Data Technician in the Family Resource Center Department
80704	VII.4 Translation and Interpretation Services	7,264	0.00	0	0.00	0	0.00	0	0.00	Increase in the costs for Translator/Interpretor salaries and benefits for the Language Acquisition Department
80801	VIII.1 Extracurricular Equitable Access Plan	(8,945)	0.00	(90,905)	(1.01)	0	0.00	223,788	0.00	Decrease in the cost of district supplies; decrease in salary and benefits for an Extracurricular Specialist in the Interscholastics Department
80802	VIII.2 Data Reporting System (Extracurricular)	(30,732)	(1.00)	0	0.00	0	0.00	0	0.00	Elimination of a 1-FTE Office Assistant in the Interscholastics Departments
80901	IX.1 Multi-Year Facilities Plan	10,906	0.00	14,336,761	159.35	0	0.00	8,784,969	12.25	Increase in the salary and benefits costs for 2-FTE Project Managers in Project Management
80902	IX.2 Multi-Year Technology Plan	3,458	0.00	13,015,788	150.50	0	0.00	3,536,216	10.00	Increase in the benefits costs for a Data Analyst, Sr in Technology Services
80903	IX.3 Tech PD for Classroom Staff	(15,316)	0.00	0	0.00	178,353	0.00	10,351	0.00	Decrease in the salary and benefits costs for an Ed Tech Integration Specialist in Technology Services
81001	X.1 EBAS Implementation	1,877	0.00	(393,842)	(1.30)	0	0.00	0	0.00	Increase in the salary and benefits costs for a 0.5-FTE for a Computer Support/Training Specialist in Technology Services
81002	X.2 EBAS Training and Evaluation	81,406	0.00	74,241	0.50	0	0.00	0	0.00	Reallocation of a Research Project Manager from Equity & Diversity to Leadership & Student Success; allocation of a Deseg Impact Study Consultant for the Superintendent's Office
81003	X.3 Budget Process/Development	83,002	0.93	131,023	1.50	0	0.00	65,513	0.75	Reallocation of salary and benefits for existing Financial Services staff due to elimination of a Program Coordinator
81004	X.4 Budget Audit	(2,682)	0.00	0	0.00	0	0.00	53,680	0.50	Decrease in salary and benefits costs for a 1-FTE Senior Budget Analyst in Financial Services
Grand Total		**(0)**	**(93.95)**	**40,819,114**	**510.27**	**8,932,297**	**103.74**	**16,357,716**	**52.30**	

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET SUMMARY
1-YEAR AND 2-YEAR VARIANCE BY USP ACTIVITY

Activity	Activity Name	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
80101	I.1 Internal Compliance Monitoring	90,843	0.50	177,523	1.50	(86,681)	(1.00)	167,737	(76,894)
80102	I.2 Annual Report	50,843	0.50	50,068	0.50	774	0.00	122,763	(71,920)
80103	I.3 Court Orders and Miscellaneous	0	0.00	0	0.00	0	0.00	243	(243)
80104	I.4 OCR/ELL – not a USP activity, but tracked for budget purposes	8,993,861	118.98	8,545,649	124.95	448,212	(5.97)	8,857,354	136,507
80105	I.5 Contingency	1,565,675	0.00	(1,916,641)	0.00	3,482,317	0.00	0	1,565,675
80106	I.6 Transition Plans	0	0.00	0	0.00	0	0.00	0	0
80201	II.1 Comprehensive Boundary Plan	111,357	1.50	113,949	1.50	(2,593)	0.00	163,905	(52,548)
80202	II.2 Comprehensive Magnet Plan	7,312,077	97.81	7,220,087	96.49	91,991	1.33	7,522,135	(210,058)
80203	II.3 Application and Selection Process (+APOS)	222,615	3.00	225,205	3.00	(2,590)	0.00	218,913	3,702
80204	II.4 Marketing, Outreach, and Recruitment Plan	661,189	6.88	660,411	6.38	778	0.51	650,314	10,876
80205	II.5 Student Assignment PD	0	0.00	0	0.00	0	0.00	0	0
80301	III.1 Magnet Transportation	4,617,677	68.47	4,583,422	74.29	34,255	(5.82)	3,671,405	946,273
80302	III.2 Incentive Transportation	4,613,597	68.47	4,583,422	74.29	30,175	(5.82)	3,658,146	955,451
80402	IV.2 Outreach, Recruitment, Retention Plan	1,028,811	5.00	1,024,451	5.60	4,359	(0.60)	913,104	115,706
80405	IV.5 Diversity Assignment	73,210	0.00	23,210	0.00	50,000	0.00	182,992	(109,782)
80406	IV.6 Experience Assignment	0	0.00	0	0.00	0	0.00	0	0
80409	IV.9 USP-Related PD and Support	272,652	3.40	211,121	3.05	61,532	0.35	408,976	(136,323)
80410	IV.10 First-Year Teacher Pilot Plan	0	0.00	0	0.00	0	0.00	0	0
80411	IV.11 Evaluation Instruments	0	0.00	0	0.00	0	0.00	74,486	(74,486)
80412	IV.12 New Teacher Induction Program	1,953,403	25.00	2,006,216	25.00	(52,813)	0.00	2,209,091	(255,688)
80413	IV.13 Teacher Support Plan	6,963	0.10	7,029	0.10	(66)	0.00	6,311	652
80414	IV.14 Aspiring Leaders Plan	0	0.00	0	0.00	0	0.00	39,733	(39,733)
80415	IV.15 PLC Training	3,382,622	44.60	3,592,754	53.70	(210,132)	(9.10)	2,777,944	604,679
80418	IV.18 Observations of Best Practices	49,889	0.50	49,434	0.50	456	0.00	37,310	12,579
80501	V.1 ALE Access & Recruitment Plan	6,277,882	62.73	5,895,286	61.32	382,596	1.41	6,363,312	(85,430)
80502	V.2 UHS Admissions/Outreach/Recruitment	203,910	0.93	161,333	0.73	42,577	0.21	132,652	71,258
80504	V.4 Build/Expand Dual Language Programs	5,587,013	78.23	5,564,010	80.73	23,003	(2.50)	5,298,334	288,679
80505	V.5 Placement Policies and Practices	0	0.00	0	0.00	0	0.00	0	0
80506	V.6 Dropout Prevention and Retention Plan	3,985,017	59.53	3,639,612	58.30	345,404	1.23	3,283,664	701,353
80508	V.8 CRC and Student Engagement PD	134,858	0.88	134,491	0.88	367	0.00	103,165	31,693
80509	V.9 Multicultural Curriculum	914,792	12.79	1,290,829	15.79	(376,038)	(3.00)	1,240,832	(326,040)
80510	V.10 Culturally Relevant Courses	872,074	10.09	872,611	10.89	(537)	(0.80)	867,911	4,163
80511	V.11 Targeted Academic Interventions and Supports	5,697,758	77.73	10,122,922	142.22	(4,425,164)	(64.49)	9,505,162	(3,807,404)
80512	V.12 Quarterly Information Events	42,546	0.13	48,432	0.13	(5,886)	0.00	69,427	(26,881)
80513	V.13 Collaborate with Local Colleges and Universities	448,961	6.04	448,993	5.82	(32)	0.21	429,036	19,925
80514	V.14 AAAATF Recommendations	520,953	8.13	518,945	8.13	2,008	0.00	546,113	(25,160)
80516	V.16 Supportive and Inclusive Environments	0	0.00	0	0.00	0	0.00	35,337	(35,337)
80601	VI.1 Restorative Practices and PBIS (RPPSCs)	257,743	3.00	228,610	3.00	29,133	0.00	243,122	14,621
80602	VI.2 GSRR	490,241	4.16	485,749	4.18	4,493	(0.03)	441,626	48,615
80603	VI.3 Student Discipline Training for Sites	6,736	0.13	6,876	0.13	(140)	0.00	6,854	(118)
80605	VI.5 Discipline Data Monitoring	6,736	0.13	6,876	0.13	(140)	0.00	7,050	(314)
80607	VI.7 Successful Site-Based Strategies	0	0.00	0	0.00	0	0.00	0	0
80701	VII.1 Family Center Plan	398,383	6.90	389,993	6.90	8,391	0.00	370,864	27,519
80702	VII.2 Family Engagement Resources	544,076	7.86	552,135	7.85	(8,059)	0.00	542,973	1,103

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET SUMMARY
1-YEAR AND 2-YEAR VARIANCE BY USP ACTIVITY

Activity	Activity Name	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
80703	VII.3 Tracking Family Engagement	78,190	1.55	80,380	1.55	(2,190)	0.00	79,713	(1,523)
80704	VII.4 Translation and Interpretation Services	418,325	4.63	411,061	4.63	7,264	0.00	378,495	39,831
80801	VIII.1 Extracurricular Equitable Access Plan	93,216	1.00	102,161	1.00	(8,945)	0.00	83,005	10,211
80802	VIII.2 Data Reporting System (Extracurricular)	0	0.00	30,732	1.00	(30,732)	(1.00)	23,828	(23,828)
80901	IX.1 Multi-Year Facilities Plan	180,721	2.00	169,816	2.00	10,906	0.00	208,517	(27,796)
80902	IX.2 Multi-Year Technology Plan	79,391	1.00	75,934	1.00	3,458	0.00	73,261	6,130
80903	IX.3 Technology PD for Classroom Staff	465,748	5.25	481,064	5.25	(15,316)	0.00	470,831	(5,083)
81001	X.1 EBAS Implementation	171,273	1.79	169,396	1.79	1,877	0.00	593,273	(422,000)
81002	X.2 EBAS Training and Evaluation	626,280	5.56	544,874	5.56	81,406	0.00	515,893	110,387
81003	X.3 Budget Process & Development	147,257	1.68	64,255	0.75	83,002	0.93	62,602	84,655
81004	X.4 Budget Audit	53,680	0.50	56,362	0.50	(2,682)	0.00	50,116	3,564
Grand Total		**63,711,047**	**809.04**	**63,711,047**	**902.99**	**(0)**	**(93.95)**	**63,709,827**	**1,220**

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET SUMMARY
BY USP ACTIVITY AND SITE

Activity	Site	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variances Variance Amount	1-Year Variances Variance FTE	2-Year Variance FY25 Actuals	2-Year Variance Variance Amount
80101	**I.1 Internal Compliance Monitoring**								
	Equity, Diversity & Inclusiveness					-	-	70,719	(70,719)
	Financial Services			87,455	1.00	87,455	1.00	69,792	(69,792)
	Legal Services	50,843	0.50	50,068	0.50	(774)	-		50,843
	Superintendent	40,000	-	40,000		-	-	27,226	12,774
80101	**I.1 Internal Compliance Monitoring Total**	**90,843**	**0.50**	**177,523**	**1.50**	**86,681**	**1.00**	**167,737**	**(76,894)**
80102	**I.2 Annual Report**								
	Equity, Diversity & Inclusiveness					-	-	105,850	(105,850)
	Multicultural Curriculum					-	-	16,913	(16,913)
	Legal Services	50,843	0.50	50,068	0.50	(774)	-		50,843
80102	**I.2 Annual Report Total**	**50,843**	**0.50**	**50,068**	**0.50**	**(774)**	**-**	**122,763**	**(71,920)**
80103	**I.3 Court Orders and Miscellaneous**								
	Legal Services					-	-	243	(243)
80103	**I.3 Court Orders and Miscellaneous Total**					**-**	**-**	**243**	**(243)**
80104	**I.4 OCR/ELL – not a USP activity, but tracked for budget purposes**								
	Banks	78,097	1.00	78,832	1.00	735	-	73,284	4,814
	Bloom			-		-	-	70,687	(70,687)
	Bonillas	69,517	1.00	58,872	1.00	(10,645)	-	57,687	11,830
	Booth/Fickett	152,986	2.00	132,763	2.00	(20,223)	-	124,938	28,048
	Borman	17,393	0.20	15,007	0.20	(2,386)	-	14,289	3,104
	Borton	78,756	1.00	65,092	1.00	(13,664)	-	66,988	11,768
	Carrillo	77,436	1.00	70,772	1.00	(6,664)	-	73,080	4,356
	Catalina	406,946	5.40	453,049	6.60	46,103	1.20	425,794	(18,848)
	Cholla	259,927	3.60	242,266	4.60	(17,661)	1.00	226,711	33,216
	Cragin	80,075	1.00	73,511	1.00	(6,564)	-	76,242	3,832
	Davidson			65,652	1.00	65,652	1.00	72,911	(72,911)
	Dietz	74,415	1.00	55,292	1.00	(19,123)	-	111,652	(37,237)
	Dodge	74,996	1.00	69,812	1.00	(5,184)	-	67,172	7,824
	Doolen	276,125	3.40	304,016	4.20	27,891	0.80	231,427	44,699
	Drachman	65,214	1.00	58,050	1.00	(7,164)	-	60,557	4,657
	Erickson			-		-	-	78,287	(78,287)
	Gridley	31,954	0.40	29,688	0.40	(2,266)	-	68,972	(37,018)
	Henry	77,436	1.00	69,772	1.00	(7,664)	-	71,672	5,764
	Holladay					-	-	1,050	(1,050)
	Hollinger	72,837	1.00	67,345	1.00	(5,492)	-	70,448	2,390
	Howell	86,696	1.00	79,232	1.00	(7,464)	-	81,295	5,401
	Hudlow	75,720	1.00			(75,720)	(1.00)		75,720
	Hughes	78,116	1.00	71,152	1.00	(6,964)	-	73,642	4,474
	Innovation Tech HS	43,690	0.60	38,491	0.60	(5,198)	-	33,278	10,412
	Johnson	72,815	1.00	62,368	1.00	(10,447)	-	2	72,813
	Kellond	68,197	1.00	68,892	1.00	695	-	78,667	(10,470)

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET SUMMARY
BY USP ACTIVITY AND SITE

Activity	Site	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variances Variance Amount	1-Year Variances Variance FTE	2-Year Variance FY25 Actuals	2-Year Variance Variance Amount
	Language Acquisition	1,674,140	22.18	1,641,441	22.55	(32,699)	0.37	1,545,202	128,938
	Lawrence	82,638	1.00	73,974	1.00	(8,664)	-	75,494	7,145
	Lineweaver	82,056	1.00	68,392	1.00	(13,664)	-	67,852	14,204
	Lynn/Urquides	154,232	2.00	66,952	1.00	(87,280)	(1.00)	69,114	85,118
	Magee	65,736	1.00	59,313	1.00	(6,423)	-	51,466	14,270
	Maldonado					-	-	63,022	(63,022)
	Mansfeld	130,910	1.80	169,414	2.60	38,504	0.80	161,015	(30,105)
	Manzo			-		-	-	68,530	(68,530)
	Mary Belle McCorkle K-8	72,837	1.00	75,003	1.00	2,165	-	64,080	8,758
	Miles E.L.C.	400	-	9,900		9,500	-		400
	Miller			75,353	1.00	75,353	1.00	66,781	(66,781)
	Morgan Maxwell	139,873	2.00	117,284	2.00	(22,589)	-	121,661	18,213
	Myers/Ganoung					-	-	49,315	(49,315)
	Naylor	324,357	4.40	331,389	5.00	7,032	0.60	363,288	(38,931)
	Ochoa	84,221	1.00	75,557	1.00	(8,664)	-	66,558	17,663
	Oyama			-		-	-	141,088	(141,088)
	Palo Verde	423,101	6.00	423,753	6.60	652	0.60	354,194	68,907
	Pistor	109,746	1.60	95,396	1.60	(14,350)	-	114,998	(5,252)
	Project More	13,374	0.20			(13,374)	(0.20)		13,374
	Pueblo	309,561	4.20	262,127	4.00	(47,434)	(0.20)	259,974	49,587
	Pueblo Gardens	77,245	1.00	69,132	1.00	(8,113)	-	60,704	16,540
	Rincon	358,250	4.80	345,854	5.00	(12,396)	0.20	330,348	27,902
	Robins	86,793	1.20	78,397	1.20	(8,396)	-	61,633	25,160
	Robison			-		-	-	60,780	(60,780)
	Rose	222,448	3.00	191,984	3.00	(30,464)	-	236,856	(14,408)
	Roskruge	157,389	2.00	142,865	2.00	(14,523)	-	121,829	35,560
	Sabino	16,019	0.20	14,286	0.20	(1,733)	-	13,868	2,151
	Safford	181,219	2.00	167,091	2.00	(14,128)	-	157,132	24,087
	Sahuaro	196,097	2.40	179,847	2.60	(16,250)	0.20	161,761	34,336
	Santa Rita	13,243	0.20	12,962	0.20	(281)	-	13,057	187
	Secrist	73,095	1.00	62,872	1.00	(10,223)	-	56,415	16,680
	Sewell	75,720	1.00	-		(75,720)	(1.00)	67,691	8,029
	Soleng Tom			72,068	1.00	72,068	1.00		-
	Teenage Parent	26,832	0.40			(26,832)	(0.40)		26,832
	Tolson	2,000	-	57,050	1.00	55,050	1.00	52,838	(50,838)
	Tucson	256,058	3.40	230,223	3.40	(25,836)	-	223,875	32,183
	Tully			-		-	-	13,729	(13,729)
	TUVA	314,545	4.00	253,726	3.60	(60,819)	(0.40)	234,886	79,660
	Utterback	145,823	1.80	144,530	2.00	(1,293)	0.20	130,381	15,442
	Vail	121,144	1.60	140,103	2.00	18,958	0.40	134,881	(13,737)
	Valencia	152,891	2.00	142,295	2.00	(10,596)	-	145,263	7,628
	Van Buskirk	70,176	1.00	63,262	1.00	(6,914)	-	58,658	11,518
	Vesey	72,156	1.00	64,633	1.00	(7,523)	-	60,104	12,052
	Wakefield	70,696	1.00	61,012	1.00	(9,684)	-	60,001	10,695
	Warren	68,381	1.00	55,025	0.80	(13,356)	(0.20)	51,583	16,798

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET SUMMARY
BY USP ACTIVITY AND SITE

Activity	Site	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variances Variance Amount	1-Year Variances Variance FTE	2-Year Variance FY25 Actuals	2-Year Variance Variance Amount
	Wheeler	76,777	1.00	69,213	1.00	(7,564)	-	60,496	16,281
	White	2,000	-	66,092	1.00	64,092	1.00	65,511	(63,511)
	Whitmore	94,617	1.00	85,953	1.00	(8,664)	-	77,942	16,675
	Wright	75,720	1.00			(75,720)	(1.00)	130,774	(55,054)
80104	**I.4 OCR/ELL – not a USP activity, but tracked for budget purposes Total**	**8,993,861**	**118.98**	**8,545,649**	**124.95**	**(448,212)**	**5.97**	**8,857,354**	**136,507**
80105	**I.5 Contingency**								
	Districtwide	1,565,675	-	(1,916,641)		3,482,317	-		1,565,675
80105	**I.5 Contingency Total**	**1,565,675**	**-**	**(1,916,641)**		**(3,482,317)**	**-**		**1,565,675**
80106	**I.6 Transition Plans**								
80106	**I.6 Transition Plans Total**								
80201	**II.1 Comprehensive Boundary Plan**								
	Operations	40,433	0.50	40,837	0.50	404	-	42,223	(1,790)
	Student Placement & Enrollment	70,924	1.00	73,112	1.00	2,189	-	121,682	(50,758)
80201	**II.1 Comprehensive Boundary Plan Total**	**111,357**	**1.50**	**113,949**	**1.50**	**2,593**	**-**	**163,905**	**(52,548)**
80202	**II.2 Comprehensive Magnet Plan**								
	Bonillas	358,500	6.63	350,542	5.19	(7,958)	(1.44)	329,503	28,997
	Borton	522,867	7.71	522,822	7.90	(44)	0.19	507,630	15,237
	Carrillo	350,524	5.63	350,524	5.63	(0)	-	371,117	(20,593)
	Communications & Media Outreach	98,951	0.50	100,607	0.50	1,656	-	140,927	(41,976)
	Davis	425,598	6.50	432,698	6.50	7,100	-	422,282	3,316
	Dodge	270,048	3.00	256,183	3.00	(13,864)	-	268,086	1,962
	Drachman	441,494	7.10	440,375	7.18	(1,119)	0.08	406,388	35,106
	Holladay	494,307	7.50	488,307	5.50	(6,000)	(2.00)	487,863	6,444
	Magnet Department	368,917	3.00	306,051	3.50	(62,866)	0.50	485,735	(116,818)
	Mansfeld	575,178	8.00	574,178	8.00	(1,000)	-	569,449	5,729
	Palo Verde	501,155	5.80	483,655	6.20	(17,500)	0.40	494,712	6,443
	Roskruge	789,669	10.10	789,669	10.80	0	0.70	813,017	(23,348)
	Tucson	1,855,772	22.60	1,866,427	22.10	10,655	(0.50)	1,949,954	(94,182)
	Tully	259,098	3.75	258,048	4.50	(1,050)	0.75	275,472	(16,374)
80202	**II.2 Comprehensive Magnet Plan Total**	**7,312,077**	**97.81**	**7,220,087**	**96.49**	**(91,991)**	**(1.33)**	**7,522,135**	**(210,058)**
80203	**II.3 Application and Selection Process (+APOS)**								
	Student Placement & Enrollment	222,615	3.00	225,205	3.00	2,590	-	218,913	3,702
80203	**II.3 Application and Selection Process (+APOS) Total**	**222,615**	**3.00**	**225,205**	**3.00**	**2,590**	**-**	**218,913**	**3,702**
80204	**II.4 Marketing, Outreach, and Recruitment Plan**								
	Communications	658,689	6.88	657,911	6.38	(778)	(0.51)	648,695	9,994
	Student Placement & Enrollment	2,500	-	2,500		-	-	1,618	882
80204	**II.4 Marketing, Outreach, and Recruitment Plan Total**	**661,189**	**6.88**	**660,411**	**6.38**	**(778)**	**(0.51)**	**650,314**	**10,876**

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET SUMMARY
BY USP ACTIVITY AND SITE

Activity	Site	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variances Variance Amount	1-Year Variances Variance FTE	2-Year Variance FY25 Actuals	2-Year Variance Variance Amount
80205	**II.5 Student Assignment PD**								
80301	**III.1 Magnet Transportation**								
	Technology Services			65,075	1.00	(65,075)	(1.00)	65,152	(65,152)
	Transportation	4,617,677	68.47	4,518,347	73.29	99,330	(4.82)	3,606,253	1,011,424
80301	**III.1 Magnet Transportation Total**	**4,617,677**	**68.47**	**4,583,422**	**74.29**	**34,255**	**(5.82)**	**3,671,405**	**946,273**
80302	**III.2 Incentive Transportation**								
				65,075	**1.00**	**(65,075)**	**(1.00)**	**65,152**	**(65,152)**
	Transportation	4,617,677	68.47	4,518,347	73.29	99,330	(4.82)	3,606,253	1,011,424
80302	**III.2 Incentive Transportation Total**	**4,617,677**	**68.47**	**4,583,422**	**74.29**	**34,255**	**(5.82)**	**3,671,405**	**946,273**
80402	**IV.2 Outreach, Recruitment, Retention Plan**								
	Human Resources	1,028,811	5.00	1,024,451	5.60	4,359	(0.60)	913,104	115,706
80402	**IV.2 Outreach, Recruitment, Retention Plan Total**	**1,046,451**	**5.60**	**957,757**	**5.60**	**88,694**	**-**	**1,030,243**	**16,208**
80405	**IV.5 Diversity Assignment**								
	Human Resources	73,210	-	23,210		50,000	-	182,992	(109,782)
80405	**IV.5 Diversity Assignment Total**	**73,210**	**-**	**23,210**	**-**	**50,000**	**-**	**182,992**	**(109,782)**
80406	**IV.6 Experience Assignment**								
80409	**IV.9 USP-Related PD and Support**								
	Equity & Diversity					-	-	2,478	(2,478)
	Professional Development	272,652	3.40	211,121	3.05	61,532	0.35	212,535	60,117
	Technology Services					-	-	193,963	(193,963)
80409	**IV.9 USP-Related PD and Support Total**	**272,652**	**3.40**	**211,121**	**3.05**	**61,532**	**0.35**	**408,976**	**(136,323)**
80410	**IV.10 First-Year Teacher Pilot Plan**								
80410	**IV.10 First-Year Teacher Pilot Plan Total**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
80411	**IV.11 Evaluation Instruments**								
	Professional Development	-	-	74,486	-	(74,486)	-	128,841	(128,841)
80411	**IV.11 Evaluation Instruments Total**	**-**	**-**	**74,486**	**-**	**(74,486)**	**-**	**128,841**	**(128,841)**
80412	**IV.12 New Teacher Induction Program**								
	Professional Development	1,953,403	25.00	2,006,216	25.00	(52,813)	-	2,209,091	(255,688)
80412	**IV.12 New Teacher Induction Program Total**	**1,953,403**	**25.00**	**2,006,216**	**25.00**	**(52,813)**	**-**	**2,209,091**	**(255,688)**
80413	**IV.13 Teacher Support Plan**								
	Professional Development	6,963	0.10	7,029	0.10	(66)	-	6,311	652
80413	**IV.13 Teacher Support Plan Total**	**6,963**	**0.10**	**7,029**	**0.10**	**(66)**	**-**	**6,311**	**652**
80414	**IV.14 Aspiring Leaders Plan**								

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PROPOSED USP BUDGET SUMMARY
BY USP ACTIVITY AND SITE

Activity	Site	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variances Variance Amount	1-Year Variances Variance FTE	2-Year Variance FY25 Actuals	2-Year Variance Variance Amount
	Human Resources	-	-	49,999	-	(49,999)	-	24,767	(24,767)
80414	**IV.14 Aspiring Leaders Plan Total**	**-**	**-**	**49,999**	**-**	**(49,999)**	**-**	**24,767**	**(24,767)**
80415	**IV.15 PLC Training**								
	Booth Fickett			60,853	1.00	(60,853)	(1.00)	118,386	
	Catalina	311,521	4.00	267,587	4.00	43,935	-	261,830	
	Cholla	452,415	5.70	633,373	8.70	(180,959)	(3.00)	196,942	255,473
	Curriculum Development					-	-	4,369	(4,369)
	Dodge	228,538	2.80	218,041	3.00	10,497	(0.20)	188,946	
	Doolen	202,571	2.80	217,010	3.20	(14,439)	(0.40)	234,887	
	Gridley	204,044	2.60	172,232	2.80	31,811	(0.20)	60,331	143,712
	Naylor	96,923	1.20	142,183	2.00	(45,259)	(0.80)	67,293	
	Pistor	214,841	3.00	220,528	3.40	(5,687)	(0.40)	305,864	(91,023)
	Professional Development	37,463	0.10	37,529	0.10	(66)	-	88,739	(51,276)
	Pueblo	763,917	10.40	733,193	11.40	30,724	(1.00)	646,432	
	Pueblo Gardens	52,153	0.80	59,795	1.00	(7,642)	(0.20)	50,091	
	Safford	57,989	0.80	135,184	2.00	(77,195)	(1.20)	65,294	
	Secrist					-	-	16	
	Secrist	89,424	1.20	90,737	1.40	(1,313)	(0.20)	64,251	25,173
	Utterback	147,327	2.20	118,024	2.00	29,303	0.20	114,532	
	Vail	267,929	3.60	305,248	4.70	(37,318)	(1.10)	154,630	
	Valencia					-	-	17	
	Valencia	255,567	3.40	181,237	3.00	74,330	0.40	155,093	100,474
80415	**IV.15 PLC Training Total**	**3,382,622**	**44.60**	**3,592,754**	**53.70**	**(210,132)**	**(9.10)**	**2,777,944**	**378,164**
80418	**IV.18 Observations of Best Practices**								
	Culturally Responsive Pedagogy & Instruction	42,926	0.40	42,511	0.40	415	-	30,998	1,814
	Professional Development	6,963	0.10	6,923	0.10	41	-	6,312	(108)
80418	**IV.18 Observations of Best Practices Total**	**49,889**	**0.50**	**49,434**	**0.50**	**456**	**-**	**37,310**	**1,706**
80501	**V.1 ALE Access and Recruitment Plan**								
	ALE A.L.E.	1,363,497	5.00	1,342,449	5.00	21,047	-	1,400,418	(36,922)
	Booth/Fickett	66,189	0.80	53,962	0.80	12,227	-	43,435	22,754
	Catalina	91,758	1.20	79,565	1.20	12,193	-	101,365	(9,607)
	Cholla	433,413	4.60	438,682	4.80	(5,268)	(0.20)	548,023	(114,610)
	Dietz	42,638	0.60	35,587	0.60	7,050	-	35,181	7,457
	Doolen	60,195	0.80	52,378	0.80	7,817	-	64,759	(4,564)
	Hollinger	15,627	0.20	26,989	0.40	(11,362)	(0.20)	26,235	(10,608)
	Magee	56,141	0.80	48,554	0.80	7,587	-	62,160	(6,019)
	Palo Verde	70,579	1.00	60,336	1.00	10,243	-	69,450	1,129
	Pistor	64,605	0.80	57,674	0.80	6,931	-	61,890	2,715
	Pueblo	76,777	1.00	68,113	1.00	8,664	-	79,078	(2,301)
	Robins	68,130	1.00	61,357	1.00	6,773	-	58,562	9,568
	Rose	81,416	1.00	83,226	1.00	(1,810)	-		81,416
	Sabino	57,937	0.80	51,190	0.80	6,747	-	49,166	8,771

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		Sahuaro	70,197	1.00	59,152	1.00	11,045	-	46,223	23,974
		Santa Rita	54,893	0.80	47,098	0.80	7,795	-	10,634	44,258
		Secrist	56,670	0.80	49,739	0.80	6,931	-	61,684	(5,014)
		Tucson	14,303	0.20	12,834	0.20	1,469	-	14,425	(122)
		TUVA	41,719	0.60	42,510	0.40	(791)	0.20		41,719
		Utterback	99,854	1.40	87,181	1.40	12,674	-	104,826	(4,971)
		Vail	61,437	0.80	54,506	0.80	6,931	-	62,594	(1,157)
		Valencia	56,670	0.80	49,736	0.80	6,934	-	49,351	7,319
	Desegregation Dept									
		Dietz					0.00	0.00	5,753.12	(5,753.12)
		Doolen					0.00	0.00	116.03	(116.03)
		Hollinger					0.00	0.00	21.55	(21.55)
		Santa Rita					0.00	0.00	651.36	(651.36)
		Tucson					0.00	0.00	879.28	(879.28)
	GATE	Booth/Fickett					0.00	0.00	14,770.98	(14,770.98)
		Borman	14,431.20	0.20	12,698.40	0.20	1,732.80	0.00	14,403.50	27.70
		Dietz			11,510.40	0.20	(11,510.40)	(0.20)	13,768.12	(13,768.12)
		Doolen	121,784.28	1.60	68,512.24	1.00	53,272.04	0.60	173,212.58	(51,428.30)
		Drachman	12,576.00	0.20	13,112.40	0.20	(536.40)	0.00	13,374.88	(798.88)
		GATE	1,780,250.01	15.72	1,658,888.99	14.72	121,361.02	1.00	1,702,331.95	77,918.06
		Gridley	15,871.36	0.20	14,138.56	0.20	1,732.80	0.00	15,390.33	481.03
		Hollinger					0.00	0.00	57,303.14	(57,303.14)
		Kellond	225,090.64	3.00	189,838.64	3.00	35,252.00	0.00	197,321.80	27,768.84
		Lineweaver	143,034.64	2.00	126,345.32	2.00	16,689.32	0.00	74,708.91	68,325.73
		Magee	17,877.76	0.20	16,144.96	0.20	1,732.80	0.00	16,997.44	880.32
		Mansfeld	17,075.20	0.20	15,342.40	0.20	1,732.80	0.00	16,906.93	168.27
		Mary Belle McCorkle K-8	12,814.80	0.20	11,070.00	0.20	1,744.80	0.00	11,370.98	1,443.82
		Miles E.L.C.	14,484.00	0.20			14,484.00	0.20		14,484.00
		Naylor	88,337.60	1.20	63,552.84	1.00	24,784.76	0.20	140,356.90	(52,019.30)
		Palo Verde			400.00		(400.00)	0.00	17,816.73	(17,816.73)
		Pistor	69,356.80	0.80	62,425.60	0.80	6,931.20	0.00	66,064.72	3,292.08
		Rose			16,473.60	0.20	(16,473.60)	(0.20)		0.00
		Roskruge					0.00	0.00	12,179.48	(12,179.48)
		Sabino					0.00	0.00	14,019.94	(14,019.94)
		Safford	14,831.20	0.20	13,098.40	0.20	1,732.80	0.00	15,891.91	(1,060.71)
		Santa Rita					0.00	0.00	15,000.90	(15,000.90)
		Secrist	14,035.20	0.20	12,302.40	0.20	1,732.80	0.00	14,168.48	(133.28)
		Tucson			400.00		(400.00)	0.00	13,830.00	(13,830.00)
		Utterback	400.00	0.00	12,834.40	0.20	(12,434.40)	(0.20)	14,937.56	(14,537.56)
		Vail	147,633.32	2.00	132,705.08	2.00	14,928.24	0.00	167,709.78	(20,076.46)
		Valencia	15,091.20	0.20	13,358.40	0.20	1,732.80	0.00	14,561.52	529.68
		Wheeler	94,040.00	2.00	138,865.32	2.00	(44,825.32)	0.00	69,647.20	24,392.80
		White	160,153.32	2.00	140,424.44	2.00	19,728.88	0.00	237,156.22	(77,002.90)
	Guidance, Counsel & Stdnt Prev									
		Catalina	23,312.52	0.35	23,545.65	0.35	(233.13)	0.00	18,987.82	4,324.70

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	Cholla	24,998.16	0.35	25,248.14	0.35	(249.98)	0.00	28,437.88	(3,439.72)
	Guidance, Counsel & Stdnt Prev	1,000.00	0.00	1,000.00		0.00	0.00	1,101.24	(101.24)
	Palo Verde	24,024.00	0.35	24,264.24	0.35	(240.24)	0.00	24,625.01	(601.01)
	Project More	6,006.00	0.09	6,031.40	0.09	(25.40)	0.00	5,537.52	468.48
	Pueblo	25,245.00	0.35	25,497.45	0.35	(252.45)	0.00	25,626.10	(381.10)
	Rincon	22,624.80	0.35	22,851.05	0.35	(226.25)	0.00	23,114.17	(489.37)
	Sabino	22,857.12	0.35	23,085.69	0.35	(228.57)	0.00	21,154.35	1,702.77
	Sahuaro	22,857.12	0.35	25,754.76	0.35	(2,897.64)	0.00	26,928.55	(4,071.43)
	Santa Rita	21,654.60	0.35	24,997.50	0.35	(3,342.90)	0.00	24,810.79	(3,156.19)
	Teenage Parent	8,580.00	0.13	6,066.06	0.09	2,513.94	0.04	5,562.35	3,017.65
	Tucson	42,847.20	0.70	43,712.96	0.70	(865.76)	0.00	39,827.51	3,019.69
	TUVA	24,750.00	0.35	11,058.89	0.18	13,691.11	0.18		24,750.00
	University	23,312.52	0.35	23,312.34	0.35	0.18	0.00	23,667.60	(355.08)
	Language Acquisition								
	Pistor					0.00	0.00	22.56	(22.56)
	Region 3								
	Doolen			1,600.00		(1,600.00)	0.00	1,825.31	(1,825.31)
	Tucson					0.00	0.00	0.01	(0.01)
80501	**V.1 ALE Access and Recruitment Plan Total**	**6,277,882**	**62.73**	**5,895,286**	**61.32**	**382,596**	**1.41**	**6,363,312**	**(85,430)**
80502	**V.2 UHS Admissions/Outreach/Recruitment**								
	Asian Pacific Refugee Stu Svcs	15,600	0.13	16,114	0.13	(514)	0.01	15,719	(119)
	Assessment & Evaluation	56,800	-	34,529		22,271	-	31,056	25,744
	University	131,510.68	0.80	110,691.29	0.60	20,819.39	0.20	85,877.12	45,633.56
80502	**V.2 UHS Admissions/Outreach/Recruitment Total**	**203,910**	**0.93**	**161,333**	**0.73**	**42,577**	**0.21**	**132,652**	**71,258**
80504	**V.4 Build/Expand Dual Language Programs**								
	Asian Pacific Refugee Stu Svcs	15,600	0.13	16,114	0.13	(514)	0.01	15,719	(120)
	Bloom	399,684	7.50	375,022	7.50	24,663	-	463,421	(63,736)
	Bonillas					-	-	121	(121)
	Davis	247,000	6.00	320,772	7.00	(73,772)	(1.00)	303,545	(56,546)
	Grijalva	290,583	5.25	203,375	4.25	87,208	1.00	252,299	38,284
	Hollinger	230,255	4.50	269,983	5.50	(39,728)	(1.00)	271,947	(41,692)
	Human Resources	600,000	-	625,200		(25,200)	-	648,009	(48,009)
	Language Acquisition	1,292,527	7.40	1,094,242	4.40	198,285	3.00	1,278,945	13,582
	Magee	154,496	2.50	143,397	2.50	11,099	-	144,989	(9,615)
	Mary Belle McCorkle K-8	439,164	8.25	482,268	9.25	(43,103)	(1.00)	334,320	104,844
	Mission View	232,558	4.25	293,763	5.25	(61,205)	(1.00)	165,166	67,392
	Pistor	109,031	1.95	90,048	1.95	18,984	-	81,045	27,986
	Pueblo	316,222	4.75	293,398	4.75	22,824	-	284,680	31,542
	Roskruge	397,005	10.00	385,945	10.00	11,060	-	356,616	40,388
	Van Buskirk	198,698	4.25	412,773	7.75	(214,075)	(3.50)	310,279	(111,581)
	White	664,190	11.50	557,711	10.50	106,480	1.00	387,232	276,958
80504	**V.4 Build/Expand Dual Language Programs Total**	**5,587,013**	**78.23**	**5,564,010**	**80.73**	**23,003**	**(2.50)**	**5,298,334**	**269,557**

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80506	**V.6 Dropout Prevention and Retention Plan**								
	African Am Studies	225,389	3.59	196,021	3.59	29,368	-	233,998	(8,609)
	Alternative to Suspension	1,094,783	20.22	1,082,945.93	20.00	11,837.07	0.22	861,000	233,783
	Asian Pacific Refugee Stu Svcs	39,296.52	0.51	37,680.71	0.50	1,615.81	0.01	37,268.66	2,027.86
	Booth/Fickett	73,476	1.00	64,812	1.00	8,664	-	37,801	35,675
	Catalina	80,075	1.00	71,411	1.00	8,664	-	72,639	7,436
	Cholla	70,176	1.00	61,512	1.00	8,664	-	54,885	15,291
	Dietz	95,936	1.00	87,272	1.00	8,664	-	77,535	18,401
	Doolen					-	-	22	(22)
	Doolen	77,457	1.00	68,793	1.00	8,664	-	74,444	3,013
	Gridley	77,883	1.00	69,219	1.00	8,664	-	60,068	17,816
	Hollinger	72,156	1.00	63,492	1.00	8,664	-	61,247	10,909
	Magee	68,856	1.00	60,192	1.00	8,664	-	56,620	12,236
	Mansfeld	74,796	1.00	61,533	1.00	13,263	-	58,621	16,175
	Mexican Am Student Svcs	265,279	3.51	262,315	3.51	2,964	-	257,821	7,458
	Morgan Maxwell	75,720	1.00			75,720	1.00		75,720
	MTSS	86,546	1.00	87,412	1.00	(866)	-	86,227	319
	Naylor	78,829	1.00	70,165	1.00	8,664	-	64,082	14,747
	Palo Verde	69,256	1.00	60,192	1.00	9,064	-	59,737	9,519
	Pistor	71,496	1.00	62,832	1.00	8,664	-	63,412	8,084
	Project More					0.00	0.00	(20)	20
	Project More	170,425	3	160,814	3	9,611	-	153,138	17,287
	Pueblo					-	-	16	(16)
	Pueblo	80,436	1.00	71,772	1.00	8,664	-	71,120	9,316
	Rincon	75,771	1.00	65,492	1.00	10,279	-	70,002	5,770
	Sabino	80,414	1.00	71,750	1.00	8,664	-	63,677	16,738
	Safford	68,217	1.00	63,381	1.00	4,836	-	63,498	4,720
	Sahuaro	78,777	1.00	70,113	1.00	8,664	-	61,777	17,000
	Santa Rita	75,457	1.00	66,792	1.00	8,665	-	61,656	13,801
	Secrist					-	-	33	(33)
	Secrist	74,796	1.00	66,132	1.00	8,664	-	63,060	11,736
	Teenage Parent	209,901	3.00	183,909	3.00	25,992	-	187,996	21,906
	Tucson	76,457	1.00	66,793	1.00	9,664	-	72,695	3,762
	TUVA			100		(100)	-	6,448	(6,448)
	Utterback	69,336	1.00	62,173	1.00	7,163	-	57,169	12,167
	Vail	61,325	1.00	74,712	1.00	(13,387)	-	68,208	(6,883)
	Valencia	94,141	1.00	85,477	1.00	8,664	-	65,763	28,378
	Wakefield	72,156	1.00	62,400	1.00	9,756	-		72,156
80506	**V.6 Dropout Prevention and Retention Plan Total**	**3,985,017**	**59.53**	**3,639,612**	**58.30**	**345,404**	**1.23**	**3,283,664**	**701,353**
80508	**V.8 CRC and Student Engagement PD**								
	Culturally Responsive Pedagogy & Instruction	129,904	0.80	129,487	0.80	417	-	97,569	32,335
	Curriculum & Innovation					-	-	103	(103)
	Curriculum Development	4,954	0.08	5,004	0.08	(50)	-	5,494	(540)
80508	**V.8 CRC and Student Engagement PD Total**	**134,858**	**0.88**	**134,491**	**0.88**	**367**	**-**	**103,165**	**31,693**

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80509	**V.9 Multicultural Curriculum**								
	Curriculum & Innovation			2,545		(2,545)	-		-
	Curriculum Development	5,575	0.09	5,630	0.09	(55)	-	8,064	(2,489)
	Fine Arts	811,697	11.70	904,321	11.70	(92,624)	-	931,703	(120,007)
	Multicultural Curriculum	97,520	1.00	378,334	4.00	(280,814)	(3.00)	301,065	(203,545)
80509	**V.9 Multicultural Curriculum Total**	**914,792**	**12.79**	**1,290,829**	**15.79**	**(376,038)**	**(3.00)**	**1,240,832**	**(326,040)**
80510	**V.10 Culturally Relevant Courses**								
	Culturally Responsive Pedagogy & Instruction	866,499	10.00	866,981	10.80	(482)	(0.80)	861,731	4,768
	Curriculum Development	5,575	0.09	5,630	0.09	(55)	-	6,180	(605)
80510	**V.10 Culturally Relevant Courses Total**	**872,074**	**10.09**	**872,611**	**10.89**	**(537)**	**(0.80)**	**867,911**	**4,163**
80511	**V.11 Targeted Academic Interventions and Supports**								
	African Am Studies	271,901	2.89	278,643	2.89	(6,742)	-	269,561	2,340
	Curriculum & Innovation					-	-	3,643	(3,643)
	Curriculum Development	1,227,687	16.00	1,230,597	16.00	(2,910)	-	1,236,527	(8,839)
	Equity & Diversity					-	-	5,703	(5,703)
	Financial Services					-	-	22	(22)
	Banks					-	-	22	(22)
	Blenman			98,537	1.50	(98,537)	(1.50)	53,405	(53,405)
	Bloom			127,663	2.00	(127,663)	(2.00)	97,539	(97,539)
	Bonillas			70,752	1.00	(70,752)	(1.00)	52,713	(52,713)
	Borton			138,245	2.00	(138,245)	(2.00)	99,683	(99,683)
	Cavett			69,638	1.00	(69,638)	(1.00)	55,177	(55,177)
	Collier			135,584	2.00	(135,584)	(2.00)	105,758	(105,758)
	Cragin			27,690	0.50	(27,690)	(0.50)	19,045	(19,045)
	Davidson			141,445	2.00	(141,445)	(2.00)	116,495	(116,495)
	Dietz			62,173	1.00	(62,173)	(1.00)	49,637	(49,637)
	Dodge			74,712	1.00	(74,712)	(1.00)	69,753	(69,753)
	Dunham			79,351	1.00	(79,351)	(1.00)	61,007	(61,007)
	Ford			132,941	2.00	(132,941)	(2.00)	97,721	(97,721)
	Fruchthendler			72,092	1.00	(72,092)	(1.00)	55,842	(55,842)
	Gale			180,433	2.50	(180,433)	(2.50)	144,640	(144,640)
	Gridley			205,047	2.60	(205,047)	(2.60)	172,352	(172,352)
	Henry			55,019	0.80	(55,019)	(0.80)	37,050	(37,050)
	Holladay			70,032	1.00	(70,032)	(1.00)	34,658	(34,658)
	Howell			71,300	1.00	(71,300)	(1.00)	57,740	(57,740)
	Hudlow			62,173	1.00	(62,173)	(1.00)	48,854	(48,854)
	Hughes			62,552	1.00	(62,552)	(1.00)	69,558	(69,558)
	Johnson			62,173	1.00	(62,173)	(1.00)	46,373	(46,373)
	Lawrence			200,395	3.00	(200,395)	(3.00)	163,868	(163,868)
	Lineweaver			69,433	1.00	(69,433)	(1.00)	53,289	(53,289)
	Magee			61,533	1.00	(61,533)	(1.00)	49,467	(49,467)
	Manzo			63,492	1.00	(63,492)	(1.00)	49,359	(49,359)

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	Marshall			55,491	1.00	(55,491)	(1.00)	38,138	(38,138)
	Miles E.L.C.			73,411	1.00	(73,411)	(1.00)	61,493	(61,493)
	Miller			72,092	1.00	(72,092)	(1.00)	56,221	(56,221)
	Mission View			122,378	2.00	(122,378)	(2.00)	86,258	(86,258)
	Morgan Maxwell			133,584	2.00	(133,584)	(2.00)	123,132	(123,132)
	Myers/Ganoung			95,684	1.50	(95,684)	(1.50)	75,356	(75,356)
	Ochoa			105,364	1.50	(105,364)	(1.50)	68,449	(68,449)
	Oyama			60,853	1.00	(60,853)	(1.00)	47,438	(47,438)
	Palo Verde	67,537	1.00	64,552	1.00	2,985	-	45,587	21,950
	Pistor					-	-	141	(141)
	Pueblo Gardens			130,097	2.00	(130,097)	(2.00)	172,774	(172,774)
	Robins			84,633	1.00	(84,633)	(1.00)	65,115	(65,115)
	Robison			65,471	1.00	(65,471)	(1.00)	52,000	(52,000)
	Rose			40,077	0.60	(40,077)	(0.60)	27,019	(27,019)
	Sewell			67,401	1.00	(67,401)	(1.00)	16,621	(16,621)
	Steele			73,392	1.00	(73,392)	(1.00)	62,793	(62,793)
	Teenage Parent			67,452	1.00	(67,452)	(1.00)	58,823	(58,823)
	Tolson			70,113	1.00	(70,113)	(1.00)	61,170	(61,170)
	Vail			67,452	1.00	(67,452)	(1.00)	59,831	(59,831)
	Valencia			58,872	1.00	(58,872)	(1.00)	53,906	(53,906)
	Van Buskirk			67,471	1.00	(67,471)	(1.00)	57,705	(57,705)
	Vesey			68,772	1.00	(68,772)	(1.00)	59,662	(59,662)
	Wakefield			69,452	1.00	(69,452)	(1.00)	65,076	(65,076)
	Warren			71,433	1.00	(71,433)	(1.00)	55,824	(55,824)
	Wright			137,543	2.00	(137,543)	(2.00)	58,680	(58,680)
	Guidance, Counsel & Stdnt Prev	3,549	-	750		2,799	-	582	2,967
	African Am Studies					-	-	14,149	(14,149)
	Mexican Am Student Svcs					-	-	5,873	(5,873)
	Asian Pacific Refugee Stu Svcs					-	-	29,380	(29,380)
	Mexican Am Student Svcs	389,104	4.83	386,779	4.83	2,326	-	395,436	(6,331)
	MTSS								
	Blenman	86,897	1.00	77,891	1.00	9,006	-	74,427	12,470
	Booth/Fickett	87,749	1.00	80,232	1.00	7,518	-	56,947	30,802
	Catalina	72,643	1.00	73,368	1.00	(725)	-		72,643
	Cavett	81,049	1.00	81,860	1.00	(811)	-	81,204	(156)
	Cholla	74,111	1.00	74,851	1.00	(740)	-		74,111
	Cragin	74,845	1.00	88,625	1.00	(13,780)	-	90,847	(16,002)
	Davidson	79,259	1.00	80,051	1.00	(792)	-	77,279	1,980
	Dietz	82,682	1.00	83,508	1.00	(826)	-	86,638	(3,956)
	Dodge					-	-	55,715	(55,715)
	Doolen	74,845	1.00	86,882	1.00	(12,037)	-	84,041	(9,196)
	Erickson	81,854	1.00	82,673	1.00	(820)	-	82,591	(738)
	Gridley	81,854	1.00	82,673	1.00	(820)	-	75,522	6,331
	Grijalva	77,128	1.00	78,654	1.00	(1,527)	-	78,577	(1,449)
	Howell					-	-	79,836	(79,836)

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	Hudlow					-	-	71,041	(71,041)
	Hughes	35,256	0.50	36,051	0.50	(795)	-		35,256
	Lawrence	81,049	1.00	81,860	1.00	(811)	-	82,050	(1,001)
	Lynn/Urquides	73,063	1.00	73,794	1.00	(731)	-	71,023	2,040
	Magee	77,118	1.00	77,891	1.00	(772)	-	77,297	(179)
	Maldonado					-	-	65,876	(65,876)
	Manzo	76,337	1.00	81,046	1.00	(4,709)	-	80,400	(4,063)
	Mary Belle McCorkle K-8	75,603	1.00	76,357	1.00	(755)	-	77,056	(1,454)
	Miller	83,511	1.00	84,346	1.00	(835)	-	83,177	334
	Mission View	80,244	1.00			80,244	1.00	80,399	(154)
	MTSS	112,558	1.00	107,832	1.00	4,727	-	137,344	(24,786)
	Myers/Ganoung	77,876	1.00	78,654	1.00	(778)	-	78,496	(620)
	Palo Verde	78,657	1.00	79,444	1.00	(787)	-		78,657
	Pistor	81,860	1.00	81,860	1.00	-	-	80,612	1,247
	Pueblo	67,079	1.00	67,751	1.00	(672)	-		67,079
	Pueblo Gardens	92,242	1.00	93,166	1.00	(923)	-	91,836	406
	Rincon	72,600	1.00	87,767	1.00	(15,167)	-		72,600
	Robison	86,021	1.00	86,882	1.00	(861)	-	81,065	4,956
	Safford	77,118	1.00	77,891	1.00	(772)	-	77,463	(345)
	Sahuaro	72,643	1.00	73,368	1.00	(725)	-		72,643
	Santa Rita	77,879	1.00	78,654	1.00	(775)	-		77,879
	Secrist	72,650	1.00	73,368	1.00	(718)	-	73,734	(1,084)
	Tucson	85,168	1.00	80,232	1.00	4,937	-		85,168
	Utterback	76,330	1.00	76,357	1.00	(27)	-	55,454	20,877
	Vail	76,337	1.00	77,100	1.00	(764)	-	85,408	(9,071)
	Valencia	73,377	1.00	74,111	1.00	(734)	-	75,057	(1,680)
	Wright					-	-	71,298	(71,298)
	Asian Pacific Refugee Stu Svcs	42,496	0.51	40,707	0.50	1,789	0.01	38,482	4,014
	Desegregation Dept								
	Banks					-	-	5	(5)
	Blenman					-	-	7,675	(7,675)
	Bloom					-	-	12,529	(12,529)
	Bonillas					-	-	13,816	(13,816)
	Borton					-	-	22,039	(22,039)
	Cavett					-	-	9,891	(9,891)
	Collier					-	-	21,527	(21,527)
	Cragin					-	-	4,070	(4,070)
	Davidson					-	-	20,991	(20,991)
	Dietz					-	-	11	(11)
	Dodge					-	-	4,780	(4,780)
	Dunham					-	-	12,666	(12,666)
	Equity & Diversity					-	-	390	(390)
	Ford					-	-	14,364	(14,364)
	Fruchthendler					-	-	11,602	(11,602)
	Gale					-	-	26,294	(26,294)

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	Gridley					-	-	16,932	(16,932)
	Henry					-	-	8,860	(8,860)
	Holladay					-	-	7,170	(7,170)
	Hollinger					-	-	8,414	(8,414)
	Howell					-	-	11,325	(11,325)
	Hudlow					-	-	10,041	(10,041)
	Hughes					-	-	16,508	(16,508)
	Johnson					-	-	20,366	(20,366)
	Lawrence					-	-	32,026	(32,026)
	Lineweaver					-	-	11,115	(11,115)
	Magee					-	-	4,039	(4,039)
	Manzo					-	-	10,157	(10,157)
	Marshall					-	-	11,282	(11,282)
	Miles E.L.C.					-	-	11,475	(11,475)
	Miller					-	-	11,636	(11,636)
	Mission View					-	-	13,703	(13,703)
	Morgan Maxwell					-	-	7,944	(7,944)
	Myers/Ganoung					-	-	14,060	(14,060)
	Ochoa					-	-	16,195	(16,195)
	Oyama					-	-	9,814	(9,814)
	Palo Verde					-	-	3,150	(3,150)
	Pistor					-	-	13	(13)
	Pueblo Gardens					-	-	35,920	(35,920)
	Robins					-	-	12,920	(12,920)
	Robison					-	-	15,653	(15,653)
	Rose					-	-	6,459	(6,459)
	Sewell					-	-	3,542	(3,542)
	Steele					-	-	4,609	(4,609)
	Teenage Parent					-	-	4,219	(4,219)
	Tolson					-	-	4,384	(4,384)
	Vail					-	-	4,376	(4,376)
	Valencia					-	-	3,763	(3,763)
	Van Buskirk					-	-	7,966	(7,966)
	Vesey					-	-	4,197	(4,197)
	Wakefield					-	-	4,616	(4,616)
	Warren					-	-	4,560	(4,560)
	Wright					-	-	5,867	(5,867)
Region 1									
	Cholla	1,600	-	64,143	1.00	(62,543)	(1.00)	101,279	(99,679)
Region 2									
	Ochoa	135,483	3.00	136,838	3.00	(1,355)	-	136,654	(1,171)
	Pueblo	2,000	-	82,491	1.00	(80,491)	(1.00)	81,530	(79,530)
	Safford	122,983	3.00	124,970	3.00	(1,987)	-	111,604	11,379
	Tucson	2,000	-	67,965	1.00	(65,965)	(1.00)	70,408	(68,408)
Region 4									

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	University	83,149	1.00	83,981	1.00	(831)	-	76,829	6,321
	Student Relations								
	Booth/Fickett					-	-	26,217	(26,217)
	Catalina	50,778	1.00	51,674	1.00	(897)	-	43,262	7,516
	Dietz	51,810	1.00	50,700	1.00	1,110	-	-	51,810
	Doolen	54,998	1.00	55,969	1.00	(971)	-	50,915	4,083
	Lawrence			52,223	1.00	(52,223)	(1.00)	46,708	(46,708)
	Magee	57,787	1.00	58,808	1.00	(1,021)	-	59,604	(1,817)
	Mary Belle McCorkle K-8	50,285	1.00			50,285	1.00		50,285
	Pistor	50,778	1.00	51,173	1.00	(396)	-	51,555	(777)
	Safford	50,778	1.00	51,674	1.00	(897)	-	53,274	(2,496)
	Secrist	50,778	1.00	51,674	1.00	(897)	-	50,195	582
	Tucson	54,998	1.00	55,969	1.00	(971)	-	56,192	(1,194)
	Vail	57,787	1.00	50,700	1.00	7,087	-		57,787
	Valencia					-	-	17,744	(17,744)
80511	**V.11 Targeted Academic Interventions and Supports Total**	**5,697,758**	**77.73**	**10,122,922**	**142.22**	**(4,425,164)**	**(64.49)**	**9,505,184**	**(3,807,426)**
80512	**V.12 Quarterly Information Events**								
	African American Stu Svcs	17,386	0.13	20,109	0.13	(2,723)	-	28,433	(11,047)
	Mexican American Stu Svcs	25,160	-	28,323		(3,163)	-	40,993	(15,833)
80512	**V.12 Quarterly Information Events Total**	**42,546**	**0.13**	**48,432**	**0.13**	**(5,886)**	**-**	**69,427**	**(26,881)**
80513	**V.13 Collaborate with Local Colleges and Universities**								
	African Am Studies	9,611	0.13	12,611	0.13	(3,000)	-	14,479	(4,868)
	Curriculum Development			103,137	1.00	(103,137)	(1.00)	94,238	(94,238)
	Guidance, Counsel & Stdnt Prev								
	Catalina	23,313	0.35	23,546	0.35	(233)	-	18,988	4,325
	Cholla	24,998	0.35	25,248	0.35	(250)	-	28,359	(3,361)
	Guidance, Counsel & Stdnt Prev	30,166	0.50	34,173	0.50	(4,007)	-	32,298	(2,133)
	Palo Verde	24,024	0.35	24,264	0.35	(240)	-	24,526	(502)
	Project More	6,006	0.09	6,031	0.09	(25)	0.00	5,538	468
	Pueblo	25,245	0.35	25,497	0.35	(252)	-	25,547	(302)
	Rincon	22,625	0.35	22,851	0.35	(226)	-	22,974	(349)
	Sabino	22,857	0.35	23,086	0.35	(229)	-	21,274	1,583
	Sahuaro	22,857	0.35	25,755	0.35	(2,898)	-	26,870	(4,013)
	Santa Rita	21,655	0.35	24,998	0.35	(3,343)	-	24,732	(3,077)
	Teenage Parent	8,580	0.13	6,066	0.09	2,514	0.04	5,538	3,042
	Tucson	42,847	0.70	43,713	0.70	(866)	-	39,667	3,180
	TUVA	24,750	0.35	11,059	0.18	13,691	0.18		24,750
	University	23,313	0.35	23,312	0.35	0	-	23,528	(215)
	Mexican Am Student Svcs	14,000	-	13,645		355	-	20,482	(6,482)
	Professional Development	102,115	1.00			102,115	1.00		102,115
80513	**V.13 Collaborate with Local Colleges and Universities Total**	**448,961**	**6.04**	**448,993**	**5.82**	**(32)**	**0.21**	**429,036**	**19,925**
80514	**V.14 AAAATF Recommendations**								

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	African American Stu Svcs	520,953	8.13	518,945	8.13	2,008	-	546,113	(25,160)
80514	**V.14 AAAATF Recommendations Total**	**520,953**	**8.13**	**518,945**	**8.13**	**2,008**	**-**	**546,113**	**(25,160)**
80516	**V.16 Supportive and Inclusive Environments**								
	Equity, Diversity & Inclusiveness					-	-	35,337	(35,337)
80516	**V.16 Supportive and Inclusive Environments Total**	**-**	**-**	**-**	**-**	**-**	**-**	**35,337**	**(35,337)**
80601	**VI.1 Restorative Practices and PBIS (RPPSCs)**								
	African American Stu Svcs	55,279	1.00	27,089	1.00	28,190	-	53,003	2,276
	Alternative to Suspension	53,487	0.50	54,024	0.50	(537)	-	47,603	5,884
	Guidance, Counsel & Student Prev	52,264	0.50	51,187	0.50	1,077	-	48,288	3,976
	Student Relations	96,713	1.00	96,309	1.00	404	-	94,227	2,485
80601	**VI.1 Restorative Practices and PBIS (RPPSCs) Total**	**257,743**	**3.00**	**228,610**	**3.00**	**29,133**	**-**	**243,122**	**14,621**
80602	**VI.2 GSRR/Student Code of Conduct**								
	African American Stu Svcs	6,736	0.13	6,876	0.13	(140)	-	6,854	(118)
	Student Relations	483,505	4.03	478,872	4.06	4,633	(0.03)	434,772	48,733
80602	**VI.2 GSRR/Student Code of Conduct Total**	**490,241**	**4.16**	**485,749**	**4.18**	**4,493**	**(0.03)**	**441,626**	**48,615**
80603	**VI.3 Student Discipline Training for Sites**								
	African American Stu Svcs	6,736	0.13	6,876	0.13	(140)	-	6,854	(118)
80603	**VI.3 Student Discipline Training for Sites Total**	**6,736**	**0.13**	**6,876**	**0.13**	**(140)**	**-**	**6,854**	**(118)**
80605	**VI.5 Discipline Data Monitoring**								
	African American Stu Svcs	6,736	0.13	6,876	0.13	(140)	-	7,050	(314)
80605	**VI.5 Discipline Data Monitoring Total**	**6,736**	**0.13**	**6,876**	**0.13**	**(140)**	**-**	**7,050**	**(314)**
80701	**VII.1 Family Center Plan**								
	Family Center Catalina	52,323	1.00	51,268	1.00	1,055	-	52,311	12
	Family Center Palo Verde	49,143	1.00	54,395	1.00	(5,251)	-	35,938	13,205
	Family Center Southwest Annex	49,184	1.00	54,030	1.00	(4,846)	-	48,607	578
	Family Center Wakefield	49,005	1.00	51,837	1.00	(2,833)	-	50,878	(1,873)
	Family Engagement & Outreach	198,728	2.90	178,463	2.90	20,265	-	183,131	15,597
80701	**VII.1 Family Center Plan Total**	**398,383**	**6.90**	**389,993**	**6.90**	**8,391**	**-**	**370,864**	**27,519**
80702	**VII.2 Family Engagement Resources**								
	African American Stu Svcs	124,476	1.77	126,135	1.77	(1,659)	-	130,278	(5,802)
	Asian Pacific Refugee Stu Svcs	23,625	0.38	21,567	0.38	2,058	0.01	23,185	440
	Equity, Diversity & Inclusiveness					-	-	74	(74)
	Family Center Catalina	47,131	1.00	49,766	1.00	(2,635)	-	25,517	21,614
	Family Center Palo Verde					-	-	5,701	(5,701)
	Family Center Southwest Annex	22,421	0.50	25,378	0.50	(2,957)	-	25,719	(3,297)
	Family Center Wakefield	24,530	0.50	25,901	0.50	(1,372)	-	25,465	(935)
	Family Engagement & Outreach	15,237	0.05	16,847	0.05	(1,610)	-	20,277	(5,040)
	Mexican American Stu Svcs	286,656	3.66	286,541	3.66	116	-	286,756	(100)

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Activity	Site	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variances Variance Amount	1-Year Variances Variance FTE	2-Year Variance FY25 Actuals	2-Year Variance Variance Amount
80702	**VII.2 Family Engagement Resources Total**	**544,076**	**7.86**	**552,135**	**7.85**	**(8,059)**	**0.01**	**542,973**	**1,103**
80703	**VII.3 Tracking Family Engagement**								
	Family Engagement & Outreach	78,190	1.55	80,380	1.55	(2,190)	-	79,713	(1,523)
80703	**VII.3 Tracking Family Engagement Total**	**78,190**	**1.55**	**80,380**	**1.55**	**(2,190)**	**-**	**79,713**	**(1,523)**
80704	**VII.4 Translation and Interpretation Services**								
	Asian Pacific Refugee Stu Svcs	23,072	0.38	20,942	0.38	2,130	0.01	20,671	2,401
	Language Acquisition	395,254	4.25	390,119	4.25	5,135	-	357,824	37,430
80704	**VII.4 Translation and Interpretation Services Total**	**418,325**	**4.63**	**411,061**	**4.63**	**7,264**	**0.01**	**378,495**	**39,831**
80801	**VIII.1 Extracurricular Equitable Access Plan**								
	Interscholastics	93,216	1.00	102,161	1.00	(8,945)	-	83,005	10,211
80801	**VIII.1 Extracurricular Equitable Access Plan Total**	**93,216**	**1.00**	**102,161**	**1.00**	**(8,945)**	**-**	**83,005**	**10,211**
80802	**VIII.2 Data Reporting System (Extracurricular)**								
	Interscholastics			30,732	1.00	(30,732)	(1.00)	23,828	(23,828)
80802	**VIII.2 Data Reporting System (Extracurricular) Total**	**-**	**-**	**30,732**	**1.00**	**(30,732)**	**(1.00)**	**23,828**	**(23,828)**
80901	**IX.1 Multi-Year Facilities Plan**								
	Engineering	180,721	2.00	169,816	2.00	10,906	-	131,883	48,838
	Family Center Palo Verde					-	-	76,634	(76,634)
80901	**IX.1 Multi-Year Facilities Plan Total**	**180,721**	**2.00**	**169,816**	**2.00**	**10,906**	**-**	**208,517**	**(27,796)**
80902	**IX.2 Multi-Year Technology Plan**								
80902	Technology Services	79,391	1.00	75,934	1.00	3,458	-	73,261	6,130
80902	**IX.2 Multi-Year Technology Plan Total**	**79,391**	**1.00**	**75,934**	**1.00**	**3,458**	**-**	**73,261**	**6,130**
80903	**IX.3 Technology PD for Classroom Staff**								
80903	Technology Services	465,748	5.25	481,064	5.25	(15,316)	-	470,831	(5,083)
80903	**IX.3 Technology PD for Classroom Staff Total**	**465,748**	**5.25**	**481,064**	**5.25**	**(15,316)**	**-**	**470,831**	**(5,083)**
81001	**X.1 EBAS Implementation**								
81001	Technology Services	169,396	1.79	636,524	2.79	(467,129)	(1.00)	796,905	(627,510)
81001	**X.1 EBAS Implementation Total**	**169,396**	**1.79**	**636,524**	**2.79**	**(467,129)**	**(1.00)**	**796,905**	**(627,510)**
81002	**X.2 EBAS Training and Evaluation**								
	Assessment & Evaluation	515,109	4.50	432,345	4.50	82,764	-	406,352	108,756
	Equity, Diversity & Inclusiveness					-	-	99,115	(99,115)
	Leadership & Student Success	97,823	1.00	99,122	1.00	(1,299)	-		97,823
	Technology Services	13,348	0.06	13,407	0.06	(59)	-	10,426	2,923
81002	**X.2 EBAS Training and Evaluation Total**	**626,280**	**5.56**	**544,874**	**5.56**	**81,406**	**-**	**515,893**	**110,387**
81003	**X.3 Budget Process and Development**								
	Financial Services	147,257	1.68	64,255	0.75	83,002	0.93	62,602	84,655

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET SUMMARY
BY USP ACTIVITY AND SITE

Activity	Site	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variances Variance Amount	1-Year Variances Variance FTE	2-Year Variance FY25 Actuals	2-Year Variance Variance Amount
81003	**X.3 Budget Process and Development Total**	**64,255**	**0.75**	**59,938**	**0.75**	**4,316**	**-**	**61,636**	**2,618**
81004	**X.4 Budget Audit**								
	Financial Services	53,680	0.50	56,362	0.50	(2,682)	-	50,116	3,564
81004	**X.4 Budget Audit Total**	**56,362**	**0.50**	**50,614**	**0.50**	**5,749**	**-**	**52,408**	**3,954**
80604	**VI.4 Discipline Roles and Responsibilities**								
80606	**VI.6 Corrective Action Plans**								
80607	**VI.7 Successful Site-Based Strategies**								
80607	**VI.7 Successful Site-Based Strategies Total**								
80505	**V.5 Placement Policies and Practices**								
80416	**IV.16 USP Training Plan**								
80417	**IV.17 Ongoing PD on Hiring Process**								
80403	**IV.3 Interview Committees/Instrument/App Pool**								
	GRAND TOTAL	**63,711,047**	**809.04**	**63,711,047**	**902.99**	**(0)**	**(93.95)**	**63,709,827**	**1,220**

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
80101 I.1 Internal Compliance Monitoring										
	Equity, Diversity & Inclusiveness									
		Added Duty Other Certified Staff					-	-	3,000	(3,000)
		Classified Salary					-	-	11,139	(11,139)
		Classified Temporary					-	-	1,500	(1,500)
		Employee Benefits					-	-	8,272	(8,272)
		Leased Classified					-	-	45,566	(45,566)
		Nontechnology Related Repairs					-	-	1,242	(1,242)
	Equity, Diversity & Inclusiveness Total						-	-	70,719	(70,719)
	Financial Services									
		Classified Salary			63,836	1.00	(63,836)	(1.00)	52,064	(52,064)
		Employee Benefits			23,619		(23,619)	-	17,728	(17,728)
	Financial Services Total				87,455	1.00	(87,455)	(1.00)	69,792	(69,792)
	Legal Services									
		Employee Benefits	12,325	-	3,968		8,357	-		12,325
		Leased Classified	38,517	0.50	46,100	0.50	(7,583)	-		38,517
	Legal Services Total		50,843	0.50	50,068	0.50	774	-		50,843
	Superintendent									
		Other Professional Services-Ge	40,000	-	40,000		-	-	27,226	12,774
	Superintendent Total		40,000	-	40,000		-	-	27,226	12,774
80101 I.1 Internal Compliance Monitoring Total			**90,843**	**0.50**	**177,523**	**1.50**	**(86,681)**	**(1.00)**	**167,737**	**(76,894)**
80102 I.2 Annual Report										
	Equity, Diversity & Inclusiveness									
		Added Duty Other Certified Staff					-	-	3,000	(3,000)
		Classified Salary					-	-	32,779	(32,779)
		Classified Temporary					-	-	1,500	(1,500)
		Employee Benefits					-	-	23,005	(23,005)
		Leased Classified					-	-	45,566	(45,566)
	Equity, Diversity & Inclusiveness Total						-	-	105,850	(105,850)
	Multicultural Curriculum									
		Classified Salary					-	-	12,179	(12,179)
		Employee Benefits					-	-	4,734	(4,734)
	Multicultural Curriculum Total								16,912.96	(16,912.96)
	Legal Services									
		Employee Benefits	12,325.47		3,968.11		8,357.36			12,325.47
		Leased Classified	38,517.08	0.50	46,100.06	0.50	(7,582.98)			38,517.08
	Legal Services Total		50,842.55	0.50	50,068.17	0.50	774.38			50,842.55
80102 I.2 Annual Report Total			**50,843**	**0.50**	**50,068**	**0.50**	**774**	**-**	**122,763**	**(71,920)**
80103 I.3 Court Orders and Miscellaneous										
	Legal Services									
		Employee Benefits					-	-	43	(43)
		Stipend Classified					-	-	200	(200)
	Legal Services Total						-	-	243	(243)
80103 I.3 Court Orders and Miscellaneous Total							**-**	**-**	**243**	**(243)**
80104 I.4 OCR/ELL – not a USP activity, but tracked for budget purposes										

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Banks	Employee Benefits	17,696	-	25,732		(8,036)	-	16,384	1,313
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	58,401	1.00	53,100	1.00	5,301	-	56,900	1,501
	Banks Total		78,097	1.00	78,832	1.00	(735)	-	73,284	4,814
	Bloom	Employee Benefits					-	-	16,287	(16,287)
		Stipend Certified			-		-	-	2,000	(2,000)
		Teacher Salary					-	-	52,400	(52,400)
	Bloom Total				-		-	-	70,687	(70,687)
	Bonillas	Employee Benefits	15,616	-	11,972		3,644	-	8,735	6,881
		Substitute Teachers	2,000	-	800		1,200	-	552	1,448
		Teacher Salary	51,901	1.00	46,100	1.00	5,801	-	48,400	3,501
	Bonillas Total		69,517	1.00	58,872	1.00	10,645	-	57,687	11,830
	Booth/Fickett	Classroom Teacher Added Duty					-	-	700	(700)
		Employee Benefits	33,645	-	28,864		4,781	-	30,938	2,708
		Stipend Certified	4,000	-	3,950		50	-	2,000	2,000
		Substitute Teachers	4,000	-	1,500		2,500	-	451	3,549
		Teacher Salary	111,341	2.00	98,449	2.00	12,892	-	90,850	20,491
	Booth/Fickett Total		152,986	2.00	132,763	2.00	20,223	-	124,938	28,048
	Borman	Classroom Teacher Added Duty	11,774	0.20	11,623	0.20	151	-	10,880	894
		Employee Benefits	2,899	-	3,384		(485)	-	3,409	(510)
		Substitute Teachers	400	-			400	-		400
		Teacher Salary	2,320	-	-		2,320	-		2,320
	Borman Total		17,393	0.20	15,007	0.20	2,386	-	14,289	3,104
	Borton	Employee Benefits	17,856	-	11,992		5,864	-	10,088	7,768
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	58,900	1.00	53,100	1.00	5,800	-	56,900	2,000
	Borton Total		78,756	1.00	65,092	1.00	13,664	-	66,988	11,768
	Carrillo	Classroom Teacher Added Duty					-	-	44	(44)
		Employee Benefits	17,536	-	18,672		(1,136)	-	17,136	400
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	57,900	1.00	52,100	1.00	5,800	-	55,900	2,000
	Carrillo Total		77,436	1.00	70,772	1.00	6,664	-	73,080	4,356
	Catalina	Classroom Teacher Added Duty			12,000		(12,000)	-	20,719	(20,719)
		Employee Benefits	90,220	-	111,315		(21,095)	-	106,631	(16,412)
		Other Certified Salary	45,300	1.00	51,100		(5,800)	1.00	45,300	-
		Stipend Certified	6,000	-	6,000		-	-	4,000	2,000
		Stipend Other Certified Staff	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	8,800	-	4,453		4,347	-	6,017	2,783
		Teacher Salary	254,626	4.40	266,181	6.60	(11,555)	(2.20)	241,127	13,499
	Catalina Total		406,946	5.40	453,049	6.60	(46,103)	(1.20)	425,794	(18,848)
	Cholla	Added Duty Other Certified Staff			500		(500)	-	10	(10)
		Classroom Teacher Added Duty			7,500		(7,500)	-	8,042	(8,042)
		Employee Benefits	58,259	-	57,883		376	-	54,394	3,864
		Other Certified Salary	46,801	1.00	21,301	1.00	25,500	-	22,560	24,241
		Stipend Certified	1,200	-	1,200		-	-	1,200	0
		Stipend Other Certified Staff	800	-	800		-	-	800	(0)
		Substitute Teachers	5,200	-	14,000		(8,800)	-	10,119	(4,919)
		Teacher Salary	147,667	2.60	139,082	3.60	8,585	(1.00)	129,585	18,082
	Cholla Total		259,927	3.60	242,266	4.60	17,661	(1.00)	226,711	33,216

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Cragin	Classroom Teacher Added Duty			500		(500)	-	525	(525)
		Employee Benefits	18,176	-	18,912		(736)	-	17,817	358
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	59,899	1.00	54,099	1.00	5,800	-	57,900	1,999
	Cragin Total		80,075	1.00	73,511	1.00	6,564	-	76,242	3,832
	Davidson	Employee Benefits			15,152		(15,152)	-	16,620	(16,620)
		Teacher Salary			50,500	1.00	(50,500)	(1.00)	56,291	(56,291)
	Davidson Total				65,652	1.00	(65,652)	(1.00)	72,911	(72,911)
	Dietz	Employee Benefits	16,416	-	7,192		9,224	-	22,169	(5,753)
		Stipend Certified	1,600	-	1,700		(100)	-		1,600
		Substitute Teachers	2,000	-	6,500		(4,500)	-	19,958	(17,958)
		Teacher Salary	54,399	1.00	39,900	1.00	14,499	-	69,525	(15,126)
	Dietz Total		74,415	1.00	55,292	1.00	19,123	-	111,652	(37,237)
	Dodge	Added Duty Other Certified Staff			30		(30)	-	60	(60)
		Classroom Teacher Added Duty			70		(70)	-	40	(40)
		Employee Benefits	16,496	-	18,012		(1,516)	-	17,125	(629)
		Other Certified Salary	8,660	0.20	9,820	0.20	(1,160)	-	10,580	(1,920)
		Stipend Certified	1,600	-	1,600		-	-	1,600	0
		Stipend Other Certified Staff	400	-	400		-	-	400	(0)
		Substitute Teachers	1,600	-	600		1,000	-	855	745
		Teacher Salary	46,240	0.80	39,280	0.80	6,960	-	36,512	9,728
	Dodge Total		74,996	1.00	69,812	1.00	5,184	-	67,172	7,824
	Doolen	Added Duty Other Certified Staff					-	-	255	(255)
		Classroom Teacher Added Duty					-	-	1,058	(1,058)
		Employee Benefits	60,966	-	73,246		(12,280)	-	62,535	(1,569)
		Other Certified Salary	17,720	0.40	30,100	1.00	(12,380)	(0.60)	15,623	2,097
		Stipend Certified	6,800	-	6,350		450	-	5,600	1,200
		Stipend Other Certified Staff	800	-			800	-		800
		Substitute Teachers	6,000	-	1,000		5,000	-	3,623	2,377
		Teacher Salary	183,839	3.00	193,320	3.20	(9,481)	(0.20)	142,733	41,106
	Doolen Total		276,125	3.40	304,016	4.20	(27,891)	(0.80)	231,427	44,699
	Drachman	Employee Benefits	14,573	-	15,209		(636)	-	13,917	656
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	48,641	1.00	42,841	1.00	5,800	-	46,640	2,001
	Drachman Total		65,214	1.00	58,050	1.00	7,164	-	60,557	4,657
	Erickson	Employee Benefits					-	-	17,387	(17,387)
		Stipend Certified			-		-	-	2,000	(2,000)
		Teacher Salary					-	-	58,900	(58,900)
	Erickson Total				-		-	-	78,287	(78,287)
	Gridley	Added Duty Other Certified Staff			225		(225)	-	30	(30)
		Classroom Teacher Added Duty			225		(225)	-	120	(120)
		Employee Benefits	7,058	-	7,462		(404)	-	16,756	(9,698)
		Other Certified Salary			10,488	0.20	(10,488)	(0.20)	11,248	(11,248)
		Stipend Certified	800	-	800		-	-	1,600	(800)
		Stipend Other Certified Staff			-		-	-	400	(400)
		Substitute Teachers	800	-			800	-		800
		Teacher Salary	23,296	0.40	10,488	0.20	12,808	0.20	38,818	(15,522)
	Gridley Total		31,954	0.40	29,688	0.40	2,266	-	68,972	(37,018)
	Henry	Employee Benefits	17,536	-	17,672		(136)	-	15,772	1,764

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	57,900	1.00	52,100	1.00	5,800	-	55,900	2,000
	Henry Total		77,436	1.00	69,772	1.00	7,664	-	71,672	5,764
	Holladay	Employee Benefits					-	-	(268)	268
		Teacher Salary					-	-	1,317	(1,317)
	Holladay Total						-	-	1,050	(1,050)
	Hollinger	Classroom Teacher Added Duty			1,000		(1,000)	-	250	(250)
		Employee Benefits	15,936	-	17,144		(1,208)	-	15,855	82
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-	1,443	557
		Teacher Salary	52,901	1.00	47,201	1.00	5,700	-	50,900	2,001
	Hollinger Total		72,837	1.00	67,345	1.00	5,492	-	70,448	2,390
	Howell	Employee Benefits	19,296	-	19,632		(336)	-	17,895	1,401
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	63,400	1.00	57,600	1.00	5,800	-	61,400	2,000
	Howell Total		86,696	1.00	79,232	1.00	7,464	-	81,295	5,401
	Hudlow	Employee Benefits	17,120	-			17,120	-		17,120
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	56,600	1.00			56,600	1.00		56,600
	Hudlow Total		75,720	1.00			75,720	1.00		75,720
	Hughes	Employee Benefits	17,216	-	18,052		(836)	-	16,742	474
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	56,900	1.00	51,100	1.00	5,800	-	54,900	2,000
	Hughes Total		78,116	1.00	71,152	1.00	6,964	-	73,642	4,474
	Innovation Tech	Classroom Teacher Added Duty					-	-	425	(425)
		Employee Benefits	9,850	-	9,331		518	-	5,654	4,195
		Substitute Teachers	1,200	-			1,200	-	73	1,127
		Teacher Salary	32,640	0.60	29,160	0.60	3,480	-	27,125	5,515
	Innovation Tech Total		43,690	0.60	38,491	0.60	5,198	-	33,278	10,412
	Johnson	Employee Benefits	16,416	-	13,768		2,648	-	2	16,414
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	54,399	1.00	48,600	1.00	5,799	-		54,399
	Johnson Total		72,815	1.00	62,368	1.00	10,447	-	2	72,813
	Kellond	Employee Benefits	15,296	-	23,792		(8,496)	-	17,267	(1,971)
		Stipend Certified			-		-	-	2,000	(2,000)
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	50,901	1.00	45,100	1.00	5,801	-	59,400	(8,499)
	Kellond Total		68,197	1.00	68,892	1.00	(695)	-	78,667	(10,470)
	Lang Acquisition	Added Duty Other Certified Staff	18,450	-	11,700		6,750	-	6,400	12,050
		Classified Salary	485,538	10.65	486,288	11.65	(750)	(1.00)	506,410	(20,872)
		Classified Temporary	48,000	-	49,206		(1,206)	-	36,069	11,931
		Classroom Teacher Added Duty	72,432	-	72,432		-	-	50,219	22,213
		District Supplies	8,370	-	10,062		(1,692)	-	8,879	(509)
		Employee Benefits	359,613	-	366,896		(7,283)	-	324,203	35,410
		Employee Training and Professi	500	-	174		326	-		500
		Furniture and Equipment less than $5,000					-	-	980	(980)
		Instructional Aids					-	-	45,338	(45,338)

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Leased Certified	1,800	-	24,800		(23,000)	-	74,417	(72,617)
		Leased Classified	45,509	0.83	47,873	0.20	(2,364)	0.63	20,622	24,887
		Mileage	10,000	-	13,500		(3,500)	-	10,737	(737)
		Other Books, Periodicals, and Media	900	-	850		50	-		900
		Overtime					-	-	1,594	(1,594)
		Professional/Educational Contr	8,000	-	7,500		500	-	7,500	500
		Stipend Certified	12,000	-	13,000		(1,000)	-	9,000	3,000
		Stipend Other Certified Staff			6,750		(6,750)	-		-
		Substitute Teachers	5,000	-	5,000		-	-	8,591	(3,591)
		Supplies-Technology Related	850	-	98		752	-	320	530
		Teacher Salary	597,178	10.70	525,311	10.70	71,867	-	374,368	222,810
		Textbooks					-	-	59,555	(59,555)
	Lang Acquisition Total		1,674,140	22.18	1,641,441	22.55	32,699	(0.37)	1,545,202	128,938
	Lawrence	Employee Benefits	18,797	-	17,933		864	-	15,654	3,144
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	61,841	1.00	56,041	1.00	5,800	-	59,840	2,001
	Lawrence Total		82,638	1.00	73,974	1.00	8,664	-	75,494	7,145
	Lineweaver	Employee Benefits	18,656	-	12,792		5,864	-	18,052	604
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	61,400	1.00	55,600	1.00	5,800	-	49,800	11,600
	Lineweaver Total		82,056	1.00	68,392	1.00	13,664	-	67,852	14,204
	Lynn/Urquides	Employee Benefits	34,432	-	13,852		20,580	-	10,360	24,072
		Leased Substitutes					-	-	336	(336)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	4,000	-			4,000	-	1,518	2,482
		Teacher Salary	113,800	2.00	51,100	1.00	62,700	1.00	54,900	58,900
	Lynn/Urquides Total		154,232	2.00	66,952	1.00	87,280	1.00	69,114	85,118
	Magee	Added Duty Other Certified Staff			150		(150)	-	25	(25)
		Classroom Teacher Added Duty			150		(150)	-	125	(125)
		Employee Benefits	14,736	-	15,409		(673)	-	8,862	5,874
		Other Certified Salary	7,560	0.20	8,720	0.20	(1,160)	-	9,480	(1,920)
		Substitute Teachers	1,600	-			1,600	-	258	1,342
		Teacher Salary	41,840	0.80	34,884	0.80	6,956	-	32,716	9,124
	Magee Total		65,736	1.00	59,313	1.00	6,423	-	51,466	14,270
	Maldonado	Classroom Teacher Added Duty					-	-	125	(125)
		Employee Benefits					-	-	9,497	(9,497)
		Teacher Salary					-	-	53,400	(53,400)
	Maldonado Total						-	-	63,022	(63,022)
	Mansfeld	Added Duty Other Certified Staff					-	-	8	(8)
		Classroom Teacher Added Duty			500		(500)	-	653	(653)
		Employee Benefits	28,577	-	40,449		(11,872)	-	37,752	(9,175)
		Leased Substitutes					-	-	88	(88)
		Other Certified Salary	8,610	0.20	20,030	0.60	(11,420)	(0.40)	21,110	(12,500)
		Stipend Certified	3,600	-	3,600		-	-	2,349	1,251
		Stipend Other Certified Staff	400	-	400		-	-	400	-
		Substitute Teachers	3,200	-	1,500		1,700	-	2,802	398
		Teacher Salary	86,523	1.60	102,935	2.00	(16,412)	(0.40)	95,852	(9,329)
	Mansfeld Total		130,910	1.80	169,414	2.60	(38,504)	(0.80)	161,015	(30,105)
	Manzo	Employee Benefits					-	-	22,302	(22,302)

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Stipend Certified			-		-	-	2,000	(2,000)
		Substitute Teachers					-	-	1,631	(1,631)
		Teacher Salary					-	-	42,598	(42,598)
	Manzo Total				-		-	-	68,530	(68,530)
	McCorkle	Classroom Teacher Added Duty			250		(250)	-		-
		Employee Benefits	15,936	-	19,153		(3,216)	-	15,023	914
		Leased Substitutes					-	-	880	(880)
		Stipend Certified	2,000	-	8,000		(6,000)	-		2,000
		Substitute Teachers	2,000	-	500		1,500	-		2,000
		Teacher Salary	52,901	1.00	47,100	1.00	5,801	-	48,177	4,724
	McCorkle K-8 Total		72,837	1.00	75,003	1.00	(2,165)	-	64,080	8,758
	Miles E.L.C. Total	Employee Benefits			2,400		(2,400)	-		-
		Stipend Certified	400	-			400	-		400
		Teacher Salary			7,500		(7,500)	-		-
	Miles		400	-	9,900		(9,500)	-		400
	Miller	Classroom Teacher Added Duty					-	-	75	(75)
		Employee Benefits			22,252		(22,252)	-	15,589	(15,589)
		Substitute Teachers					-	-	1,217	(1,217)
		Teacher Salary			53,101	1.00	(53,101)	(1.00)	49,900	(49,900)
	Miller Total				75,353	1.00	(75,353)	(1.00)	66,781	(66,781)
	Maxwell	Added Duty Other Certified Staff			200		(200)	-	75	(75)
		Classroom Teacher Added Duty			300		(300)	-	299	(299)
		Employee Benefits	31,472	-	22,284		9,188	-	25,304	6,168
		Other Certified Salary	8,060	0.20	9,080	0.20	(1,020)	-	11,080	(3,020)
		Stipend Certified			-		-	-	1,600	(1,600)
		Stipend Other Certified Staff			-		-	-	400	(400)
		Substitute Teachers	3,600	-	1,980		1,620	-	750	2,850
		Teacher Salary	96,741	1.80	83,440	1.80	13,301	-	82,153	14,588
	Maxwell Total		139,873	2.00	117,284	2.00	22,589	-	121,661	18,213
	Myers/Ganoung	Classroom Teacher Added Duty					-	-	500	(500)
		Employee Benefits					-	-	11,472	(11,472)
		Leased Substitutes					-	-	176	(176)
		Substitute Teachers					-	-	1,292	(1,292)
		Teacher Salary					-	-	35,875	(35,875)
	Myers/Ganoung Total						-	-	49,315	(49,315)
	Naylor	Classroom Teacher Added Duty			2,000		(2,000)	-	20,135	(20,135)
		Employee Benefits	72,295	-	84,499		(12,204)	-	79,839	(7,544)
		Other Certified Salary	17,320	0.40	40,160	1.00	(22,840)	(0.60)	55,778	(38,458)
		Stipend Certified	4,000	-	4,000		-	-	4,800	(800)
		Stipend Other Certified Staff			-		-	-	2,000	(2,000)
		Substitute Teachers	8,000	-	5,830		2,170	-	8,173	(173)
		Teacher Salary	222,742	4.00	194,900	4.00	27,842	-	192,563	30,179
	Naylor Total		324,357	4.40	331,389	5.00	(7,032)	(0.60)	363,288	(38,931)
	Ochoa	Employee Benefits	19,181	-	18,317		864	-	13,894	5,287
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	63,040	1.00	57,240	1.00	5,800	-	52,663	10,377
	Ochoa Total		84,221	1.00	75,557	1.00	8,664	-	66,558	17,663
	Oyama	Employee Benefits					-	-	39,291	(39,291)
		Stipend Certified			-		-	-	4,000	(4,000)

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Substitute Teachers					-	-	7,036	(7,036)
		Teacher Salary					-	-	90,761	(90,761)
	Oyama Total				-		-	-	141,088	(141,088)
	Palo Verde	Classroom Teacher Added Duty			900		(900)	-	8,680	(8,680)
		Employee Benefits	94,073	-	109,083		(15,010)	-	74,061	20,012
		Leased Substitutes					-	-	990	(990)
		Other Certified Salary	43,799	1.00	49,600	1.00	(5,801)	-	48,430	(4,631)
		Stipend Certified	5,200	-	5,200		-	-	5,200	0
		Substitute Teachers	10,000	-	2,000		8,000	-	49,747	(39,747)
		Teacher Salary	270,029	5.00	256,970	5.60	13,059	(0.60)	167,085	102,944
	Palo Verde Total		423,101	6.00	423,753	6.60	(652)	(0.60)	354,194	68,907
	Pistor	Added Duty Other Certified Staff			300		(300)	-	164	(164)
		Classroom Teacher Added Duty			750		(750)	-	1,627	(1,627)
		Employee Benefits	24,506	-	21,899		2,607	-	25,426	(920)
		Other Certified Salary	17,120	0.40	8,920	0.40	8,200	-	8,976	8,144
		Stipend Certified			-		-	-	320	(320)
		Stipend Other Certified Staff	800	-			800	-		800
		Substitute Teachers	2,400	-	1,385		1,015	-	4,098	(1,698)
		Teacher Salary	64,920	1.20	62,142	1.20	2,778	-	74,387	(9,467)
	Pistor Total		109,746	1.60	95,396	1.60	14,350	-	114,998	(5,252)
	Proj More	Employee Benefits	2,995	-			2,995	-		2,995
		Substitute Teachers	400	-			400	-		400
		Teacher Salary	9,979	0.20			9,979	0.20		9,979
	Proj More Total		13,374	0.20			13,374	0.20		13,374
	Pueblo	Added Duty Other Certified Staff					-	-	25	(25)
		Classroom Teacher Added Duty					-	-	15	(15)
		Employee Benefits	69,549	-	61,461		8,088	-	58,677	10,873
		Other Certified Salary	43,799	1.00	49,666		(5,867)	1.00	53,400	(9,601)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	6,400	-	1,200		5,200	-	10,395	(3,995)
		Teacher Salary	187,813	3.20	147,800	4.00	40,013	(0.80)	135,462	52,351
	Pueblo Total		309,561	4.20	262,127	4.00	47,434	0.20	259,974	49,587
	Pueblo Gardens	Classroom Teacher Added Duty					-	-	100	(100)
		Employee Benefits	17,005	-	16,032		973	-	12,147	4,857
		Stipend Certified	2,000	-	2,000		-	-		2,000
		Substitute Teachers	2,000	-	660		1,340	-	10,590	(8,590)
		Teacher Salary	56,240	1.00	50,440	1.00	5,800	-	37,866	18,374
	Pueblo Gardens Total		77,245	1.00	69,132	1.00	8,113	-	60,704	16,540
	Rincon	Classroom Teacher Added Duty			17,820		(17,820)	-	25,230	(25,230)
		Employee Benefits	79,205	-	89,716		(10,511)	-	78,396	808
		Leased Substitutes			500		(500)	-		-
		Other Certified Salary	46,801	1.00	52,601	1.00	(5,800)	-	56,400	(9,599)
		Stipend Certified	5,800	-	6,000		(200)	-	4,400	1,400
		Stipend Other Certified Staff	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	7,600	-	3,657		3,943	-	11,011	(3,411)
		Teacher Salary	216,844	3.80	173,560	4.00	43,284	(0.20)	152,910	63,934
	Rincon Total		358,250	4.80	345,854	5.00	12,396	(0.20)	330,348	27,902
	Robins	Classroom Teacher Added Duty	8,361	0.20	8,460		(99)	0.20		8,361
		Employee Benefits	18,312	-	19,278		(966)	-	15,024	3,288

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,400	-	1,000		1,400	-	263	2,137
		Teacher Salary	55,720	1.00	47,659	1.20	8,061	(0.20)	44,346	11,374
	Robins Total		86,793	1.20	78,397	1.20	8,396	-	61,633	25,160
	Robison	Classroom Teacher Added Duty					-	-	150	(150)
		Employee Benefits					-	-	15,577	(15,577)
		Stipend Certified			-		-	-	2,000	(2,000)
		Teacher Salary					-	-	43,052	(43,052)
	Robison Total				-		-	-	60,780	(60,780)
	Rose	Classroom Teacher Added Duty					-	-	300	(300)
		Employee Benefits	49,248	-	43,057		6,191	-	52,335	(3,087)
		Leased Substitutes					-	-	88	(88)
		Stipend Certified	4,000	-	2,000		2,000	-	2,000	2,000
		Substitute Teachers	6,000	-	1,500		4,500	-	3,453	2,547
		Teacher Salary	163,200	3.00	145,427	3.00	17,773	-	178,679	(15,479)
	Rose Total		222,448	3.00	191,984	3.00	30,464	-	236,856	(14,408)
	Roskruge	Employee Benefits	34,749	-	35,424		(676)	-	20,043	14,706
		Leased Certified			-		-	-	48,278	(48,278)
		Other Certified Salary	9,360	0.20	10,520		(1,160)	0.20	11,280	(1,920)
		Stipend Certified	3,600	-	3,600		-	-	1,600	2,000
		Stipend Other Certified Staff	400	-	400		-	-	400	(0)
		Substitute Teachers	3,600	-			3,600	-	1,300	2,300
		Teacher Salary	105,680	1.80	92,921	2.00	12,759	(0.20)	38,928	66,752
	Roskruge Total		157,389	2.00	142,865	2.00	14,523	-	121,829	35,560
	Sabino	Classroom Teacher Added Duty					-	-	75	(75)
		Employee Benefits	3,539	-	3,366		173	-	3,291	249
		Stipend Certified	400	-	400		-	-	400	(0)
		Substitute Teachers	400	-			400	-	396	4
		Teacher Salary	11,680	0.20	10,520	0.20	1,160	-	9,706	1,974
	Sabino Total		16,019	0.20	14,286	0.20	1,733	-	13,868	2,151
	Safford	Classroom Teacher Added Duty			50		(50)	-	300	(300)
		Employee Benefits	40,780	-	40,002		778	-	37,507	3,273
		Leased Substitutes					-	-	352	(352)
		Stipend Certified	2,800	-	4,000		(1,200)	-	4,000	(1,200)
		Substitute Teachers	4,000	-	1,000		3,000	-	3,123	877
		Teacher Salary	133,639	2.00	122,039	2.00	11,600	-	111,849	21,790
	Safford Total		181,219	2.00	167,091	2.00	14,128	-	157,132	24,087
	Sahuaro	Classroom Teacher Added Duty			27,250	0.60	(27,250)	(0.60)	2,525	(2,525)
		Employee Benefits	44,159	-	36,587		7,572	-	34,486	9,674
		Leased Certified					-	-	7,232	(7,232)
		Leased Substitutes			3,000		(3,000)	-		-
		Other Certified Salary	21,720	0.40	12,330	0.20	9,390	0.20	12,780	8,940
		Stipend Certified	1,600	-	1,600		-	-	1,600	0
		Stipend Other Certified Staff	400	-	400		-	-	400	(0)
		Substitute Teachers	4,000	-	1,500		2,500	-	4,384	(384)
		Teacher Salary	124,218	2.00	97,180	1.80	27,038	0.20	98,356	25,863
	Sahuaro Total		196,097	2.40	179,847	2.60	16,250	(0.20)	161,761	34,336
	Santa Rita	Classroom Teacher Added Duty					-	-	455	(455)
		Employee Benefits	2,963	-	3,142		(179)	-	3,269	(306)

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Substitute Teachers	400	-			400	-	204	196
		Teacher Salary	9,880	0.20	9,820	0.20	60	-	9,128	752
	Santa Rita Total		13,243	0.20	12,962	0.20	281	-	13,057	187
	Secrist	Classroom Teacher Added Duty			200		(200)	-	1,465	(1,465)
		Employee Benefits	16,096	-	15,072		1,024	-	9,528	6,567
		Leased Substitutes					-	-	264	(264)
		Stipend Certified	1,600	-	1,630		(30)	-	2,000	(400)
		Substitute Teachers	2,000	-	2,535		(535)	-	1,441	559
		Teacher Salary	53,399	1.00	43,435	1.00	9,964	-	41,716	11,683
	Secrist Total		73,095	1.00	62,872	1.00	10,223	-	56,415	16,680
	Sewell	Classroom Teacher Added Duty					-	-	25	(25)
		Employee Benefits	17,120	-			17,120	-	17,006	114
		Stipend Certified			-		-	-	2,000	(2,000)
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	56,600	1.00			56,600	1.00	48,660	7,940
	Sewell Total		75,720	1.00	-		75,720	1.00	67,691	8,029
	Soleng Tom	Employee Benefits			18,468		(18,468)	-		-
		Teacher Salary			53,600	1.00	(53,600)	(1.00)		-
	Soleng Tom Total				72,068	1.00	(72,068)	(1.00)		-
	TAPP Total	Classroom Teacher Added Duty	16,920	0.40			16,920	0.40		16,920
		Employee Benefits	4,472	-			4,472	-		4,472
		Substitute Teachers	800	-			800	-		800
		Teacher Salary	4,640	-			4,640	-		4,640
	TAPP Total		26,832	0.40			26,832	0.40		26,832
	Tolson	Employee Benefits			10,610		(10,610)	-	7,855	(7,855)
		Leased Substitutes					-	-	159	(159)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers					-	-	2,584	(2,584)
		Teacher Salary			44,440	1.00	(44,440)	(1.00)	40,240	(40,240)
	Tolson Total		2,000	-	57,050	1.00	(55,050)	(1.00)	52,838	(50,838)
	Tucson	Added Duty Other Certified Staff					-	-	31	(31)
		Classroom Teacher Added Duty					-	-	196	(196)
		Employee Benefits	56,598	-	54,115		2,484	-	50,053	6,546
		Leased Substitutes					-	-	141	(141)
		Other Certified Salary	42,300	1.00	48,100	1.00	(5,800)	-	51,900	(9,600)
		Stipend Certified	4,000	-	5,000		(1,000)	-	5,000	(1,000)
		Stipend Other Certified Staff	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	4,800	-			4,800	-	4,209	591
		Teacher Salary	146,360	2.40	121,008	2.40	25,352	-	110,346	36,014
	Tucson Total		256,058	3.40	230,223	3.40	25,836	-	223,875	32,183
	Tully	Employee Benefits					-	-	2,129	(2,129)
		Stipend Certified			-		-	-	2,000	(2,000)
		Teacher Salary					-	-	9,600	(9,600)
	Tully Total				-		-	-	13,729	(13,729)
	TUVA	Added Duty Other Certified Staff					-	-	15	(15)
		Classroom Teacher Added Duty			200		(200)	-	1,575	(1,575)
		Employee Benefits	69,744	-	57,764		11,980	-	52,429	17,315
		Other Certified Salary	48,299	1.00	32,460	0.60	15,839	0.40	34,740	13,559
		Stipend Certified	7,200	-	7,200		-	-	6,000	1,200

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Substitute Teachers	6,000	-	1,800		4,200	-	3,005	2,995
		Teacher Salary	183,302	3.00	154,302	3.00	29,000	-	137,122	46,180
	TUVA Total		314,545	4.00	253,726	3.60	60,819	0.40	234,886	79,660
	Utterback	Added Duty Other Certified Staff					-	-	68	(68)
		Classroom Teacher Added Duty			600		(600)	-	945	(945)
		Employee Benefits	32,192	-	35,286		(3,094)	-	27,400	4,792
		Other Certified Salary	9,160	0.20	9,650	0.40	(490)	(0.20)	9,766	(606)
		Stipend Certified	3,600	-	3,600		-	-	3,600	(0)
		Stipend Other Certified Staff	400	-	400		-	-		400
		Substitute Teachers	3,200	-	1,300		1,900	-	4,081	(881)
		Teacher Salary	97,271	1.60	93,694	1.60	3,577	-	84,521	12,750
	Utterback Total		145,823	1.80	144,530	2.00	1,293	(0.20)	130,381	15,442
	Vail	Classroom Teacher Added Duty			2,000		(2,000)	-	6,024	(6,024)
		Employee Benefits	26,905	-	35,404		(8,498)	-	33,674	(6,769)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	3,200	-	1,000		2,200	-	608	2,592
		Teacher Salary	89,039	1.60	99,699	2.00	(10,660)	(0.40)	92,575	(3,536)
	Vail Total		121,144	1.60	140,103	2.00	(18,958)	(0.40)	134,881	(13,737)
	Valencia	Classroom Teacher Added Duty			2,500		(2,500)	-	3,365	(3,365)
		Employee Benefits	34,592	-	35,496		(904)	-	36,136	(1,544)
		Leased Substitutes					-	-	187	(187)
		Substitute Teachers	4,000	-	1,500		2,500	-	1,085	2,915
		Teacher Salary	114,299	2.00	102,799	2.00	11,500	-	104,489	9,810
	Valencia Total		152,891	2.00	142,295	2.00	10,596	-	145,263	7,628
	Van Buskirk	Employee Benefits	15,776	-	16,662		(886)	-	15,174	602
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	52,400	1.00	46,600	1.00	5,800	-	43,484	8,916
	Van Buskirk Total		70,176	1.00	63,262	1.00	6,914	-	58,658	11,518
	Vesey	Classroom Teacher Added Duty					-	-	175	(175)
		Employee Benefits	16,256	-	15,532		724	-	15,447	809
		Stipend Certified			-		-	-	2,000	(2,000)
		Substitute Teachers	2,000	-	1,000		1,000	-	293	1,707
		Teacher Salary	53,900	1.00	48,101	1.00	5,799	-	42,189	11,711
	Vesey Total		72,156	1.00	64,633	1.00	7,523	-	60,104	12,052
	Wakefield	Employee Benefits	15,696	-	11,812		3,884	-	10,321	5,375
		Other Certified Salary	8,160	0.20	9,320	0.20	(1,160)	-	10,080	(1,920)
		Stipend Certified	800	-	1,600		(800)	-	1,600	(800)
		Stipend Other Certified Staff	200	-	400		(200)	-	400	(200)
		Substitute Teachers	1,600	-	600		1,000	-	2,813	(1,213)
		Teacher Salary	44,240	0.80	37,280	0.80	6,960	-	34,787	9,453
	Wakefield Total		70,696	1.00	61,012	1.00	9,684	-	60,001	10,695
	Warren	Classroom Teacher Added Duty					-	-	50	(50)
		Employee Benefits	15,341	-	14,432		909	-	12,161	3,180
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	51,040	1.00	40,593	0.80	10,447	0.20	39,372	11,668
	Warren Total		68,381	1.00	55,025	0.80	13,356	0.20	51,583	16,798
	Wheeler	Employee Benefits	17,376	-	17,612		(236)	-	14,712	2,664
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	57,401	1.00	51,601	1.00	5,800	-	45,784	11,617

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
	Wheeler Total		76,777	1.00	69,213	1.00	7,564	-	60,496	16,281
	White	Classroom Teacher Added Duty					-	-	75	(75)
		Employee Benefits			12,992		(12,992)	-	16,345	(16,345)
		Stipend Certified	2,000	-	2,000		-	-		2,000
		Teacher Salary			51,100	1.00	(51,100)	(1.00)	49,092	(49,092)
	White Total		2,000	-	66,092	1.00	(64,092)	(1.00)	65,511	(63,511)
	Whitmore	Employee Benefits	21,216	-	20,352		864	-	17,791	3,425
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	69,401	1.00	63,601	1.00	5,800	-	58,151	11,250
	Whitmore Total		94,617	1.00	85,953	1.00	8,664	-	77,942	16,675
	Wright	Classroom Teacher Added Duty					-	-	225	(225)
		Employee Benefits	17,120	-			17,120	-	34,509	(17,389)
		Leased Substitutes					-	-	176	(176)
		Substitute Teachers	2,000	-			2,000	-	3,304	(1,304)
		Teacher Salary	56,600	1.00			56,600	1.00	92,559	(35,959)
	Wright Total		75,720	1.00			75,720	1.00	130,774	(55,054)
80104	**I.4 OCR/ELL – not a USP activity, but tracked for budget purposes Total**		**8,993,861**	**118.98**	**8,545,649**	**124.95**	**448,212**	**(5.97)**	**8,857,354**	**136,507**
80105	**I.5 Contingency**		**75,720**	**1.00**			**75,720**	**1.00**	**130,774**	**(55,054)**
	Districtwide									
		Other	1,565,675	-	(1,916,641)		3,482,317	-		1,565,675
	Districtwide Total		1,565,675	-	(1,916,641)		3,482,317	-		1,565,675
80105	**I.5 Contingency Total**		**1,565,675**	**-**	**(1,916,641)**		**3,482,317**	**-**		**1,565,675**
80106	**I.6 Transition Plans**									
80106	**I.6 Transition Plans Total**									
80201	**II.1 Comprehensive Boundary Plan**									
	Operations									
		Classified Salary	30,631	0.50	30,937	0.50	(306)	-	30,631	(0)
		Employee Benefits	9,802	-	9,900		(98)	-	11,591	(1,789)
	Operations Total		40,433	0.50	40,837	0.50	(404)	-	42,223	(1,790)
	Student Placement & Enrollment									
		Classified Salary	50,321	1.00	50,824	1.00	(503)	-	86,045	(35,724)
		District Supplies	4,500	-	4,478		22	-	4,032	468
		Employee Benefits	16,103	-	17,788		(1,686)	-	31,570	(15,467)
		Overtime					-	-	35	(35)
		Supplies-Technology Related			22		(22)	-		-
	Student Placement & Enrollment Total		70,924	1.00	73,112	1.00	(2,189)	-	121,682	(50,758)
80201	**II.1 Comprehensive Boundary Plan Total**		**111,357**	**1.50**	**113,949**	**1.50**	**(2,593)**	**-**	**163,905**	**(52,548)**
80202	**II.2 Comprehensive Magnet Plan**									
	Communications	Advertising	50,000	-	50,000		-	-	91,651	(41,651)
		Classified Salary	27,008	0.50	27,278	0.50	(270)	-	27,045	(37)
		District Supplies	2,000	-	2,000		-	-	1,363	637
		Employee Benefits	8,643	-	8,729		(86)	-	9,516	(873)
		Mileage					-	-	592	(592)

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		Official/Administrative Contra	10,000	-	10,000		-	-	9,632	368
		Overtime			100		(100)	-	5	(5)
		Room Rental	1,300	-	2,500		(1,200)	-	1,125	175
	Communications Total		98,951	0.50	100,607	0.50	(1,656)	-	140,927	(41,976)
			98,951	0.50	100,607	0.50	(1,656)	-	140,927	(41,976)
	Holladay	Furniture and Equipment less than $5,000			19,252		(19,252)	-		-
	Holladay Total				19,252		(19,252)	-		-
					19,252		(19,252)	-		-
	Davis	Leased Substitutes			204		(204)	-		-
	Davis Total				204		(204)	-		-
					204		(204)	-		-
	Bonillas	Added Duty Other Certified Staff	1,200	-	1,000		200	-	2,144	(944)
		Advertising	12,000	-	12,000		-	-	10,744	1,256
		Classified Salary	176,000	5.63	144,577	4.69	31,423	0.94	146,863	29,137
		Classified Temporary	3,700	-	3,215		485	-	3,778	(78)
		Classroom Teacher Added Duty	24,750	-	23,750		1,000	-	13,567	11,183
		District Supplies	8,083	-	10,248		(2,165)	-	18,615	(10,532)
		Employee Benefits	79,360	-	65,568		13,792	-	67,445	11,915
		EX ED TA Substitutes					-	-	125	(125)
		Furniture and Equipment less than $5,000			22,326		(22,326)	-	3,685	(3,685)
		Instructional Aids	5,157	-	30,717		(25,560)	-	17,720	(12,563)
		Leased Certified					-	-	237	(237)
		Other Certified Salary	42,000	1.00	26,537	0.50	15,463	0.50	25,437	16,563
		Overtime			658		(658)	-	420	(420)
		Professional/Educational Contr			5,600		(5,600)	-		-
		Stipend Other Certified Staff			1,000		(1,000)	-	1,000	(1,000)
		Substitute Teachers	6,250	-	3,347		2,903	-	480	5,770
		Tech Related Hardware & Software less than $5,000					-	-	16,924	(16,924)
		Technology Related Repairs and					-	-	319	(319)
	Bonillas Total		358,500	6.63	350,542	5.19	7,958	1.44	329,503	28,997
	Borton	Added Duty Other Certified Staff			2,440		(2,440)	-	2,365	(2,365)
		Classified Salary	82,000	2.81	72,765	2.50	9,235	0.31	61,257	20,743
		Classified Temporary	5,500	-	2,900		2,600	-	3,285	2,215
		Classroom Teacher Added Duty			305		(305)	-	2,362	(2,362)
		District Supplies			4,995		(4,995)	-	5,299	(5,299)
		Employee Benefits	128,750	-	126,204		2,546	-	115,361	13,389
		Furniture and Equipment less than $5,000	2,000	-	616		1,384	-	1,514	486
		Instructional Aids	5,000	-	3,322		1,678	-	1,955	3,045
		Other Books, Periodicals, and Media			242		(242)	-		-
		Other Certified Salary	154,356	2.50	130,600	2.00	23,756	0.50	127,392	26,964
		Professional/Educational Contr	2,400	-			2,400	-		2,400
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Stipend Other Certified Staff	3,000	-	2,000		1,000	-	2,000	1,000
		Teacher Salary	123,660	2.40	174,433	3.40	(50,773)	(1.00)	182,840	(59,180)
		Tech Related Hardware & Software less than $5,000	16,201	-			16,201	-		16,201
	Borton Total		522,867	7.71	522,822	7.90	44	(0.19)	507,630	15,237
	Carrillo	Classified Salary	84,500	2.63	87,023	2.63	(2,523)	-	58,198	26,302
		Classroom Teacher Added Duty			6,450		(6,450)	-	413	(413)
		District Supplies	18,940	-	5,027		13,913	-		18,940

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Employee Benefits	80,384	-	80,724		(340)	-	86,811	(6,427)
		Instructional Aids			8,300		(8,300)	-		-
		Other Certified Salary	50,900	1.00	51,400	1.00	(500)	-	50,900	-
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	4,000	-	2,800		1,200	-	11,095	(7,095)
		Teacher Salary	109,800	2.00	106,800	2.00	3,000	-	161,700	(51,900)
	Carrillo Total		350,524	5.63	350,524	5.63	0	-	371,117	(20,593)
	Davis	Added Duty Other Certified Staff	3,000	-	1,700		1,300	-	994	2,006
		Classified Salary	106,500	3.50	101,899	3.50	4,601	-	93,054	13,446
		Classified Temporary	10,500	-	3,460		7,040	-	8,360	2,140
		Classroom Teacher Added Duty	2,000	-	1,310		690	-	1,069	931
		District Supplies	15,000	-	3,183		11,817	-		15,000
		Employee Benefits	110,228	-	109,424		804	-	115,169	(4,941)
		Employee Training and Professi			3,100		(3,100)	-		-
		Furniture and Equipment less than $5,000			35,654		(35,654)	-	15,816	(15,816)
		Instructional Aids	19,171	-			19,171	-		19,171
		Other Certified Salary	46,400	1.00	47,600	1.00	(1,200)	-	77,311	(30,911)
		Out-Of-State			4,000		(4,000)	-		-
		Overtime			279		(279)	-	12	(12)
		Stipend Other Certified Staff	2,000	-	2,000		-	-	3,288	(1,288)
		Substitute Teachers	3,500	-	3,000		500	-	3,910	(410)
		Teacher Salary	107,300	2.00	115,885	2.00	(8,585)	-	103,300	4,000
	Davis Total		425,598	6.50	432,494	6.50	(6,896)	-	422,282	3,316
	Dodge	Added Duty Other Certified Staff	4,500	-	4,500		-	-	369	4,131
		Advertising	2,500	-	2,000		500	-		2,500
		Classroom Teacher Added Duty	12,500	-	15,705		(3,205)	-	2,483	10,017
		District Supplies	19,214	-	3,394		15,820	-	3,723	15,490
		Employee Benefits	61,384	-	54,524		6,860	-	63,793	(2,409)
		Furniture and Equipment $5,000 or More					-	-	19,171	(19,171)
		Furniture and Equipment less than $5,000			3,036		(3,036)	-	64	(64)
		Instructional Aids					-	-	7,384	(7,384)
		Leased Certified					-	-	148	(148)
		Leased Substitutes					-	-	185	(185)
		Other Books, Periodicals, and Media	1,250	-			1,250	-		1,250
		Other Certified Salary	46,400	1.00	46,400	1.00	-	-	45,900	500
		Out-Of-State			2,175		(2,175)	-		-
		Premium Taxes-Worker's Comp			150		(150)	-		-
		Stipend Certified	2,000	-	4,000		(2,000)	-	4,000	(2,000)
		Stipend Other Certified Staff	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	3,000	-	3,000		-	-	4,565	(1,565)
		Teacher Salary	115,300	2.00	115,300	2.00	-	-	114,300	1,000
	Dodge Total		270,048	3.00	256,183	3.00	13,864	-	268,086	1,962
	Drachman	Added Duty Other Certified Staff					-	-	863	(863)
		Classified Salary	130,003	4.25	111,293	3.38	18,710	0.88	81,382	48,621
		Classroom Teacher Added Duty	40,000	-	38,000	0.80	2,000	(0.80)	34,113	5,887
		District Supplies	6,019	-	24,165		(18,146)	-	640	5,379
		Employee Benefits	94,642	-	97,184		(2,542)	-	89,900	4,742
		Employee Training and Professi	4,000	-	13,765		(9,765)	-	878	3,122
		Furniture and Equipment $5,000 or More			907		(907)	-		-

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		Furniture and Equipment less than $5,000	2,400	-	-		2,400	-	272	2,128
		In-State Travel	2,000	-	2,380		(380)	-		2,000
		Instructional Aids	3,000	-	2,904		96	-	6,156	(3,156)
		Leased Classified	6,070	0.25	33,463	1.00	(27,393)	(0.75)	2,801	3,269
		Mileage			1,115		(1,115)	-		-
		Other Certified Salary					-	-	51,900	(51,900)
		Out-Of-State	6,000	-	-		6,000	-	1,513	4,487
		Stipend Certified	5,000	-	6,000		(1,000)	-	8,029	(3,029)
		Stipend Other Certified Staff					-	-	2,000	(2,000)
		Substitute Teachers	3,000	-	2,000		1,000	-	1,753	1,248
		Teacher Salary	139,360	2.60	107,200	2.00	32,160	0.60	109,181	30,179
		Tech Related Hardware & Software less than $5,000					-	-	15,009	(15,009)
	Drachman Total		441,494	7.10	440,375	7.18	1,119	(0.08)	406,388	35,106
	Holladay	Added Duty Other Certified Staff	2,000	-	650		1,350	-	2,214	(214)
		Classified Salary	178,348	5.50	129,665	4.00	48,683	1.50	101,511	76,837
		Classified Temporary	13,700	-	20,500		(6,800)	-	5,829	7,871
		Classroom Teacher Added Duty			9,050		(9,050)	-	11,014	(11,014)
		District Supplies	15,000	-	16,054		(1,054)	-	14,862	139
		Employee Benefits	117,628	-	95,469		22,159	-	108,184	9,444
		Employee Training and Professi	3,000	-	9,965		(6,965)	-	5,870	(2,870)
		Furniture and Equipment less than $5,000					-	-	1,692	(1,692)
		In-State Travel					-	-	65	(65)
		Instructional Aids			4,000		(4,000)	-		-
		Leased Substitutes					-	-	102	(102)
		Miscellaneous Purchased Servic	10,000	-	10,000		-	-		10,000
		Other Certified Salary	50,000	1.00	37,741	0.50	12,259	0.50	69,127	(19,127)
		Out-Of-State	2,600	-	17,695		(15,095)	-	6,027	(3,427)
		Overtime			157		(157)	-	380	(380)
		Premium Taxes-Worker's Comp	1,200	-	1,200		-	-	1,050	150
		Professional/Educational Contr	37,331	-	49,300		(11,969)	-	35,500	1,831
		Stipend Certified	2,000	-	2,000		(0)	-	2,000	-
		Stipend Other Certified Staff			1,379		(1,379)	-	1,000	(1,000)
		Student Admissions	2,100	-	4,600		(2,500)	-	1,591	509
		Substitute Teachers	2,000	-	800		1,200	-	2,048	(48)
		Teacher Salary	57,400	1.00	58,830	1.00	(1,430)	-	117,800	(60,400)
	Holladay Total		494,307	7.50	469,055	5.50	25,252	2.00	487,863	6,444
	Magnet Dept	Classified Salary	113,817	2.00	114,844	2.50	(1,027)	(0.50)	110,202	3,615
		Classified Temporary	8,000	-			8,000	-	150	7,850
		District Supplies	7,000	-	1,448		5,552	-	2,646	4,354
		Dues/Membership Fees	7,000	-	9,085		(2,085)	-	6,990	10
		Employee Benefits	56,100	-	47,485		8,615	-	57,166	(1,066)
		Employee Training and Professi	16,000	-	23,874		(7,874)	-	34,963	(18,963)
		In-State Travel					-	-	1,639	(1,639)
		Leased Certified			68,319	1.00	(68,319)	(1.00)	66,299	(66,299)
		Mileage	2,500	-	1,500		1,000	-	1,980	520
		Other Books, Periodicals, and Media	2,000	-			2,000	-	968	1,032
		Other Certified Salary	55,000	1.00	-	-	55,000	1.00	53,014	1,986
		Other Professional Services-Ge	5,000	-	150		4,850	-	1,230	3,770
		Out-Of-State	59,000	-	32,233		26,767	-	77,360	(18,360)

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Overtime			86		(86)	-	55	(55)
		Premium Taxes-Worker's Comp	1,500	-			1,500	-	900	600
		Professional/Educational Contr	33,000	-	7,026		25,974	-	70,000	(37,000)
		Rental of Equipment	3,000	-			3,000	-	173	2,827
	Magnet Dept Total		368,917	3.00	306,051	3.50	62,866	(0.50)	485,735	(116,818)
	Mansfeld	Added Duty Other Certified Staff			1,575		(1,575)	-	1,413	(1,413)
		Classroom Teacher Added Duty			1,302		(1,302)	-	13,035	(13,035)
		District Supplies			-		-	-	1,197	(1,197)
		Employee Benefits	154,135	-	149,401		4,734	-	140,009	14,126
		Employee Training and Professi			-		-	-	1,514	(1,514)
		Instructional Aids			-		-	-	667	(667)
		Leased Substitutes			832		(832)	-		-
		Other Certified Salary	51,900	1.00	53,100	1.00	(1,200)	-	46,400	5,500
		Out-Of-State			-		-	-	3,797	(3,797)
		Premium Taxes-Worker's Comp			-		-	-	150	(150)
		Stipend Certified	6,000	-	5,527		473	-	4,000	2,000
		Stipend Other Certified Staff	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	1,843	-	14,300		(12,457)	-	12,693	(10,850)
		Supplies-Technology Related			-		-	-	11,268	(11,268)
		Teacher Salary	359,300	7.00	346,141	7.00	13,159	-	331,307	27,993
	Mansfeld Total		575,178	8.00	574,178	8.00	1,000	-	569,449	5,729
	Palo Verde	Added Duty Other Certified Staff	1,000	-	1,000		-	-	50	950
		Advertising	7,500	-	9,000		(1,500)	-	1,249	6,251
		Classified Salary	54,016	1.00	54,557	1.00	(541)	-	53,888	128
		Classroom Teacher Added Duty	7,500	-	7,500		-	-	45,787	(38,287)
		District Supplies	14,000	-	17,610		(3,610)	-	1,266	12,734
		Employee Benefits	112,075	-	97,482		14,593	-	107,203	4,872
		Furniture and Equipment less than $5,000	15,534	-	10,012		5,522	-	1,962	13,572
		Instructional Aids	1,250	-	-		1,250	-	1,013	237
		Leased Certified			52,025	1.00	(52,025)	(1.00)	58,681	(58,681)
		Leased Substitutes					-	-	102	(102)
		Nontechnology Related Repairs	400	-	350		50	-		400
		Other Certified Salary	63,900	1.20	53,400	1.00	10,500	0.20	52,900	11,000
		Overtime					-	-	80	(80)
		Stipend Certified	800	-	2,400		(1,600)	-	2,800	(2,000)
		Stipend Other Certified Staff	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,500	-	2,500		-	-	4,011	(1,511)
		Supplies-Technology Related	2,000	-	2,000		-	-	1,501	499
		Teacher Salary	206,680	3.60	171,820	3.20	34,860	0.40	160,220	46,460
		Tech Related Hardware & Software less than $5,000	10,000	-	-		10,000	-		10,000
	Palo Verde Total		501,155	5.80	483,655	6.20	17,500	(0.40)	494,712	6,443
	Roskruge	Added Duty Other Certified Staff	2,500	-	2,000		500	-	1,300	1,200
		Classified Salary	16,277	0.50			16,277	0.50		16,277
		Classroom Teacher Added Duty	15,600	-	1,000		14,600	-	3,777	11,823
		District Supplies	17,554	-	25,637		(8,082)	-	2,185	15,369
		Employee Benefits	181,538	-	180,614		924	-	206,159	(24,621)
		Leased Substitutes					-	-	4,541	(4,541)
		Other Certified Salary	63,000	1.00	53,024	1.00	9,976	-	52,400	10,600
		Out-Of-State	15,000	-	1,423		13,577	-		15,000

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Stipend Certified	3,200	-	3,200		-	-	6,800	(3,600)
		Stipend Other Certified Staff	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	10,000	-	10,000		-	-	13,083	(3,083)
		Teacher Salary	463,000	8.60	510,771	9.80	(47,771)	(1.20)	520,771	(57,771)
	Roskruge Total		789,669	10.10	789,669	10.80	-	(0.70)	813,017	(23,348)
	Tucson	Added Duty Other Certified Staff	17,500	-	17,500		-	-	63	17,438
		Advertising	10,000	-	20,000		(10,000)	-		10,000
		Classified Salary			19,135	0.50	(19,135)	(0.50)	17,401	(17,401)
		Classified Temporary	2,500	-	2,500		-	-		2,500
		Classroom Teacher Added Duty	24,000	-	24,000		-	-	19,616	4,384
		District Supplies	22,159	-	37,187		(15,028)	-		22,159
		Employee Benefits	464,013	-	442,315		21,698	-	476,435	(12,422)
		Furniture and Equipment $5,000 or More			11,200		(11,200)	-		-
		Furniture and Equipment less than $5,000	3,000	-	4,490		(1,490)	-		3,000
		Instructional Aids	3,000	-	2,565		435	-		3,000
		Leased Certified					-	-	37,308	(37,308)
		Leased Stipends					-	-	2,131	(2,131)
		Leased Substitutes					-	-	1,603	(1,603)
		Nontechnology Related Repairs	3,200	-	3,200		-	-		3,200
		Other Certified Salary	49,400	1.00	54,900	1.00	(5,500)	-	206,638	(157,238)
		Stipend Certified	28,000	-	36,000		(8,000)	-	23,927	4,073
		Stipend Other Certified Staff	2,000	-	2,000		-	-	8,000	(6,000)
		Substitute Teachers	50,000	-	67,000		(17,000)	-	40,138	9,862
		Teacher Salary	1,177,000	21.60	1,122,435	20.60	54,565	1.00	1,116,694	60,306
	Tucson Total		1,855,772	22.60	1,866,427	22.10	(10,655)	0.50	1,949,954	(94,182)
	Tully	Added Duty Other Certified Staff	4,000	-	2,000		2,000	-	500	3,500
		Classified Salary	66,500	1.75	80,878	2.50	(14,378)	(0.75)	78,016	(11,516)
		Classified Temporary	4,000	-	2,000		2,000	-	4,976	(976)
		Classroom Teacher Added Duty					-	-	5,356	(5,356)
		District Supplies			2,000		(2,000)	-	1,070	(1,070)
		Employee Benefits	69,425	-	66,858		2,567	-	73,720	(4,295)
		Instructional Aids	5,000	-	-		5,000	-	4,609	391
		Other Certified Salary	52,900	1.00	53,529	1.00	(629)	-	52,900	-
		Overtime					-	-	4,425	(4,425)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Teacher Salary	49,899	1.00	48,783	1.00	1,116	-	47,900	1,999
		Tech Related Hardware & Software less than $5,000	5,374	-			5,374	-		5,374
	Tully Total		259,098	3.75	258,048	4.50	1,050	(0.75)	275,472	(16,374)
80202	**II.2 Comprehensive Magnet Plan Total**		**7,312,077**	**97.81**	**7,220,087**	**96.49**	**91,991**	**1.33**	**7,522,135**	**(210,058)**
80203	**II.3 Application and Selection Process (+APOS)**									
	Student Placement & Enrollment									
		Classified Salary	168,647	3.00	170,329	3.00	(1,682)	-	168,102	545
		Employee Benefits	53,967	-	54,876		(909)	-	50,811	3,157
	Student Placement & Enrollment Total		222,615	3.00	225,205	3.00	(2,590)	-	218,913	3,702
80203	**II.3 Application and Selection Process (+APOS) Total**		**222,615**	**3.00**	**225,205**	**3.00**	**(2,590)**	**-**	**218,913**	**3,702**
80204	**II.4 Marketing, Outreach, and Recruitment Plan**									
	Communications									

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Advertising	70,000	-	85,000		(15,000)	-	82,544	(12,544)
		Classified Salary	422,098	6.88	411,145	6.38	10,953	0.51	402,626	19,472
		Dues/Membership Fees	1,500	-	2,500		(1,000)	-	730	770
		Employee Benefits	135,391	-	131,766		3,625	-	132,497	2,894
		Employee Training and Professi	2,000	-	2,000		-	-	1,195	805
		In-State Travel	4,500	-	3,961		539	-	1,554	2,946
		Mileage	3,000	-	3,000		-	-	3,128	(128)
		Official/Administrative Contra	15,000	-	15,000		-	-	20,222	(5,222)
		Out-Of-State			539		(539)	-	1,595	(1,595)
		Overtime	1,000	-	1,000		-	-	2,582	(1,582)
		Room Rental	2,200	-	-		2,200	-		2,200
		Supplies-Technology Related	2,000	-	2,000		-	-	21	1,979
	Communications Total		658,689	6.88	657,911	6.38	778	0.51	648,695	9,994
	Student Placement & Enrollment									
		Mileage	2,500	-	2,500		-	-	1,618	882
	Student Placement & Enrollment Total		2,500	-	2,500		-	-	1,618	882
80204	**II.4 Marketing, Outreach, and Recruitment Plan Total**		**661,189**	**6.88**	**660,411**	**6.38**	**778**	**0.51**	**650,314**	**10,876**
80301	**III.1 Magnet Transportation**									
	Transportation									
		Classified Salary	2,574,426	67.03	2,616,434	72.32	(42,008)	(5.29)	1,993,614	580,812
		Classified Temporary	23,000	-	23,000		-	-	62,301	(39,301)
		Diesel Fuel	210,000	-	205,000		5,000	-	208,489	1,511
		District Supplies	206,000	-	214,855		(8,855)	-	202,216	3,784
		Employee Benefits	870,320	-	825,167		45,154	-	716,098	154,222
		Employee Salaries	(90,000)	-	(260,000)		170,000	-		(90,000)
		Fingerprinting/Physical Reimbu	2,400	-	1,400		1,000	-	888	1,512
		Leased Classified	45,748	1.44	64,921	1.98	(19,173)	(0.54)	42,828	2,920
		Natural Gas	9,000	-	2,600		6,400	-	6,958	2,042
		Night Shift Differential	3,400	-	3,400		-	-	2,869	531
		Nontechnology Related Repairs	95,000	-	95,000		-	-	94,758	242
		Other Professional Services-Ge	10,000	-	9,000		1,000	-	6,697	3,303
		Overtime	114,833	-	134,500		(19,667)	-	120,960	(6,127)
		Premium Taxes-Worker's Comp			(62,154)		62,154	-	(117,966)	117,966
		Rental of Equipment	40,000	-	40,000		-	-	6,691	33,309
		Student Transportation Purchas	445,000	-	621,604		(176,604)	-	265,942	179,058
		Technical Services-General	1,150	-	1,150		-	-	12,248	(11,098)
		Technology Related Repairs and	9,000	-	9,145		(145)	-	8,536	464
		Telecommunication (non-cellula	400	-	400		-	-	398	2
		Unlead Fuel	48,000	-	38,000		10,000	-	36,879	11,121
	Transportation Total		4,617,677	68.47	4,583,422	74.29	34,255	(5.82)	3,671,405	946,273
80301	**III.1 Magnet Transportation Total**		**4,617,677**	**68.47**	**4,583,422**	**74.29**	**34,255**	**(5.82)**	**3,671,405**	**946,273**
80302	**III.2 Incentive Transportation**									
	Transportation									
		Classified Salary	2,574,426	67.03	2,617,434	72.32	(43,008)	(5.29)	1,984,323	590,103
		Classified Temporary	23,000	-	23,000		-	-	60,924	(37,924)
		Diesel Fuel	210,000	-	205,000		5,000	-	208,489	1,511
		District Supplies	206,000	-	214,855		(8,855)	-	202,222	3,778

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Employee Benefits	866,240	-	809,967		41,074	-	713,882	152,358
		Employee Salaries	(90,000)	-	(260,000)		170,000	-		(90,000)
		Fingerprinting/Physical Reimbu	2,400	-	1,400		1,000	-	888	1,512
		Leased Classified	45,748	1.44	64,921	1.98	(19,173)	(0.54)	42,828	2,920
		Natural Gas	9,000	-	2,600		6,400	-	6,958	2,043
		Night Shift Differential	3,400	-	3,400		-	-	2,869	532
		Nontechnology Related Repairs	95,000	-	95,000		-	-	94,758	242
		Other Professional Services-Ge	10,000	-	9,000		1,000	-	6,697	3,303
		Overtime	114,833	-	134,500		(19,667)	-	120,582	(5,749)
		Premium Taxes-Worker's Comp			(62,154)		62,154	-	(117,966)	117,966
		Rental of Equipment	40,000	-	40,000		-	-	6,691	33,309
		Student Transportation Purchas	445,000	-	620,604		(175,604)	-	265,940	179,060
		Technical Services-General	1,150	-	1,150		-	-	12,248	(11,098)
		Technology Related Repairs and	9,000	-	9,145		(145)	-	8,536	464
		Telecommunication (non-cellula	400	-	400		-	-	398	2
		Unlead Fuel	48,000	-	38,000		10,000	-	36,879	11,121
	Transportation Total		4,583,422	74.29	3,930,284	76.79	653,139	(2.50)	3,689,396	894,027
80302 III.2 Incentive Transportation Total			**4,613,597**	**68.47**	**4,583,422**	**74.29**	**30,175**	**(5.82)**	**3,658,146**	**955,451**
80402 IV.2 Outreach, Recruitment, Retention Plan										
	Human Resources									
		Advertising	64,300	-	63,300		1,000	-	58,642	5,658
		Classified Salary	356,930	5.00	390,976	5.60	(34,046)	(0.60)	387,388	(30,458)
		Classroom Teacher Added Duty			2,900		(2,900)	-	101,139	(101,139)
		District Supplies	3,000	-	3,000		-	-	2,932	68
		Dues/Membership Fees	4,000	-	4,000		-	-	4,206	(206)
		Employee Benefits	179,978	-	186,322		(6,345)	-	141,495	38,483
		Employee Training and Professi	13,000	-	13,000		-	-	10,900	2,100
		In-State Travel	5,000	-	5,000		-	-	2,998	2,002
		Mileage	1,853	-	1,853		-	-		1,853
		Official/Administrative Contra	22,950	-	28,730		(5,780)	-	136,950	(114,000)
		Other Professional Services-Ge	10,000	-	41,113		(31,113)	-		10,000
		Out-Of-State	12,000	-	12,000		-	-	9,279	2,721
		Overtime					-	-	776	(776)
		Professional/Educational Contr	12,000	-	12,000		-	-		12,000
		Rental of Equipment			7,600		(7,600)	-		-
		Room Rental	15,000	-	4,500		10,500	-	15,000	-
		Stipend Certified	328,800	-	247,157		81,643	-	41,400	287,400
		Tech Related Hardware & Software less than $5,000			1,000		(1,000)	-		-
	Human Resources Total		1,028,811	5.00	1,024,451	5.60	4,359	(0.60)	913,104	115,706
80402 IV.2 Outreach, Recruitment, Retention Plan Total			**1,028,811**	**5.00**	**1,024,451**	**5.60**	**4,359**	**(0.60)**	**913,104**	**115,706**
80405 V.5 Diversity Assignment										
	Human Resources									
		District Supplies	13,210	-	13,210		-	-	10,817	2,393
		Employee Benefits	10,000	-	10,000		-	-	30,300	(20,300)
		Stipend Certified	50,000	-	-		50,000	-	141,875	(91,875)
	Human Resources Total		73,210	-	23,210		50,000	-	182,992	(109,782)
			73,210	-	23,210		50,000	-	182,992	(109,782)

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
80405 IV.5 Diversity Assignment Total			**73,210**	**-**	**23,210**		**50,000**	**-**	**182,992**	**(109,782)**
80406 IV.6 Experience Assignment										
80406 IV.6 Experience Assignment Total			**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
80409 IV.9 USP-Related PD and Support										
	Equity & Diversity	District Supplies					-	-	2,375	(2,375)
		Supplies-Technology Related					-	-	103	(103)
	Equity & Diversity Total						-	-	2,478	(2,478)
	Prof Development	Classified Salary	169,629	2.70	126,025	2.35	43,603	0.35	124,803	44,825
		Employee Benefits	66,098	-	47,819		18,278	-	49,086	17,011
		Other Certified Salary	35,526	0.70	35,876	0.70	(350)	-	35,050	476
		Overtime					-	-	2,214	(2,214)
		Stipend Other Certified Staff	1,400	-	1,400		-	-	1,381	19
	Prof Development Total		272,652	3.40	211,121	3.05	61,532	0.35	212,535	60,117
	Curr. & Innovation	Short Term Non-Instructional Software					-	-	193,963	(193,963)
	Curr. & Innovation Total						-	-	193,963	(193,963)
80409 IV.9 USP-Related PD and Support Total			**272,652**	**3.40**	**211,121**	**3.05**	**61,532**	**0.35**	**408,976**	**(136,323)**
80410 IV.10 First-Year Teacher Pilot Plan										
	Curr. & Innovation	Short Term Non-Instructional Software					-	-	74,486	(74,486)
	Curr. & Innovation Total						-	-	74,486	(74,486)
80410 IV.10 First-Year Teacher Pilot Plan Total							**-**	**-**	**74,486**	**(74,486)**
80411 IV.11 Evaluation Instruments										
	Curriculum & Instruction									
		Short Term Non-Instructional Software	-	-	74,486	-	(74,486)	-	128,841	(128,841)
		Technology-Rlated Hardwre & Softwre $5,000 or More	-	-	-	-	-	-	-	-
	Curriculum & Instruction Total		-	-	74,486	-	(74,486)	-	128,841	(128,841)
80411 IV.11 Evaluation Instruments Total			**-**	**-**	**74,486**	**-**	**(74,486)**	**-**	**128,841**	**(128,841)**
80412 IV.12 New Teacher Induction Program										
	Professional Development									
		Added Duty Other Certified Staff			7,000		(7,000)	-	5,138	(5,138)
		Classified Salary	69,593	1.00	70,289	1.00	(696)	-	69,593	-
		Classroom Teacher Added Duty	7,000	-	-		7,000	-		7,000
		Employee Benefits	469,619	-	487,627		(18,008)	-	532,940	(63,321)
		Employee Training and Professi			16,500		(16,500)	-	13,391	(13,391)
		Leased Certified			-	-	-	-	103,643	(103,643)
		Leased Substitutes					-	-	816	(816)
		Mileage	5,500	-	7,850		(2,350)	-	7,518	(2,018)
		Other Certified Salary	1,363,591	24.00	1,377,300	24.00	(13,709)	-	1,433,022	(69,431)
		Stipend Other Certified Staff	30,000	-	30,000		-	-	32,464	(2,464)
		Substitute Teachers	8,100	-	9,650		(1,550)	-	10,565	(2,465)
	Professional Development Total		1,953,403	25.00	2,006,216	25.00	(52,813)	-	2,209,091	(255,688)
80412 IV.12 New Teacher Induction Program Total			**1,953,403**	**25.00**	**2,006,216**	**25.00**	**(52,813)**	**-**	**2,209,091**	**(255,688)**
80413 IV.13 Teacher Support Plan										

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Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
	Professional Development									
		Employee Benefits	1,688	-	1,704		(16)	-	1,107	582
		Other Certified Salary	5,075	0.10	5,125	0.10	(50)	-	5,007	68
		Stipend Other Certified Staff	200	-	200		-	-	197	3
	Professional Development Total		6,963	0.10	7,029	0.10	(66)	-	6,311	652
80413	**IV.13 Teacher Support Plan Total**		**6,963**	**0.10**	**7,029**	**0.10**	**(66)**	**-**	**6,311**	**652**
80414	**IV.14 Aspiring Leaders Plan**									
	Human Resources									
		Employee Training and Professi					-	-	39,733	(39,733)
	Human Resources Total						-	-	39,733	(39,733)
80414	**IV.14 Aspiring Leaders Plan Total**						**-**	**-**	**39,733**	**(39,733)**
80415	**IV.15 PLC Training**									
	Curr. Development	Dues/Membership Fees					-	-	2,783	(2,783)
		Supplies-Technology Related					-	-	1,586	(1,586)
	Curr. Development Total						-	-	4,369	(4,369)
							-	-	4,369	(4,369)
	Secrist	Employee Benefits					-	-	16	(16)
	Secrist Total						-	-	16	(16)
	Valencia	Employee Benefits					-	-	17	(17)
	Valencia Total						-	-	17	(17)
	Prof. Development	Employee Benefits	1,688	-	1,704		(16)	-	1,107	582
		Mileage	2,500	-	2,100		400	-	1,948	552
		Other Books, Periodicals, and Media					-	-	18,511	(18,511)
		Other Certified Salary	5,075	0.10	5,125	0.10	(50)	-	5,007	68
		Professional/Educational Contr	28,000	-	28,400		(400)	-	59,700	(31,700)
		Stipend Other Certified Staff	200	-	200		-	-	197	3
		Tech Related Hardware & Software less than $5,000					-	-	2,268	(2,268)
	Prof. Development Total		37,463	0.10	37,529	0.10	(66)	-	88,739	(51,276)
	Cholla	Classroom Teacher Added Duty					-	-	509	(509)
		Employee Benefits	100,205	-	152,284		(52,080)	-	46,516	53,689
		Stipend Certified	10,000	-	5,200		4,800	-	5,200	4,800
		Substitute Teachers	11,400	-			11,400	-	3,405	7,995
		Teacher Salary	330,810	5.70	475,889	8.70	(145,079)	(3.00)	141,313	189,497
	Cholla Total		452,415	5.70	633,373	8.70	(180,959)	(3.00)	196,942	255,473
	Pistor	Classroom Teacher Added Duty					-	-	4,148	(4,148)
		Employee Benefits	47,598	-	52,007		(4,409)	-	81,152	(33,555)
		Leased Substitutes					-	-	175	(175)
		Stipend Certified	3,200	-	6,000		(2,800)	-	6,000	(2,800)
		Substitute Teachers	6,000	-			6,000	-	11,532	(5,532)
		Teacher Salary	158,043	3.00	162,521	3.40	(4,478)	(0.40)	202,856	(44,813)
	Pistor Total		214,841	3.00	220,528	3.40	(5,687)	(0.40)	305,864	(91,023)
	Valencia	Classroom Teacher Added Duty					-	-	2,650	(2,650)
		Employee Benefits	57,170	-	43,936		13,234	-	31,040	26,130
		Leased Substitutes					-	-	175	(175)
		Stipend Certified	2,400	-			2,400	-		2,400
		Substitute Teachers	6,800	-			6,800	-	3,696	3,104
		Teacher Salary	189,197	3.40	137,301	3.00	51,896	0.40	117,533	71,664

TUCSON UNIFIED SCHOOL DISTRICT
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LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Valencia Total		255,567	3.40	181,237	3.00	74,330	0.40	155,093	100,474
			922,823	12.10	1,035,139	15.10	(112,316)	(3.00)	657,899	264,924
	Pueblo	Classroom Teacher Added Duty					-	-	44,932	(44,932)
		Employee Benefits	168,940	-	175,174		(6,234)	-	160,484	8,456
		Leased Substitutes					-	-	304	(304)
		Stipend Certified	14,000	-	10,600		3,400	-	10,538	3,462
		Substitute Teachers	20,800	-			20,800	-	23,229	(2,429)
		Teacher Salary	560,177	10.40	547,419	11.40	12,758	(1.00)	406,943	153,234
	Pueblo Total		763,917	10.40	733,193	11.40	30,724	(1.00)	646,432	117,485
	Safford	Classroom Teacher Added Duty					-	-	382	(382)
		Employee Benefits	13,069	-	32,384		(19,315)	-	15,162	(2,094)
		Stipend Certified			1,600		(1,600)	-	1,600	(1,600)
		Substitute Teachers	1,600	-			1,600	-	591	1,009
		Teacher Salary	43,320	0.80	101,200	2.00	(57,880)	(1.20)	47,558	(4,238)
	Safford Total		57,989	0.80	135,184	2.00	(77,195)	(1.20)	65,294	(7,305)
			821,906	11.20	868,377	13.40	(46,471)	(2.20)	711,726	110,180
	Catalina	Classroom Teacher Added Duty					-	-	29,074	(29,074)
		Employee Benefits	69,120	-	64,288		4,833	-	70,632	(1,511)
		Stipend Certified	6,000	-	2,400		3,600	-	2,400	3,600
		Substitute Teachers	8,000	-			8,000	-	5,556	2,444
		Teacher Salary	228,401	4.00	200,899	4.00	27,502	-	154,169	74,232
	Catalina Total		311,521	4.00	267,587	4.00	43,935	-	261,830	49,691
	Doolen	Classroom Teacher Added Duty					-	-	325	(325)
		Employee Benefits	46,119	-	51,590		(5,471)	-	59,709	(13,590)
		Leased Certified	46,640	1.00			46,640	1.00		46,640
		Stipend Certified	400	-	4,200		(3,800)	-	4,255	(3,855)
		Substitute Teachers	5,600	-			5,600	-	14,337	(8,737)
		Teacher Salary	103,812	1.80	161,220	3.20	(57,408)	(1.40)	156,261	(52,449)
	Doolen Total		202,571	2.80	217,010	3.20	(14,439)	(0.40)	234,887	(32,316)
	Pueblo Gardens	Classroom Teacher Added Duty	25,080	0.60	43,999	1.00	(18,919)	(0.40)	37,697	(12,617)
		Employee Benefits	9,585	-	10,496		(911)	-	12,394	(2,809)
		Leased Certified	8,928	0.20			8,928	0.20		8,928
		Substitute Teachers	1,600	-			1,600	-		1,600
		Teacher Salary	6,960	-	5,300		1,660	-		6,960
	Pueblo Gardens Total		52,153	0.80	59,795	1.00	(7,642)	(0.20)	50,091	2,062
	Utterback	Classroom Teacher Added Duty					-	-	1,768	(1,768)
		Employee Benefits	32,947	-	28,224		4,723	-	25,154	7,793
		Stipend Certified	200	-	1,600		(1,400)	-	1,614	(1,414)
		Substitute Teachers	4,400	-			4,400	-	7,230	(2,830)
		Teacher Salary	109,780	2.20	88,200	2.00	21,580	0.20	78,767	31,013
	Utterback Total		147,327	2.20	118,024	2.00	29,303	0.20	114,532	32,795
	Booth/Fickett	Classroom Teacher Added Duty					-	-	1,021	(1,021)
		Employee Benefits			14,752		(14,752)	-	31,078	(31,078)
		Substitute Teachers					-	-	1,579	(1,579)
		Teacher Salary			46,101	1.00	(46,101)	(1.00)	84,708	(84,708)
	Booth/Fickett Total				60,853	1.00	(60,853)	(1.00)	118,386	(118,386)
	Dodge	Classroom Teacher Added Duty					-	-	1,481	(1,481)
		Employee Benefits	50,487	-	51,501		(1,014)	-	35,095	15,392
		Stipend Certified	6,000	-	5,600		400	-	5,517	483

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Substitute Teachers	5,600	-			5,600	-	11,830	(6,230)
		Teacher Salary	166,451	2.80	160,940	3.00	5,511	(0.20)	135,023	31,428
	Dodge Total		228,538	2.80	218,041	3.00	10,497	(0.20)	188,946	39,592
	Naylor	Classroom Teacher Added Duty					-	-	25	(25)
		Employee Benefits	21,043	-	33,984		(12,940)	-	16,973	4,070
		Stipend Certified	4,000	-	2,000		2,000	-	2,000	2,000
		Substitute Teachers	2,400	-			2,400	-		2,400
		Teacher Salary	69,480	1.20	106,199	2.00	(36,719)	(0.80)	48,296	21,184
	Naylor Total		96,923	1.20	142,183	2.00	(45,259)	(0.80)	67,293	29,630
	Vail	Classroom Teacher Added Duty					-	-	4,675	(4,675)
		Employee Benefits	59,774	-	73,515		(13,740)	-	33,293	26,482
		Leased Substitutes					-	-	78	(78)
		Stipend Certified	3,000	-	2,000		1,000	-	2,000	1,000
		Substitute Teachers	7,200	-			7,200	-	21,099	(13,899)
		Teacher Salary	197,955	3.60	229,733	4.70	(31,778)	(1.10)	93,485	104,470
	Vail Total		267,929	3.60	305,248	4.70	(37,318)	(1.10)	154,630	113,300
	Gridley	Classroom Teacher Added Duty					-	-	4,327	(4,327)
		Employee Benefits	45,960	-	41,753		4,206	-	14,656	31,304
		Stipend Certified	1,200	-			1,200	-		1,200
		Substitute Teachers	5,200	-			5,200	-	875	4,325
		Teacher Salary	151,684	2.60	130,479	2.80	21,205	(0.20)	40,474	111,210
	Gridley Total		204,044	2.60	172,232	2.80	31,811	(0.20)	60,331	143,712
	Secrist	Classroom Teacher Added Duty					-	-	2,330	(2,330)
		Employee Benefits	20,001	-	21,997		(1,996)	-	17,931	2,070
		Stipend Certified	800	-			800	-		800
		Substitute Teachers	2,400	-			2,400	-	1,715	685
		Teacher Salary	66,223	1.20	68,740	1.40	(2,517)	(0.20)	42,276	23,947
	Secrist Total		89,424	1.20	90,737	1.40	(1,313)	(0.20)	64,251	25,173
80415 IV.15 PLC Training Total			**3,382,622**	**44.60**	**3,592,754**	**53.70**	**(210,132)**	**(9.10)**	**2,777,944**	**604,679**
80418 IV.18 Observations of Best Practices										
	Culturally Responsive Pedagogy & Instruction									
		Classified Salary	14,000	0.20	13,868	0.20	132	-	5,528	8,472
		Employee Benefits	10,406	-	9,938		468	-	6,951	3,455
		Other Certified Salary	18,520	0.20	18,705	0.20	(185)	-	18,519	1
	Culturally Responsive Pedagogy & Instruction Total		42,926	0.40	42,511	0.40	415	-	30,998	11,928
	Professional Development									
		Employee Benefits	1,688	-	1,598		91	-	1,108	580
		Other Certified Salary	5,075	0.10	5,125	0.10	(50)	-	5,007	68
		Stipend Other Certified Staff	200	-	200		-	-	197	3
	Professional Development Total		6,963	0.10	6,923	0.10	41	-	6,312	651
80418 IV.18 Observations of Best Practices Total			**49,889**	**0.50**	**49,434**	**0.50**	**456**	**-**	**37,310**	**12,579**
80501 V.1 ALE Access and Recruitment Plan										
	A.L.E.	Added Duty Other Certified Staff	10,000	-	27,100		(17,100)	-	32,228	(22,228)
		Classified Salary	258,792	4.00	264,204	4.00	(5,412)	-	210,985	47,807
		Classified Temporary			6,000		(6,000)	-	200,079	(200,079)
		Classroom Teacher Added Duty	168,950	-	142,000		26,950	-	85,390	83,560
		District Supplies	100,000	-	82,429		17,571	-	97,105	2,895

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Dues/Membership Fees	120,000	-	121,000		(1,000)	-	108,791	11,209
		Employee Benefits	155,104	-	155,104		-	-	156,076	(972)
		Employee Training and Professi	123,217	-	135,217		(12,000)	-	130,728	(7,511)
		Furniture and Equipment less than $5,000	3,000	-	9,000		(6,000)	-	680	2,320
		In-State Travel	65,000	-	57,000		8,000	-	65,333	(333)
		Instructional Aids			15,323		(15,323)	-	13,196	(13,196)
		Leased Certified					-	-	119	(119)
		Leased Classified					-	-	8,591	(8,591)
		Leased Substitutes	500	-	3,071		(2,571)	-	204	296
		Mileage	5,000	-	4,000		1,000	-	1,656	3,344
		Other Certified Salary	97,134	1.00	98,105	1.00	(971)	-	97,133	1
		Out-Of-State	44,300	-	39,300		5,000	-	45,933	(1,633)
		Overtime					-	-	2,930	(2,930)
		Premium Taxes-Worker's Comp	11,000	-	11,000		-	-	6,900	4,100
		Professional/Educational Contr	28,000	-	28,000		-	-	24,782	3,218
		Stipend Certified			10,000		(10,000)	-		-
		Stipend Classified			2,000		(2,000)	-		-
		Student Admissions	2,000	-	450		1,550	-	3,832	(1,832)
		Student Transportation Purchas	40,000	-	34,050		5,950	-	34,898	5,102
		Student Travel Food/Lodging	23,000	-	26,000		(3,000)	-	20,022	2,978
		Substitute Teachers	28,500	-	33,500		(5,000)	-	15,020	13,480
		Supplies-Technology Related			1,000		(1,000)	-	822	(822)
		Tech Related Hardware & Software less than $5,000	5,000	-	1,951		3,049	-	7,108	(2,108)
		Technology Related Repairs and					-	-	362	(362)
		Textbooks	75,000	-	35,645		39,355	-	29,516	45,484
	A.L.E. Total		1,363,497	5.00	1,342,449	5.00	21,047	-	1,400,418	(36,922)
	Booth/Fickett	Classroom Teacher Added Duty					-	-	215	(215)
		Employee Benefits	14,669	-	13,082		1,587	-	13,116	1,553
		Leased Substitutes					-	-	217	(217)
		Stipend Certified	1,600	-			1,600	-	(0)	1,600
		Substitute Teachers	1,600	-			1,600	-	13,377	(11,777)
		Teacher Salary	48,320	0.80	40,880	0.80	7,440	-	31,282	17,038
	Booth/Fickett Total		66,189	0.80	53,962	0.80	12,227	-	58,206	7,983
	Borman	Classroom Teacher Added Duty					-	-	20	(20)
		Employee Benefits	3,251	-	3,078		173	-	3,633	(382)
		Substitute Teachers	400	-			400	-	417	(17)
		Teacher Salary	10,780	0.20	9,620	0.20	1,160	-	10,333	447
	Borman Total		14,431	0.20	12,698	0.20	1,733	-	14,404	28
	Catalina	Classified Salary	17,661	0.35	17,838	0.35	(177)	-	15,314	2,347
		Classroom Teacher Added Duty					-	-	1,002	(1,002)
		Employee Benefits	25,830	-	24,315		1,515	-	28,284	(2,454)
		Leased Substitutes					-	-	153	(153)
		Stipend Certified	2,400	-	2,810		(410)	-	2,866	(466)
		Substitute Teachers	2,400	-			2,400	-	7,322	(4,922)
		Teacher Salary	66,779	1.20	58,148	1.20	8,631	-	65,411	1,368
	Catalina Total		115,070	1.55	103,111	1.55	11,959	-	120,352	(5,282)
	Cholla	Added Duty Other Certified Staff			18,000		(18,000)	-		-
		Classified Salary	18,938	0.35	19,127	0.35	(189)	-	19,002	(64)
		Classroom Teacher Added Duty	27,500	-	47,629		(20,129)	-	26,924	576

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Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		District Supplies			500		(500)	-		-
		Dues/Membership Fees	50,000	-	59,080		(9,080)	-	14,470	35,530
		Employee Benefits	88,219	-	95,704		(7,486)	-	137,814	(49,596)
		Employee Training and Professi	2,000	-	2,000		-	-		2,000
		In-State Travel	400	-	400		-	-		400
		Instructional Aids	4,000	-	1,763		2,237	-	11,455	(7,455)
		Leased Certified					-	-	26,716	(26,716)
		Leased Stipends					-	-	593	(593)
		Leased Substitutes					-	-	396	(396)
		Mileage	500	-	500		-	-	281	219
		Other Certified Salary	49,974	1.00	23,412	1.00	26,562	-	66,692	(16,718)
		Other Communication-Postage	600	-	600		-	-	219	381
		Premium Taxes-Worker's Comp	2,200	-	-		2,200	-		2,200
		Stipend Certified	4,000	-	4,800		(800)	-	4,800	(800)
		Student Admissions	1,500	-	-		1,500	-		1,500
		Student Transportation Purchas	1,200	-	-		1,200	-		1,200
		Substitute Teachers	7,200	-			7,200	-	10,730	(3,530)
		Teacher Salary	200,181	3.60	190,414	3.80	9,767	(0.20)	256,371	(56,190)
	Cholla Total		458,412	4.95	463,930	5.15	(5,518)	(0.20)	576,461	(118,050)
	Dietz	Classroom Teacher Added Duty					-	-	142	(142)
		Employee Benefits	9,498	-	11,418		(1,920)	-	15,141	(5,643)
		Stipend Certified	400	-			400	-		400
		Substitute Teachers	1,200	-			1,200	-	1,218	(18)
		Teacher Salary	31,540	0.60	35,680	0.80	(4,140)	(0.20)	38,202	(6,662)
	Dietz Total		42,638	0.60	47,098	0.80	(4,460)	(0.20)	54,702	(12,065)
	Doolen	Classroom Teacher Added Duty					-	-	1,598	(1,598)
		Employee Benefits	41,149	-	28,628		12,521	-	69,661	(28,512)
		Stipend Certified			4,400		(4,400)	-	4,400	(4,400)
		Substitute Teachers	4,800	-			4,800	-	3,746	1,054
		Teacher Salary	136,030	2.40	89,462	1.80	46,568	0.60	160,508	(24,478)
	Doolen Total		181,979	2.40	122,490	1.80	59,489	0.60	239,913	(57,934)
	Drachman	Classroom Teacher Added Duty	7,760	0.20	9,761	0.20	(2,001)	-	9,660	(1,900)
		Employee Benefits	2,096	-	2,291		(195)	-	3,715	(1,619)
		Substitute Teachers	400	-			400	-		400
		Teacher Salary	2,320	-	1,060		1,260	-		2,320
	Drachman Total		12,576	0.20	13,112	0.20	(536)	-	13,375	(799)
	GATE	Added Duty Other Certified Staff					-	-	2,050	(2,050)
		Classified Salary	120,709	2.20	123,426	2.20	(2,717)	-	102,531	18,178
		Classified Temporary			1,500		(1,500)	-		-
		Classroom Teacher Added Duty	176,743	-	186,000		(9,257)	-	153,331	23,412
		District Supplies	141,500	-	141,030		470	-	138,361	3,139
		Dues/Membership Fees	1,000	-	500		500	-	348	652
		Employee Benefits	337,978	-	304,027		33,950	-	303,280	34,698
		Employee Training and Professi	33,000	-	33,000		-	-	36,956	(3,956)
		Furniture and Equipment less than $5,000	5,000	-	3,418		1,582	-	3,041	1,959
		In-State Travel	6,000	-	10,500		(4,500)	-	8,810	(2,810)
		Instructional Aids	6,425	-	6,425		-	-	6,789	(364)
		Leased Certified	55,000	-			55,000	-	128,111	(73,111)
		Leased Classified	22,525	0.60	26,960	0.60	(4,435)	-	25,857	(3,332)

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Leased Stipends					-	-	1,185	(1,185)
		Mileage	3,000	-	3,000		-	-	1,994	1,006
		Other Certified Salary	33,373	0.60	33,707	0.60	(334)	-	15,197	18,176
		Out-Of-State	10,000	-	8,300		1,700	-	8,367	1,633
		Overtime	500	-	500		-	-	2,081	(1,581)
		Professional/Educational Contr	12,000	-	9,750		2,250	-	10,300	1,700
		Stipend Certified	85,000	-	85,000		-	-	83,379	1,621
		Stipend Other Certified Staff					-	-	1,046	(1,046)
		Substitute Teachers	17,200	-	11,000		6,200	-	9,298	7,903
		Supplies-Technology Related	2,200	-	6,170		(3,970)	-	957	1,243
		Teacher Salary	702,631	12.32	651,300	11.32	51,331	1.00	644,213	58,418
		Tech Related Hardware & Software less than $5,000			4,909		(4,909)	-	11,668	(11,668)
		Technology Related Repairs and	500	-	500		-	-		500
		Textbooks	7,966	-	7,966		-	-	3,182	4,784
	GATE Total		1,780,250	15.72	1,658,889	14.72	121,361	1.00	1,702,332	77,918
	Gridley	Classroom Teacher Added Duty					-	-	35	(35)
		Employee Benefits	3,503	-	3,331		173	-	3,568	(64)
		Stipend Certified	400	-	400		-	-	400	(0)
		Substitute Teachers	400	-			400	-	368	33
		Teacher Salary	11,568	0.20	10,408	0.20	1,160	-	11,020	548
	Gridley Total		15,871	0.20	14,139	0.20	1,733	-	15,390	481
	Guidance, Counsel & Stc	District Supplies	1,000	-	1,000		-	-	1,101	(101)
	Guidance, Counsel & Stdnt Prev Total		1,000	-	1,000		-	-	1,101	(101)
	Hollinger	Classroom Teacher Added Duty					-	-	749	(749)
		Employee Benefits	3,347	-	6,349		(3,002)	-	13,665	(10,318)
		Stipend Certified	800	-	800		-	-	800	(0)
		Substitute Teachers	400	-			400	-	3,595	(3,195)
		Teacher Salary	11,080	0.20	19,840	0.40	(8,760)	(0.20)	64,751	(53,671)
	Hollinger Total		15,627	0.20	26,989	0.40	(11,362)	(0.20)	83,560	(67,933)
	Kellond	Employee Benefits	49,889	-	45,537		4,352	-	36,240	13,648
		Stipend Certified	4,000	-	2,000		2,000	-	2,000	2,000
		Substitute Teachers	6,000	-			6,000	-	5,560	440
		Teacher Salary	165,202	3.00	142,302	3.00	22,900	-	153,522	11,680
	Kellond Total		225,091	3.00	189,839	3.00	35,252	-	197,322	27,769
	Lineweaver	Classroom Teacher Added Duty					-	-	50	(50)
		Employee Benefits	31,233	-	30,144		1,088	-	18,356	12,876
		Stipend Certified	4,000	-	2,000		2,000	-	2,000	2,000
		Substitute Teachers	4,000	-			4,000	-	3,403	598
		Teacher Salary	103,802	2.00	94,201	2.00	9,601	-	50,900	52,902
	Lineweaver Total		143,035	2.00	126,345	2.00	16,689	-	74,709	68,326
	Magee	Classroom Teacher Added Duty					-	-	303	(303)
		Employee Benefits	16,611	-	15,491		1,120	-	24,478	(7,868)
		Stipend Certified	400	-	800		(400)	-	802	(402)
		Substitute Teachers	2,000	-			2,000	-	1,366	634
		Teacher Salary	55,008	1.00	48,408	1.00	6,600	-	52,208	2,800
	Magee Total		74,019	1.00	64,699	1.00	9,320	-	79,157	(5,138)
	Mansfeld	Classroom Teacher Added Duty					-	-	70	(70)
		Employee Benefits	3,795	-	3,622		173	-	4,202	(407)
		Stipend Certified	400	-	400		-	-	400	(0)

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Substitute Teachers	400	-			400	-	154	246
		Teacher Salary	12,480	0.20	11,320	0.20	1,160	-	12,080	400
	Mansfeld Total		17,075	0.20	15,342	0.20	1,733	-	16,907	168
	McCorkle	Classroom Teacher Added Duty	7,959	0.20	8,059	0.20	(100)	-	7,960	(1)
		Employee Benefits	2,136	-	1,951		185	-	3,411	(1,275)
		Substitute Teachers	400	-			400	-		400
		Teacher Salary	2,320	-	1,060		1,260	-		2,320
	McCorkle Total		12,815	0.20	11,070	0.20	1,745	-	11,371	1,444
	Miles	Employee Benefits	3,264	-			3,264	-		3,264
		Substitute Teachers	400	-			400	-		400
		Teacher Salary	10,820	0.20			10,820	0.20		10,820
	Miles Total		14,484	0.20			14,484	0.20		14,484
	Naylor	Classroom Teacher Added Duty					-	-	803	(803)
		Employee Benefits	19,738	-	15,116		4,622	-	35,212	(15,474)
		Leased Substitutes					-	-	119	(119)
		Stipend Certified	800	-	1,200		(400)	-	1,200	(400)
		Substitute Teachers	2,400	-			2,400	-	823	1,578
		Teacher Salary	65,400	1.20	47,237	1.00	18,163	0.20	102,201	(36,801)
	Naylor Total		88,338	1.20	63,553	1.00	24,785	0.20	140,357	(52,019)
	Palo Verde	Classified Salary	18,200	0.35	18,382	0.35	(182)	-	18,281	(81)
		Classroom Teacher Added Duty					-	-	154	(154)
		Employee Benefits	21,504	-	20,218		1,285	-	29,888	(8,384)
		Stipend Certified	800	-	1,600		(800)	-	1,600	(800)
		Substitute Teachers	2,000	-			2,000	-	1,588	412
		Teacher Salary	52,099	1.00	44,800	1.00	7,299	-	60,380	(8,281)
	Palo Verde Total		94,603	1.35	85,000	1.35	9,602	-	111,892	(17,289)
	Pistor	Classroom Teacher Added Duty					-	-	124	(124)
		Employee Benefits	29,722	-	28,339		1,382	-	28,667	1,055
		Stipend Certified	3,200	-	3,200		-	-	3,200	0
		Substitute Teachers	3,200	-			3,200	-	4,063	(863)
		Teacher Salary	97,840	1.60	88,560	1.60	9,280	-	91,924	5,916
	Pistor Total		133,962	1.60	120,099	1.60	13,862	-	127,977	5,984
	Project More	Classified Salary	4,550	0.09	4,569	0.09	(19)	0.00	4,550	0
		Employee Benefits	1,456	-	1,462		(6)	-	988	468
	Project More Total		6,006	0.09	6,031	0.09	(25)	0.00	5,538	468
	Pueblo	Classified Salary	19,125	0.35	19,316	0.35	(191)	-	19,190	(65)
		Classroom Teacher Added Duty					-	-	425	(425)
		Employee Benefits	23,496	-	22,694		803	-	24,792	(1,296)
		Substitute Teachers	2,000	-			2,000	-	4,898	(2,898)
		Teacher Salary	57,401	1.00	51,601	1.00	5,800	-	55,400	2,001
	Pueblo Total		102,022	1.35	93,611	1.35	8,412	-	104,704	(2,682)
	Rincon	Classified Salary	17,140	0.35	17,311	0.35	(171)	-	17,175	(35)
		Employee Benefits	5,485	-	5,540		(55)	-	5,939	(454)
	Rincon Total		22,625	0.35	22,851	0.35	(226)	-	23,114	(489)
	Robins	Classroom Teacher Added Duty	43,175	1.00	45,301	1.00	(2,126)	-	44,375	(1,200)
		Employee Benefits	11,355	-	10,756		599	-	14,187	(2,832)
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	11,600	-	5,300		6,300	-		11,600
	Robins Total		68,130	1.00	61,357	1.00	6,773	-	58,562	9,568

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Rose	Employee Benefits	18,016	-	24,170		(6,154)	-		18,016
		Stipend Certified	2,000	-			2,000	-		2,000
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	59,400	1.00	75,530	1.20	(16,130)	(0.20)		59,400
	Rose Total		81,416	1.00	99,700	1.20	(18,284)	(0.20)		81,416
	Roskruge	Classroom Teacher Added Duty					-	-	9,160	(9,160)
		Employee Benefits					-	-	3,019	(3,019)
	Roskruge Total						-	-	12,179	(12,179)
	Sabino	Classified Salary	17,316	0.35	17,489	0.35	(173)	-	17,316	0
		Classroom Teacher Added Duty					-	-	85	(85)
		Employee Benefits	18,258	-	18,006		252	-	19,179	(921)
		Leased Substitutes					-	-	57	(57)
		Stipend Certified	1,400	-			1,400	-		1,400
		Substitute Teachers	1,600	-			1,600	-	2,993	(1,393)
		Teacher Salary	42,220	0.80	38,780	0.80	3,440	-	44,711	(2,491)
	Sabino Total		80,794	1.15	74,275	1.15	6,519	-	84,340	(3,547)
	Safford	Classroom Teacher Added Duty					-	-	51	(51)
		Employee Benefits	3,251	-	3,078		173	-	4,552	(1,301)
		Stipend Certified	400	-	400		-	-	400	(0)
		Substitute Teachers	400	-			400	-	509	(109)
		Teacher Salary	10,780	0.20	9,620	0.20	1,160	-	10,380	400
	Safford Total		14,831	0.20	13,098	0.20	1,733	-	15,892	(1,061)
	Sahuaro	Classified Salary	17,316	0.35	19,511	0.35	(2,195)	-	19,366	(2,050)
		Classroom Teacher Added Duty					-	-	25	(25)
		Employee Benefits	20,837	-	20,516		322	-	14,944	5,893
		Stipend Certified	2,000	-	280		1,720	-	265	1,735
		Substitute Teachers	2,000	-			2,000	-	31,616	(29,616)
		Teacher Salary	50,901	1.00	44,600	1.00	6,301	-	6,936	43,965
	Sahuaro Total		93,054	1.35	84,907	1.35	8,148	-	73,152	19,903
	Santa Rita	Classified Salary			18,938	0.35	(18,938)	(0.35)	18,815	(18,815)
		Classroom Teacher Added Duty					-	-	770	(770)
		Employee Benefits	17,422	-	17,478		(55)	-	12,677	4,745
		Leased Classified	16,405	0.35			16,405	0.35		16,405
		Stipend Certified	600	-			600	-		600
		Substitute Teachers	1,600	-			1,600	-	525	1,075
		Teacher Salary	40,520	0.80	35,680	0.80	4,840	-	18,310	22,210
	Santa Rita Total		76,547	1.15	72,095	1.15	4,452	-	51,097	25,450
	Secrist	Classroom Teacher Added Duty					-	-	500	(500)
		Employee Benefits	15,904	-	15,040		864	-	18,532	(2,628)
		Substitute Teachers	2,000	-			2,000	-	6,020	(4,020)
		Teacher Salary	52,801	1.00	47,001	1.00	5,800	-	50,800	2,001
	Secrist Total		70,705	1.00	62,041	1.00	8,664	-	75,852	(5,147)
	TAPP	Classified Salary	6,500	0.13	4,596	0.09	1,905	0.04	4,570	1,930
		Employee Benefits	2,080	-	1,471		609	-	992	1,088
	TAPP Total		8,580	0.13	6,066	0.09	2,514	0.04	5,562	3,018
	Tucson	Classified Salary	32,460	0.70	33,116	0.70	(656)	-	29,061	3,399
		Classroom Teacher Added Duty					-	-	53	(53)
		Employee Benefits	13,510	-	13,611		(101)	-	16,920	(3,410)
		Leased Substitutes					-	-	250	(250)

TUCSON UNIFIED SCHOOL DISTRICT
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PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		Stipend Certified	400	-	800		(400)	-	800	(400)
		Substitute Teachers	400	-			400	-	784	(384)
		Teacher Salary	10,380	0.20	9,420	0.20	960	-	21,094	(10,714)
	Tucson Total		57,150	0.90	56,947	0.90	203	-	68,962	(11,812)
	TUVA	Classified Salary	18,750	0.35	8,378	0.18	10,372	0.18		18,750
		Employee Benefits	15,178	-	12,986		2,191	-		15,178
		Stipend Certified	800	-			800	-		800
		Substitute Teachers	1,200	-			1,200	-		1,200
		Teacher Salary	30,541	0.60	32,205	0.40	(1,664)	0.20		30,541
	TUVA Total		66,469	0.95	53,569	0.58	12,900	0.38		66,469
	University	Classified Salary	17,661	0.35	17,661	0.35	0	-	17,601	60
		Employee Benefits	5,652	-	5,651		0	-	6,067	(415)
	University Total		23,313	0.35	23,312	0.35	0	-	23,668	(355)
	Utterback	Classroom Teacher Added Duty					-	-	433	(433)
		Employee Benefits	21,894	-	23,955		(2,061)	-	35,807	(13,913)
		Leased Substitutes					-	-	409	(409)
		Stipend Certified	2,800	-	1,200		1,600	-	1,163	1,637
		Substitute Teachers	2,800	-			2,800	-	1,744	1,057
		Teacher Salary	72,760	1.40	74,860	1.60	(2,100)	(0.20)	80,208	(7,448)
	Utterback Total		100,254	1.40	100,015	1.60	239	(0.20)	119,763	(19,509)
	Vail	Classroom Teacher Added Duty					-	-	2,145	(2,145)
		Employee Benefits	46,349	-	44,512		1,837	-	56,985	(10,636)
		Leased Substitutes					-	-	1,538	(1,538)
		Stipend Certified	3,600	-	3,600		-	-	3,600	0
		Substitute Teachers	5,600	-			5,600	-	5,882	(282)
		Teacher Salary	153,521	2.80	139,099	2.80	14,422	-	160,155	(6,634)
	Vail Total		209,070	2.80	187,211	2.80	21,859	-	230,304	(21,234)
	Valencia	Classroom Teacher Added Duty					-	-	220	(220)
		Employee Benefits	16,160	-	15,296		865	-	10,255	5,905
		Substitute Teachers	2,000	-			2,000	-	2,397	(397)
		Teacher Salary	53,601	1.00	47,799	1.00	5,802	-	51,040	2,561
	Valencia Total		71,761	1.00	63,095	1.00	8,667	-	63,912	7,849
	Wheeler	Classroom Teacher Added Duty					-	-	25	(25)
		Employee Benefits	19,840	-	33,664		(13,824)	-	12,467	7,373
		Stipend Certified	2,000	-			2,000	-		2,000
		Substitute Teachers	4,000	-			4,000	-	755	3,245
		Teacher Salary	68,200	2.00	105,201	2.00	(37,001)	-	56,400	11,800
	Wheeler Total		94,040	2.00	138,865	2.00	(44,825)	-	69,647	24,393
	White	Classroom Teacher Added Duty					-	-	400	(400)
		Employee Benefits	36,352	-	33,557		2,795	-	63,627	(27,275)
		Leased Substitutes					-	-	204	(204)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Substitute Teachers	4,000	-			4,000	-	2,225	1,775
		Teacher Salary	119,801	2.00	104,867	2.00	14,934	-	168,700	(48,899)
	White Total		160,153	2.00	140,424	2.00	19,729	-	237,156	(77,003)
80501	**V.1 ALE Access and Recruitment Plan Total**		**6,277,882**	**62.73**	**5,895,286**	**61.32**	**382,596**	**1.41**	**6,363,312**	**(85,430)**
80502	**V.2 UHS Admissions/Outreach/Recruitment**									

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Assm't & Evaluation	Added Duty Other Certified Staff	2,000	-	2,000		-	-	8,550	(6,550)
		Classified Temporary					-	-	213	(213)
		Classroom Teacher Added Duty	9,000	-	6,875		2,125	-	1,425	7,575
		Employee Benefits	2,800	-	2,800		-	-	2,197	603
		Instructional Aids	40,000	-	19,854		20,146	-	18,124	21,877
		Leased Stipends					-	-	548	(548)
		Stipend Other Certified Staff	3,000	-	3,000		-	-		3,000
	Assm't & Evaluation Total		56,800	-	34,529		22,271	-	31,056	25,744
	Asian Pacific	Employee Benefits	3,782	-	4,178		(396)	-	3,900	(119)
		Other Certified Salary	11,818	0.13	11,936	0.13	(118)	0.01	11,819	(1)
	Asian Pacific Refugee Stu Svcs Total		15,600	0.13	16,114	0.13	(514)	0.01	15,719	(119)
	University	Added Duty Other Certified Staff	7,800	-	9,000		(1,200)	-	350	7,450
		Classified Temporary			1,800		(1,800)	-	1,350	(1,350)
		Classroom Teacher Added Duty	32,250	-	32,250		-	-	13,623	18,627
		District Supplies	8,446	-	8,446		-	-	8,211	235
		Dues/Membership Fees	400	-	400		-	-	400	-
		Employee Benefits	22,138	-	18,357		3,780	-	14,516	7,622
		Instructional Aids	5,323	-	1,027		4,296	-		5,323
		Other Professional Services-Ge	6,000	-	5,000		1,000	-	8,098	(2,098)
		Overtime	1,500	-	1,500		-	-	478	1,022
		Short Term Non-Instructional Software					-	-	5,856	(5,856)
		Stipend Certified	800	-	800		-	-	800	(0)
		Substitute Teachers	1,600	-			1,600	-	955	645
		Teacher Salary	43,254	0.80	28,960	0.60	14,294	0.20	31,240	12,014
		Tech Related Hardware & Software less than $5,000			3,151		(3,151)	-		-
		Technology Related Repairs and	2,000	-			2,000	-		2,000
	University Total		131,511	0.80	110,691	0.60	20,819	0.20	85,877	45,634
80502	**V.2 UHS Admissions/Outreach/Recruitment Total**		**203,910**	**0.93**	**161,333**	**0.73**	**42,577**	**0.21**	**132,652**	**71,258**
80504	**V.4 Build/Expand Dual Language Programs**									
	Bloom	Classified Salary	133,785	4.50	129,592	4.50	4,193	-	115,869	17,916
		Classroom Teacher Added Duty					-	-	40	(40)
		Employee Benefits	92,699	-	94,430		(1,730)	-	117,345	(24,646)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	6,000	-	1,000		5,000	-	5,116	884
		Teacher Salary	165,200	3.00	148,000	3.00	17,200	-	223,050	(57,850)
	Bloom Total		399,684	7.50	375,022	7.50	24,663	-	463,421	(63,736)
	Bonillas	Classroom Teacher Added Duty					-	-	100	(100)
		Employee Benefits					-	-	21	(21)
	Bonillas Total						-	-	121	(121)
	Davis	Classified Salary	187,121	6.00	186,297	6.00	824	-	173,602	13,519
		Employee Benefits	59,879	-	79,875		(19,996)	-	79,248	(19,369)
		Overtime					-	-	132	(132)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			52,600	1.00	(52,600)	(1.00)	48,563	(48,563)
	Davis Total		247,000	6.00	320,772	7.00	(73,772)	(1.00)	303,545	(56,546)
	Grijalva	Classified Salary	43,276	1.50	43,484	2.25	(208)	(0.75)	43,083	193

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		Employee Benefits	66,735	-	39,791		26,944	-	50,942	15,793
		Leased Classified	24,872	0.75	29,300		(4,428)	0.75	29,433	(4,561)
		Leased Substitutes			750		(750)	-	336	(336)
		Substitute Teachers	6,000	-	1,500		4,500	-	2,368	3,632
		Teacher Salary	149,700	3.00	88,550	2.00	61,150	1.00	126,137	23,563
	Grijalva Total		290,583	5.25	203,375	4.25	87,208	1.00	252,299	38,284
	Hollinger	Classified Salary	119,522	3.50	119,507	3.50	15	-	150,242	(30,720)
		Classroom Teacher Added Duty					-	-	276	(276)
		Employee Benefits	54,583	-	58,375		(3,792)	-	73,816	(19,233)
		Leased Substitutes					-	-	176	(176)
		Stipend Certified			-		-	-	2,000	(2,000)
		Substitute Teachers	2,000	-			2,000	-	3,248	(1,248)
		Teacher Salary	54,150	1.00	92,101	2.00	(37,951)	(1.00)	42,189	11,961
	Hollinger Total		230,255	4.50	269,983	5.50	(39,728)	(1.00)	271,947	(41,692)
	Human Resources	Employee Benefits	100,000	-	92,200		7,800	-	111,697	(11,697)
		Leased Stipends					-	-	14,812	(14,812)
		Stipend Certified	500,000	-	533,000		(33,000)	-	521,500	(21,500)
	Human Resources Total		600,000	-	625,200		(25,200)	-	648,009	(48,009)
	Language Acquisition	Added Duty Other Certified Staff	30,000	-	24,500		5,500	-	7,559	22,441
		Advertising	10,350	-	220		10,130	-	10,793	(443)
		Classified Salary	151,799	2.60	153,316	2.60	(1,517)	-	151,659	140
		Classified Temporary	14,000	-	16,250		(2,250)	-	10,803	3,197
		Classroom Teacher Added Duty	167,000	-	168,200		(1,200)	-	170,853	(3,853)
		District Supplies	18,900	-	20,597		(1,697)	-	21,096	(2,196)
		Employee Benefits	192,489	-	130,426		62,063	-	122,386	70,102
		Employee Training and Professi	41,000	-	22,008		18,992	-	37,220	3,780
		Instructional Aids					-	-	199,582	(199,582)
		Leased Certified					-	-	4,947	(4,947)
		Leased Classified	73,097	0.80	87,493	0.80	(14,396)	-	82,000	(8,903)
		Leased Substitutes			5,000		(5,000)	-	6,413	(6,413)
		Other Books, Periodicals, and Media	7,200	-	4,179		3,021	-	7,224	(24)
		Out-Of-State	60,000	-	77,400		(17,400)	-	58,579	1,421
		Overtime					-	-	8	(8)
		Professional/Educational Contr	236,000	-	234,700		1,300	-	238,000	(2,000)
		Stipend Certified	6,000	-	2,000		4,000	-		6,000
		Stipend Other Certified Staff			10,000		(10,000)	-		-
		Substitute Teachers	86,500	-	81,500		5,000	-	82,501	3,999
		Supplies-Technology Related	1,000	-	451		549	-	406	594
		Teacher Salary	197,192	4.00	56,003	1.00	141,190	3.00	47,702	149,490
		Textbooks					-	-	19,212	(19,212)
	Language Acquisition Total		1,292,527	7.40	1,094,242	4.40	198,285	3.00	1,278,945	13,582
	Magee	Classified Salary	14,202	0.50	11,894	0.50	2,308	-	12,669	1,533
		Classroom Teacher Added Duty			500		(500)	-	781	(781)
		Employee Benefits	34,496	-	29,303		5,193	-	34,572	(76)
		Leased Certified	2,000	-	55,800	1.00	(53,800)	(1.00)		2,000
		Stipend Certified			-		-	-	2,000	(2,000)
		Substitute Teachers	4,000	-	1,000		3,000	-	1,961	2,039
		Teacher Salary	99,798	2.00	44,900	1.00	54,898	1.00	93,006	6,792
	Magee Total		154,496	2.50	143,397	2.50	11,099	-	144,989	9,507

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Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	McCorkle	Classified Salary	169,753	5.25	171,923	5.25	(2,170)	-	147,243	22,510
		Classroom Teacher Added Duty					-	-	2,130	(2,130)
		Employee Benefits	102,270	-	112,944		(10,674)	-	79,047	23,223
		Leased Certified			53,500	1.00	(53,500)	(1.00)		-
		Leased Classified					-	-	10,042	(10,042)
		Leased Substitutes					-	-	176	(176)
		Stipend Certified	2,000	-	2,000		-	-	4,000	(2,000)
		Substitute Teachers	6,000	-			6,000	-	4,381	1,619
		Teacher Salary	159,141	3.00	141,901	3.00	17,240	-	87,301	71,840
	McCorkle Total		439,164	8.25	482,268	9.25	(43,103)	(1.00)	334,320	104,844
	Mission View	Classified Salary	69,852	2.25	70,551	2.25	(699)	-	69,996	(144)
		Employee Benefits	53,905	-	81,512		(27,607)	-	44,509	9,396
		Stipend Certified					-	-	2,000	(2,000)
		Substitute Teachers	4,000	-	2,500		1,500	-		4,000
		Teacher Salary	104,801	2.00	139,200	3.00	(34,399)	(1.00)	48,660	56,141
	Mission View Total		232,558	4.25	293,763	5.25	(61,205)	(1.00)	165,166	67,392
	Asian Pacific Refugee	Employee Benefits	3,782	-	4,178		(396)	-	3,901	(119)
		Other Certified Salary	11,818	0.13	11,936	0.13	(118)	0.01	11,819	(1)
	Asian Pacific Refugee Total		15,600	0.13	16,114	0.13	(514)	0.01	15,719	(120)
	Pistor	Classified Salary	21,303	0.75	21,516	0.75	(213)	-	17,469	3,834
		Classroom Teacher Added Duty					-	-	340	(340)
		Employee Benefits	24,948	-	22,012		2,937	-	19,001	5,947
		Overtime					-	-	4	(4)
		Substitute Teachers	2,400	-	1,000		1,400	-	2,472	(72)
		Teacher Salary	60,380	1.20	45,520	1.20	14,860	-	41,758	18,622
	Pistor Total		109,031	1.95	90,048	1.95	18,984	-	81,045	27,986
	Pueblo	Classified Salary	61,500	1.75	61,116	1.75	384	-	63,200	(1,700)
		Classroom Teacher Added Duty			1,500		(1,500)	-	250	(250)
		Employee Benefits	71,981	-	68,922		3,059	-	68,466	3,515
		Leased Certified					-	-	48,195	(48,195)
		Leased Substitutes			750		(750)	-		-
		Overtime					-	-	108	(108)
		Stipend Certified	4,000	-	4,000		-	-	4,000	-
		Substitute Teachers	6,000	-	1,500		4,500	-	4,400	1,600
		Teacher Salary	172,741	3.00	155,610	3.00	17,131	-	96,061	76,680
	Pueblo Total		316,222	4.75	293,398	4.75	22,824	-	284,680	31,542
	Roskruge	Classified Salary	300,761	10.00	284,104	10.00	16,657	-	262,823	37,938
		Employee Benefits	96,244	-	101,840		(5,597)	-	93,780	2,463
		Overtime					-	-	13	(13)
	Roskruge Total		397,005	10.00	385,945	10.00	11,060	-	356,616	40,388
	Van Buskirk	Classified Salary	100,198	3.25	115,884	3.75	(15,686)	(0.50)	94,253	5,945
		Classroom Teacher Added Duty					-	-	75	(75)
		Employee Benefits	46,933	-	96,739		(49,806)	-	75,218	(28,285)
		Leased Substitutes					-	-	160	(160)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Substitute Teachers	2,000	-	2,000		-	-	3,033	(1,033)
		Teacher Salary	49,567	1.00	196,150	4.00	(146,583)	(3.00)	135,541	(85,974)
	Van Buskirk Total		198,698	4.25	412,773	7.75	(214,075)	(3.50)	310,279	(111,581)
	White	Classified Salary	133,359	4.50	135,271	4.50	(1,912)	-	121,686	11,673

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Classroom Teacher Added Duty			500		(500)	-	700	(700)
		Employee Benefits	152,361	-	129,339		23,022	-	85,521	66,840
		Leased Substitutes			1,000		(1,000)	-	160	(160)
		Overtime					-	-	47	(47)
		Stipend Certified			-		-	-	2,000	(2,000)
		Substitute Teachers	14,000	-	19,000		(5,000)	-	4,564	9,436
		Teacher Salary	364,470	7.00	272,601	6.00	91,869	1.00	172,554	191,916
	White Total		664,190	11.50	557,711	10.50	106,480	1.00	387,232	276,958
80504	**V.4 Build/Expand Dual Language Programs Total**		**5,587,013**	**78.23**	**5,564,010**	**80.73**	**23,003**	**(2.50)**	**5,298,334**	**288,679**
80506	**V.6 Dropout Prevention and Retention Plan**									
	African Am Stu Svcs	Classified Salary	135,942	3.25	111,308	3.25	24,634	-	131,779	4,163
		Classified Temporary			1,000		(1,000)	-		-
		Employee Benefits	54,640	-	48,533		6,107	-	62,706	(8,066)
		Mileage					-	-	558	(558)
		Other Certified Salary	34,807	0.34	34,840	0.34	(33)	-	34,810	(3)
		Overtime					-	-	3,806	(3,806)
		Stipend Other Certified Staff			339		(339)	-	340	(340)
	African Am Stu Svcs Total		225,389	3.59	196,021	3.59	29,368	-	233,998	(8,609)
	Alt to Suspension	Classified Salary	275,188	7.72	251,298	7.50	23,890	0.22	207,818	67,370
		District Supplies	2,755	-	2,034		721	-	7,819	(5,064)
		Employee Benefits	285,202	-	271,575		13,627	-	211,440	73,762
		Employee Salaries	(212,000)	-	(165,750)		(46,250)	-		(212,000)
		Leased Certified	56,240	1.00	38,077		18,163	1.00		56,240
		Mileage	2,000	-	2,000		-	-	486	1,514
		Other Certified Salary	48,613	0.50	49,098	0.50	(485)	-	48,613	(0)
		Overtime					-	-	47	(47)
		Stipend Certified	4,000	-	4,000		-	-	2,058	1,942
		Stipend Other Certified Staff	500	-	1,500		(1,000)	-	500	0
		Substitute Teachers	10,000	-	10,000		-	-	14,210	(4,210)
		Supplies-Technology Related	700	-	966		(266)	-	758	(58)
		Teacher Salary	617,760	11.00	617,823	12.00	(63)	(1.00)	363,794	253,966
		Tech Related Hardware & Software less than $5,000	3,500	-	-		3,500	-	3,456	44
		Technology Related Repairs and	325	-	325		-	-		325
	Alt to Suspension Total		1,094,783	20.22	1,082,946	20.00	11,837	0.22	861,000	233,783
	Booth/Fickett	Classroom Teacher Added Duty					-	-	2,997	(2,997)
		Employee Benefits	16,576	-	15,712		864	-	9,859	6,717
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	54,900	1.00	49,100	1.00	5,800	-	24,945	29,955
	Booth/Fickett Total		73,476	1.00	64,812	1.00	8,664	-	37,801	35,675
	Catalina	Employee Benefits	18,176	-	17,312		864	-	17,438	737
		Leased Substitutes					-	-	274	(274)
		Substitute Teachers	2,000	-			2,000	-	2,379	(379)
		Teacher Salary	59,899	1.00	54,099	1.00	5,800	-	52,547	7,352
	Catalina Total		80,075	1.00	71,411	1.00	8,664	-	72,639	7,436
	Cholla	Employee Benefits	15,776	-	14,912		864	-	14,303	1,473
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	52,400	1.00	46,600	1.00	5,800	-	40,582	11,818
	Cholla Total		70,176	1.00	61,512	1.00	8,664	-	54,885	15,291

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Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
	Dietz	Classroom Teacher Added Duty					-	-	1,200	(1,200)
		Employee Benefits	21,536	-	20,672		864	-	17,971	3,565
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-	1,435	565
		Teacher Salary	70,400	1.00	64,600	1.00	5,800	-	54,929	15,471
	Dietz Total		95,936	1.00	87,272	1.00	8,664	-	77,535	18,401
	Doolen	Classroom Teacher Added Duty					-	-	2,600	(2,600)
		Employee Benefits	17,056	-	16,192		864	-	18,801	(1,745)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-	706	1,294
		Teacher Salary	56,401	1.00	50,601	1.00	5,800	-	50,360	6,041
	Doolen Total		77,457	1.00	68,793	1.00	8,664	-	74,467	2,991
	Gridley	Classroom Teacher Added Duty					-	-	1,969	(1,969)
		Employee Benefits	17,644	-	16,780		864	-	14,121	3,523
		Substitute Teachers	2,000	-			2,000	-	996	1,004
		Teacher Salary	58,239	1.00	52,439	1.00	5,800	-	42,981	15,258
	Gridley Total		77,883	1.00	69,219	1.00	8,664	-	60,068	17,816
	Hollinger	Classroom Teacher Added Duty					-	-	100	(100)
		Employee Benefits	16,256	-	15,392		864	-	15,665	592
		Substitute Teachers	2,000	-			2,000	-	140	1,860
		Teacher Salary	53,900	1.00	48,100	1.00	5,800	-	45,343	8,557
	Hollinger Total		72,156	1.00	63,492	1.00	8,664	-	61,247	10,909
	Magee	Classroom Teacher Added Duty					-	-	2,070	(2,070)
		Employee Benefits	15,456	-	14,592		864	-	14,596	860
		Substitute Teachers	2,000	-			2,000	-	321	1,679
		Teacher Salary	51,400	1.00	45,600	1.00	5,800	-	39,632	11,768
	Magee Total		68,856	1.00	60,192	1.00	8,664	-	56,620	12,236
	Mansfeld	Classroom Teacher Added Duty					-	-	1,100	(1,100)
		Employee Benefits	16,896	-	14,432		2,464	-	10,253	6,643
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	55,900	1.00	45,101	1.00	10,799	-	45,268	10,632
	Mansfeld Total		74,796	1.00	61,533	1.00	13,263	-	58,621	16,175
	Mexican Am Stu Svcs	Classified Salary	151,918	3.51	153,436	3.51	(1,518)	-	152,309	(391)
		Classified Temporary	29,153	-	29,153		-	-	33,889	(4,736)
		Classroom Teacher Added Duty	23,000	-	16,960		6,040	-	8,050	14,950
		Employee Benefits	59,958	-	62,016		(2,058)	-	57,864	2,094
		Leased Certified			-		-	-	4,923	(4,923)
		Mileage	500	-	-		500	-	48	452
		Overtime	750	-	750		-	-	739	11
	Mexican Am Stu Svc Total		265,279	3.51	262,315	3.51	2,964	-	257,821	7,458
	Morgan Maxwell	Employee Benefits	17,120	-			17,120	-		17,120
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	56,600	1.00			56,600	1.00		56,600
	Morgan Maxwell Total		75,720	1.00			75,720	1.00		75,720
	MTSS	Classified Salary	65,565	1.00	66,221	1.00	(656)	-	65,565	-
		Employee Benefits	20,981	-	21,191		(210)	-	20,662	319
	MTSS Total		86,546	1.00	87,412	1.00	(866)	-	86,227	319
	Naylor	Employee Benefits	17,389	-	16,525		864	-	15,026	2,363

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Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	57,440	1.00	51,640	1.00	5,800	-	47,056	10,384
	Naylor Total		78,829	1.00	70,165	1.00	8,664	-	64,082	14,747
	Palo Verde	Classroom Teacher Added Duty					-	-	125	(125)
		Employee Benefits	15,456	-	14,592		864	-	16,029	(573)
		Stipend Certified	400	-			400	-		400
		Substitute Teachers	2,000	-			2,000	-	1,653	347
		Teacher Salary	51,400	1.00	45,600	1.00	5,800	-	41,930	9,470
	Palo Verde Total		69,256	1.00	60,192	1.00	9,064	-	59,737	9,519
	Asian Pacific Refugee	Classified Salary	11,891	0.25	10,215	0.25	1,676	-	10,270	1,621
		District Supplies	500	-	500		-	-	969	(469)
		Employee Benefits	8,377	-	8,320		58	-	8,482	(105)
		Leased Classified	6,585	0.13	6,585	0.13	-	0.01	5,463	1,122
		Mileage					-	-	85	(85)
		Other Certified Salary	11,818	0.13	11,936	0.13	(118)	0.01	11,819	(1)
		Overtime					-	-	181	(181)
		Supplies-Technology Related	125	-	125		-	-		125
	Asian Pacific Refugee Stu Svcs		39,297	0.51	37,681	0.50	1,616	0.01	37,269	2,028
	Pistor	Classroom Teacher Added Duty					-	-	425	(425)
		Employee Benefits	16,096	-	15,232		864	-	18,999	(2,903)
		Substitute Teachers	2,000	-			2,000	-	2,601	(601)
		Teacher Salary	53,400	1.00	47,600	1.00	5,800	-	41,387	12,013
	Pistor Total		71,496	1.00	62,832	1.00	8,664	-	63,412	8,084
	Project More	Classified Salary	37,724	1.00	38,101	1.00	(377)	-	37,655	69
		Employee Benefits	38,971	-	38,743		228	-	41,324	(2,353)
		Leased Substitutes					-	-	171	(171)
		Overtime					-	-	34	(34)
		Stipend Certified	1,000	-	1,000		-	-	1,000	-
		Substitute Teachers	3,400	-			3,400	-	2,254	1,146
		Teacher Salary	89,330	1.70	82,970	1.70	6,360	-	70,680	18,650
	Project More Total		170,425	2.70	160,814	2.70	9,611	-	153,118	17,307
	Pueblo	Classroom Teacher Added Duty					-	-	1,400	(1,400)
		Employee Benefits	17,536	-	16,672		864	-	16,339	1,197
		Stipend Certified	3,000	-	3,000		-	-	3,000	-
		Substitute Teachers	2,000	-			2,000	-	2,057	(57)
		Teacher Salary	57,900	1.00	52,100	1.00	5,800	-	48,340	9,560
	Pueblo Total		80,436	1.00	71,772	1.00	8,664	-	71,137	9,299
	Rincon	Classroom Teacher Added Duty					-	-	1,052	(1,052)
		Employee Benefits	17,132	-	15,392		1,740	-	19,732	(2,600)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Substitute Teachers	2,000	-			2,000	-	3,211	(1,211)
		Teacher Salary	56,639	1.00	48,100	1.00	8,539	-	44,007	12,632
	Rincon Total		75,771	1.00	65,492	1.00	10,279	-	70,002	5,770
	Sabino	Classroom Teacher Added Duty					-	-	633	(633)
		Employee Benefits	17,773	-	16,909		864	-	14,695	3,078
		Leased Substitutes					-	-	297	(297)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-	566	1,434

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Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		Teacher Salary	58,641	1.00	52,841	1.00	5,800	-	45,485	13,156
	Sabino Total		80,414	1.00	71,750	1.00	8,664	-	63,677	16,738
	Safford	Classroom Teacher Added Duty					-	-	155	(155)
		Employee Benefits	14,816	-	14,880		(64)	-	16,133	(1,317)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-	1,344	656
		Teacher Salary	49,401	1.00	46,501	1.00	2,900	-	43,866	5,535
	Safford Total		68,217	1.00	63,381	1.00	4,836	-	63,498	4,720
	Sahuaro	Classroom Teacher Added Duty					-	-	400	(400)
		Employee Benefits	17,376	-	16,512		864	-	15,125	2,251
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	57,401	1.00	51,601	1.00	5,800	-	44,251	13,150
	Sahuaro Total		78,777	1.00	70,113	1.00	8,664	-	61,777	17,000
	Santa Rita	Classroom Teacher Added Duty					-	-	2,600	(2,600)
		Employee Benefits	17,056	-	16,192		864	-	14,278	2,778
		Substitute Teachers	2,000	-			2,000	-	1,092	908
		Teacher Salary	56,401	1.00	50,600	1.00	5,801	-	43,686	12,715
	Santa Rita Total		75,457	1.00	66,792	1.00	8,665	-	61,656	13,801
	Secrist	Classroom Teacher Added Duty					-	-	550	(550)
		Employee Benefits	16,896	-	16,032		864	-	16,200	696
		Substitute Teachers	2,000	-			2,000	-	3,058	(1,058)
		Teacher Salary	55,900	1.00	50,100	1.00	5,800	-	43,284	12,616
	Secrist Total		74,796	1.00	66,132	1.00	8,664	-	63,092	11,704
	Teenage Parent	Classroom Teacher Added Duty					-	-	320	(320)
		Employee Benefits	46,400	-	43,808		2,592	-	43,217	3,183
		Stipend Certified	3,200	-	3,200		-	-	3,200	0
		Substitute Teachers	6,000	-			6,000	-	5,906	94
		Teacher Salary	154,301	3.00	136,901	3.00	17,400	-	135,353	18,948
	Teenage Parent Total		209,901	3.00	183,909	3.00	25,992	-	187,996	21,906
	Tucson	Employee Benefits	17,056	-	16,192		864	-	23,650	(6,594)
		Stipend Certified	1,000	-			1,000	-		1,000
		Substitute Teachers	2,000	-			2,000	-	1,518	482
		Teacher Salary	56,401	1.00	50,601	1.00	5,800	-	47,527	8,874
	Tucson Total		76,457	1.00	66,793	1.00	9,664	-	72,695	3,762
	TUVA	Employee Benefits					-	-	1,825	(1,825)
		Stipend Certified			100		(100)	-	97	(97)
		Substitute Teachers					-	-	2,206	(2,206)
		Teacher Salary					-	-	2,321	(2,321)
	TUVA Total				100		(100)	-	6,448	(6,448)
	Utterback	Classroom Teacher Added Duty					-	-	25	(25)
		Employee Benefits	15,136	-	15,072		64	-	10,025	5,111
		Stipend Certified	1,800	-			1,800	-		1,800
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	50,400	1.00	47,101	1.00	3,299	-	47,120	3,280
	Utterback Total		69,336	1.00	62,173	1.00	7,163	-	57,169	12,167
	Vail	Classroom Teacher Added Duty					-	-	216	(216)
		Employee Benefits	14,685	-	18,112		(3,427)	-	16,725	(2,041)
		Leased Certified	44,640	1.00			44,640	1.00		44,640

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Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary			56,600	1.00	(56,600)	(1.00)	51,266	(51,266)
	Vail Total		61,325	1.00	74,712	1.00	(13,387)	-	68,208	(6,883)
	Valencia	Classroom Teacher Added Duty					-	-	50	(50)
		Employee Benefits	21,101	-	20,237		864	-	9,732	11,369
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	69,040	1.00	63,240	1.00	5,800	-	53,981	15,059
	Valencia Total		94,141	1.00	85,477	1.00	8,664	-	65,763	28,378
	Wakefield	Employee Benefits	16,256	-			16,256	-		16,256
		Substitute Teachers	2,000	-			2,000	-		2,000
		Teacher Salary	53,900	1.00	62,400	1.00	(8,500)	-		53,900
	Wakefield Total		72,156	1.00	62,400	1.00	9,756	-		72,156
80506 V.6 Dropout Prevention and Retention Plan Total			**3,985,017**	**59.53**	**3,639,612**	**58.30**	**345,404**	**1.23**	**3,283,664**	**701,353**
80508 V.8 CRC and Student Engagement PD										
	Culturally Responsive Pedagogy & Instruction									
		Classified Salary	28,000	0.40	27,736	0.40	264	-	11,056	16,944
		District Supplies	9,000	-	10,261		(1,261)	-	8,023	977
		Employee Benefits	21,363	-	19,427		1,936	-	14,093	7,270
		Furniture and Equipment less than $5,000	500	-	941		(441)	-	242	258
		Mileage	7,000	-	7,000		-	-	5,953	1,047
		Other Books, Periodicals, and Media			2,000		(2,000)	-		-
		Other Certified Salary	37,041	0.40	37,410	0.40	(369)	-	37,039	2
		Professional/Educational Contr	25,000	-	24,000		1,000	-	20,500	4,500
		Substitute Teachers	2,000	-	713		1,288	-	765	1,235
	Culturally Responsive Pedagogy & Instruction Total		129,904	0.80	129,487	0.80	417	-	97,672	32,232
	Curriculum Development									
		Classified Salary	3,753	0.08	3,791	0.08	(38)	-	3,802	(49)
		Employee Benefits	1,201	-	1,213		(12)	-	1,478	(277)
		Overtime					-	-	213	(213)
	Curriculum Development Total		4,954	0.08	5,004	0.08	(50)	-	5,494	(540)
80508 V.8 CRC and Student Engagement PD Total			**134,858**	**0.88**	**134,491**	**0.88**	**367**	**-**	**103,165**	**31,693**
80509 V.9 Multicultural Curriculum										
	Curriculum Development									
		Classified Salary	4,223	0.09	4,265	0.09	(42)	-	4,278	(55)
		District Supplies					-	-	1,884	(1,884)
		Employee Benefits	1,352	-	1,365		(13)	-	1,663	(311)
		Overtime					-	-	240	(240)
	Curriculum Development Total		5,575	0.09	5,630	0.09	(55)	-	8,064	(2,489)
	Fine Arts									
		Classified Salary	547,744	11.00	619,329	11.00	(71,586)	-	611,446	(63,703)
		District Supplies					-	-	7,413	(7,413)
		Employee Benefits	206,472	-	225,865		(19,393)	-	244,152	(37,680)
		Leased Certified	41,322	0.50	49,457	0.50	(8,135)	-	48,617	(7,295)
		Leased Classified	16,159	0.20	9,670	0.20	6,489	-	8,942	7,217
		Nontechnology Related Repairs					-	-	10,635	(10,635)
		Overtime					-	-	498	(498)

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Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Fine Arts Total		811,697	11.70	904,321	11.70	(92,624)	-	931,703	(120,007)
	Multicultural Curriculum									
		Added Duty Other Certified Staff	3,000	-	2,550		450	-	2,063	938
		Classified Salary			123,970	2.00	(123,970)	(2.00)	63,625	(63,625)
		Classroom Teacher Added Duty	7,000	-	7,400		(400)	-		7,000
		District Supplies	1,000	-	1,000		-	-	1,976	(976)
		Employee Benefits	19,520	-	80,486		(60,966)	-	53,177	(33,657)
		Employee Training and Professi	1,500	-	1,500		-	-	4,906	(3,406)
		Furniture and Equipment less than $5,000			2,691		(2,691)	-		-
		In-State Travel	2,000	-	600		1,400	-	460	1,540
		Instructional Aids	3,000	-	9,450		(6,450)	-	50,445	(47,445)
		Mileage	1,000	-	1,000		-	-	382	618
		Other Books, Periodicals, and Media			-		-	-	571	(571)
		Other Certified Salary	53,500	1.00	144,331	2.00	(90,831)	(1.00)	115,408	(61,908)
		Out-Of-State	3,000	-	4,900		(1,900)	-	6,238	(3,238)
		Stipend Other Certified Staff	2,000	-	1,000		1,000	-	1,000	1,000
		Supplies-Technology Related	1,000	-	-		1,000	-	813	187
	Multicultural Curriculum Total		97,520	1.00	380,878	4.00	(283,358)	(3.00)	301,065	(203,545)
80509	**V.9 Multicultural Curriculum Total**		**914,792**	**12.79**	**1,290,829**	**15.79**	**(376,038)**	**(3.00)**	**1,240,832**	**(326,040)**
80510	**V.10 Culturally Relevant Courses**									
	Culturally Responsive Pedagogy & Instruction									
		Classified Salary	78,321	1.40	78,560	1.40	(239)	-	61,486	16,835
		Classroom Teacher Added Duty	45,355	-	55,483		(10,128)	-	51,710	(6,355)
		Employee Benefits	196,304	-	198,730		(2,426)	-	194,716	1,588
		Employee Training and Professi	4,000	-	-		4,000	-		4,000
		Instructional Aids	11,000	-	5,703		5,297	-		11,000
		Leased Certified			-	-	-	-	56,012	(56,012)
		Other Certified Salary	37,041	0.40	37,410	0.40	(369)	-	37,039	2
		Out-Of-State	7,000	-	-		7,000	-		7,000
		Overtime					-	-	45	(45)
		Premium Taxes-Worker's Comp	2,000	-	450		1,550	-	1,050	950
		Stipend Certified	14,000	-	12,000		2,000	-	11,140	2,860
		Supplies-Technology Related	250	-	199		51	-	124	126
		Teacher Salary	470,728	8.20	478,446	9.00	(7,718)	(0.80)	448,409	22,319
		Tech Related Hardware & Software less than $5,000	500	-	-		500	-		500
	Culturally Responsive Pedagogy & Instruction Total		866,499	10.00	866,981	10.80	(482)	(0.80)	861,731	4,768
	Curriculum Development									
		Classified Salary	4,223	0.09	4,265	0.09	(42)	-	4,278	(55)
		Employee Benefits	1,352	-	1,365		(13)	-	1,663	(311)
		Overtime					-	-	240	(240)
	Curriculum Development Total		5,575	0.09	5,630	0.09	(55)	-	6,180	(605)
80510	**V.10 Culturally Relevant Courses Total**		**872,074**	**10.09**	**872,611**	**10.89**	**(537)**	**(0.80)**	**867,911**	**4,163**
80511	**V.11 Targeted Academic Interventions and Supports**									
	African Am Stu Svcs	Added Duty Other Certified Staff	1,500	-	-		1,500	-	644	856
		Classified Salary	127,030	2.56	127,435	2.56	(405)	-	126,682	348
		Classified Temporary	25,000	-	33,500		(8,500)	-	13,797	11,203
		Classroom Teacher Added Duty	10,695	-	2,515		8,180	-		10,695

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Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		District Supplies	3,350	-	3,850		(500)	-	10,883	(7,533)
		Employee Benefits	55,470	-	59,934		(4,464)	-	59,085	(3,615)
		Furniture and Equipment less than $5,000					-	-	3,579	(3,579)
		Instructional Aids	3,000	-	-		3,000	-	6,786	(3,786)
		Mileage	5,000	-	8,000		(3,000)	-	9,983	(4,983)
		Other Certified Salary	34,121	0.33	34,121	0.33	-	-	33,786	335
		Overtime			50		(50)	-	2,333	(2,333)
		Professional/Educational Contr	1,500	-	4,250		(2,750)	-	6,500	(5,000)
		Stipend Other Certified Staff			330		(330)	-	330	(330)
		Student Admissions	215	-	-		215	-	204	11
		Supplies-Technology Related	1,000	-	1,000		-	-	677	323
		Tech Related Hardware & Software less than $5,000	3,770	-	3,428		342	-	8,215	(4,445)
		Technology Related Repairs and	250	-	230		20	-	225	25
	African Am Stu Svcs Total		271,901	2.89	278,643	2.89	(6,742)	-	283,709	(11,808)
	Banks	Employee Benefits					-	-	28	(28)
	Banks Total						-	-	28	(28)
	Blenman	Classified Salary	65,831	1.00	59,008	1.00	6,823	-	55,265	10,566
		Classroom Teacher Added Duty	2,000	-	-		2,000	-		2,000
		Employee Benefits	28,336	-	51,657		(23,321)	-	34,618	(6,282)
		Leased Certified	23,720	0.50	27,771	0.50	(4,051)	-	29,293	(5,573)
		Leased Stipends					-	-	1,185	(1,185)
		Teacher Salary			74,649	1.50	(74,649)	(1.50)	48,244	(48,244)
	Blenman Total		119,888	1.50	213,085	3.00	(93,197)	(1.50)	168,605	(48,717)
	Bloom	Classroom Teacher Added Duty	2,000	-	2,000		-	-	3,000	(1,000)
		Employee Benefits	8,464	-	38,849		(30,385)	-	27,030	(18,566)
		Leased Certified					-	-	46,700	(46,700)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary	26,450	0.50	121,402	2.50	(94,952)	(2.00)	69,757	(43,307)
	Bloom Total		36,914	0.50	164,251	2.50	(127,337)	(2.00)	148,487	(111,573)
	Bonillas	Classroom Teacher Added Duty	2,000	-	-		2,000	-		2,000
		Employee Benefits	7,984	-	26,359		(18,375)	-	17,609	(9,625)
		Leased Certified			1,000		(1,000)	-	29,293	(29,293)
		Leased Stipends					-	-	1,185	(1,185)
		Stipend Certified	1,500	-	1,000		500	-		1,500
		Teacher Salary	24,950	0.50	81,371	1.50	(56,421)	(1.00)	48,921	(23,971)
	Bonillas Total		36,434	0.50	109,730	1.50	(73,296)	(1.00)	97,008	(60,574)
	Booth/Fickett	Classified Salary	66,477	1.00	60,782	1.00	5,695	-	61,603	4,873
		Employee Benefits	21,273	-	19,450		1,822	-	21,552	(280)
		Overtime					-	-	8	(8)
	Booth/Fickett Total		87,749	1.00	80,232	1.00	7,518	-	83,164	4,585
	Borton	Classroom Teacher Added Duty					-	-	15	(15)
		Employee Benefits	16,928	-	49,314		(32,386)	-	43,902	(26,974)
		Stipend Certified			4,000		(4,000)	-	4,000	(4,000)
		Teacher Salary	52,900	1.00	154,107	3.00	(101,207)	(2.00)	143,746	(90,846)
	Borton Total		69,828	1.00	207,421	3.00	(137,593)	(2.00)	191,663	(121,835)
	Catalina	Classified Salary	93,501	2.00	94,435	2.00	(934)	-	35,410	58,090
		Employee Benefits	29,920	-	30,608		(687)	-	7,795	22,125
		Overtime					-	-	57	(57)
	Catalina Total		123,421	2.00	125,042	2.00	(1,622)	-	43,262	80,159

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Cavett	Classified Salary	61,400	1.00	62,015	1.00	(614)	-	61,400	-
		Classroom Teacher Added Duty					-	-	50	(50)
		Employee Benefits	38,816	-	55,252		(16,436)	-	55,018	(16,202)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary	59,900	1.00	110,648	2.00	(50,748)	(1.00)	105,809	(45,909)
	Cavett Total		160,116	2.00	229,915	3.00	(69,799)	(1.00)	224,278	(64,162)
	Cholla	Classified Salary	56,145	1.00	103,783	2.00	(47,639)	(1.00)	46,750	9,395
		Employee Benefits	17,966	-	33,211		(15,244)	-	52,529	(34,563)
		Stipend Classified	1,600	-	2,000		(400)	-	2,000	(400)
	Cholla Total		75,711	1.00	138,994	2.00	(63,283)	(1.00)	101,279	(25,568)
	Collier	Employee Benefits			32,384		(32,384)	-	32,919	(32,919)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			101,200	2.00	(101,200)	(2.00)	92,366	(92,366)
	Collier Total				135,584	2.00	(135,584)	(2.00)	127,285	(127,285)
	Cragin	Classified Salary	56,701	1.00	67,140	1.00	(10,440)	-	66,477	(9,776)
		Classroom Teacher Added Duty					-	-	25	(25)
		Employee Benefits	18,144	-	27,955		(9,811)	-	27,915	(9,771)
		Stipend Certified			1,000		(1,000)	-	1,000	(1,000)
		Teacher Salary			20,220	0.50	(20,220)	(0.50)	18,544	(18,544)
	Cragin Total		74,845	1.00	116,316	1.50	(41,471)	(0.50)	113,961	(39,116)
	Curr. & Innovation	Classified Temporary					-	-	3,000	(3,000)
		Employee Benefits					-	-	643	(643)
	Curr. & Innovation Total						-	-	3,643	(3,643)
	Curr. Development	Added Duty Other Certified Staff	5,000	-	-		5,000	-		5,000
		Classified Salary	44,641	1.00	45,087	1.00	(446)	-	44,977	(336)
		Classroom Teacher Added Duty			12,000		(12,000)	-	8,253	(8,253)
		District Supplies	6,000	-	4,800		1,200	-	12,219	(6,219)
		Dues/Membership Fees	3,430	-	3,400		30	-	4,625	(1,195)
		Employee Benefits	39,614	-	38,999		615	-	25,709	13,904
		Employee Training and Professi	5,200	-	14,000		(8,800)	-	26,620	(21,420)
		Instructional Aids	11,885	-			11,885	-	9,794	2,091
		Leased Classified	76,027	1.00	76,784	1.00	(757)	-	90,093	(14,066)
		Mileage	1,500	-			1,500	-		1,500
		Other Books, Periodicals, and Media	500	-			500	-	343	157
		Out-Of-State	4,000	-			4,000	-	12,654	(8,654)
		Overtime					-	-	190	(190)
		Professional/Educational Contr	1,500	-	1,500		-	-	5,900	(4,400)
		Supplies-Technology Related					-	-	2,449	(2,449)
		Tech Related Hardware & Software less than $5,000					-	-	6,603	(6,603)
	Curr. Development Total		199,296	2.00	196,570	2.00	2,726	-	250,429	(51,133)
	Davidson	Classified Salary			60,645	1.00	(60,645)	(1.00)		-
		Employee Benefits	19,214	-	53,211		(33,997)	-	45,093	(25,878)
		Leased Classified	60,045	1.00			60,045	1.00	71,160	(11,115)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			105,640	2.00	(105,640)	(2.00)	96,512	(96,512)
	Davidson Total		79,259	1.00	221,496	3.00	(142,236)	(2.00)	214,765	(135,505)
	Dietz	Classified Salary	101,888	2.00	102,264	2.00	(376)	-	62,606	39,282
		Classroom Teacher Added Duty	2,000	-	2,000		-	-	3,150	(1,150)
		Employee Benefits	41,068	-	55,401		(14,333)	-	39,478	1,590

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Overtime					-	-	32	(32)
		Substitute Teachers					-	-	124	(124)
		Teacher Salary	26,450	0.50	73,303	1.50	(46,853)	(1.00)	69,331	(42,881)
	Dietz Total		171,406	2.50	232,968	3.50	(61,562)	(1.00)	174,720	(3,314)
	Dodge	Classified Salary					-	-	42,258	(42,258)
		Classroom Teacher Added Duty					-	-	1,917	(1,917)
		Employee Benefits			18,112		(18,112)	-	33,481	(33,481)
		Substitute Teachers					-	-	1,913	(1,913)
		Teacher Salary			56,600	1.00	(56,600)	(1.00)	50,679	(50,679)
	Dodge Total				74,712	1.00	(74,712)	(1.00)	130,249	(130,249)
	Doolen	Classified Salary	98,366	2.00	107,901	2.00	(9,536)	-	106,675	(8,310)
		Employee Benefits	31,477	-	34,949		(3,472)	-	28,017	3,460
		Overtime					-	-	264	(264)
	Doolen Total		129,843	2.00	142,851	2.00	(13,008)	-	134,956	(5,113)
	Dunham	Employee Benefits			18,752		(18,752)	-	18,491	(18,491)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			58,599	1.00	(58,599)	(1.00)	53,182	(53,182)
	Dunham Total				79,351	1.00	(79,351)	(1.00)	73,673	(73,673)
	Equity & Diversity	Classroom Teacher Added Duty					-	-	5,000	(5,000)
		Employee Benefits					-	-	1,093	(1,093)
	Equity & Diversity Total						-	-	6,093	(6,093)
	Erickson	Classified Salary	62,010	1.00	62,631	1.00	(621)	-	62,010	-
		Employee Benefits	39,332	-	36,394		2,938	-	27,065	12,267
		Teacher Salary	60,900	1.00	51,099	1.00	9,801	-	29,440	31,460
	Erickson Total		162,242	2.00	150,124	2.00	12,118	-	118,515	43,727
	Ford	Employee Benefits			31,743		(31,743)	-	20,735	(20,735)
		Leased Certified					-	-	46,513	(46,513)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			99,198	2.00	(99,198)	(2.00)	42,837	(42,837)
	Ford Total				132,941	2.00	(132,941)	(2.00)	112,085	(112,085)
	Fruchthendler	Employee Benefits			16,992		(16,992)	-	16,949	(16,949)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			53,100	1.00	(53,100)	(1.00)	48,495	(48,495)
	Fruchthendler Total				72,092	1.00	(72,092)	(1.00)	67,444	(67,444)
	Gale	Employee Benefits			43,014		(43,014)	-	45,275	(45,275)
		Stipend Certified			3,000		(3,000)	-	3,000	(3,000)
		Teacher Salary			134,419	2.50	(134,419)	(2.50)	122,659	(122,659)
	Gale Total				180,433	2.50	(180,433)	(2.50)	170,933	(170,933)
	Gridley	Classified Salary	62,010	1.00	62,631	1.00	(621)	-	62,010	-
		Classroom Teacher Added Duty					-	-	867	(867)
		Employee Benefits	19,843	-	68,878		(49,034)	-	57,808	(37,965)
		Stipend Certified			3,600		(3,600)	-	3,600	(3,600)
		Substitute Teachers					-	-	2,421	(2,421)
		Teacher Salary			152,611	2.60	(152,611)	(2.60)	138,098	(138,098)
	Gridley Total		81,854	1.00	287,720	3.60	(205,866)	(2.60)	264,805	(182,952)
	Grijalva	Classified Salary	58,430	1.00	59,586	1.00	(1,156)	-	59,023	(593)
		Employee Benefits	18,698	-	19,068		(370)	-	19,554	(857)
	Grijalva Total		77,128	1.00	78,654	1.00	(1,527)	-	78,577	(1,449)
	Guidance & Counsel.	Mileage	3,549	-	750		2,799	-	582	2,967

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Guidance & Counsel. Total		3,549	-	750		2,799	-	582	2,967
	Henry	Employee Benefits			13,338		(13,338)	-	7,796	(7,796)
		Teacher Salary			41,681	0.80	(41,681)	(0.80)	38,114	(38,114)
	Henry Total				55,019	0.80	(55,019)	(0.80)	45,910	(45,910)
	Holladay	Employee Benefits			16,672		(16,672)	-	10,652	(10,652)
		Stipend Certified			1,260		(1,260)	-	1,256	(1,256)
		Teacher Salary			52,100	1.00	(52,100)	(1.00)	29,920	(29,920)
	Holladay Total				70,032	1.00	(70,032)	(1.00)	41,828	(41,828)
	Hollinger	Employee Benefits	16,858	-	17,546		(688)	-	9,380	7,477
		Stipend Certified	1,000	-	2,000		(1,000)	-	1,625	(625)
		Teacher Salary	50,900	1.00	52,831	1.00	(1,931)	-	45,538	5,362
	Hollinger Total		68,758	1.00	72,377	1.00	(3,619)	-	56,543	12,215
	Howell	Classified Salary					-	-	59,597	(59,597)
		Employee Benefits			16,800		(16,800)	-	39,321	(39,321)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			52,500	1.00	(52,500)	(1.00)	47,983	(47,983)
	Howell Total				71,300	1.00	(71,300)	(1.00)	148,901	(148,901)
	Hudlow	Classified Salary					-	-	58,283	(58,283)
		Employee Benefits			15,072		(15,072)	-	28,272	(28,272)
		Teacher Salary			47,101	1.00	(47,101)	(1.00)	43,381	(43,381)
	Hudlow Total				62,173	1.00	(62,173)	(1.00)	129,936	(129,936)
	Hughes	Classified Salary	26,709	0.50	27,311	0.50	(602)	-		26,709
		Classroom Teacher Added Duty					-	-	77	(77)
		Employee Benefits	8,547	-	24,190		(15,643)	-	14,592	(6,045)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			45,102	1.00	(45,102)	(1.00)	69,397	(69,397)
	Hughes Total		35,256	0.50	98,603	1.50	(63,347)	(1.00)	86,067	(50,811)
	Johnson	Employee Benefits	18,368	-	33,918		(15,550)	-	36,284	(17,916)
		Leased Certified					-	-	3,267	(3,267)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Teacher Salary	57,400	1.00	103,993	2.00	(46,593)	(1.00)	94,332	(36,932)
	Johnson Total		77,768	1.00	139,911	2.00	(62,143)	(1.00)	135,884	(58,115)
	Kellond	Classroom Teacher Added Duty					-	-	137	(137)
		Employee Benefits	16,448	-	16,129		319	-	17,275	(827)
		Teacher Salary	51,400	1.00	50,403	1.00	997	-	49,900	1,500
	Kellond Total		67,848	1.00	66,532	1.00	1,316	-	67,312	536
	Lawrence	Classified Salary	61,400	1.00	101,280	2.00	(39,880)	(1.00)	99,564	(38,164)
		Classroom Teacher Added Duty					-	-	400	(400)
		Employee Benefits	19,648	-	80,898		(61,250)	-	84,337	(64,689)
		Overtime					-	-	155	(155)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Substitute Teachers					-	-	724	(724)
		Teacher Salary			150,299	3.00	(150,299)	(3.00)	137,471	(137,471)
	Lawrence Total		81,049	1.00	334,477	5.00	(253,429)	(4.00)	324,651	(243,603)
	Lineweaver	Classroom Teacher Added Duty					-	-	200	(200)
		Employee Benefits			16,832		(16,832)	-	16,135	(16,135)
		Teacher Salary			52,601	1.00	(52,601)	(1.00)	48,069	(48,069)
	Lineweaver Total				69,433	1.00	(69,433)	(1.00)	64,403	(64,403)
	Lynn/Urquides	Classified Salary			55,905	1.00	(55,905)	(1.00)		-

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		Employee Benefits	17,712	-	17,890		(177)	-	5,620	12,092
		Leased Classified	55,351	1.00			55,351	1.00	65,403	(10,052)
	Lynn/Urquides Total		73,063	1.00	73,794	1.00	(731)	-	71,023	2,040
	Magee	Classified Salary	102,201	2.00	103,224	2.00	(1,023)	-	101,265	936
		Classroom Teacher Added Duty					-	-	325	(325)
		Employee Benefits	32,704	-	47,906		(15,202)	-	44,636	(11,932)
		Overtime					-	-	28	(28)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Substitute Teachers					-	-	477	(477)
		Teacher Salary			45,101	1.00	(45,101)	(1.00)	41,676	(41,676)
	Magee Total		134,905	2.00	198,231	3.00	(63,326)	(1.00)	190,407	(55,502)
	Maldonado	Classified Salary					-	-	54,018	(54,018)
		Employee Benefits					-	-	11,858	(11,858)
	Maldonado Total						-	-	65,876	(65,876)
	Manzo	Classified Salary	57,831	1.00	61,398	1.00	(3,567)	-	60,791	(2,960)
		Employee Benefits	18,506	-	35,039		(16,534)	-	34,892	(16,386)
		Teacher Salary			48,100	1.00	(48,100)	(1.00)	44,233	(44,233)
	Manzo Total		76,337	1.00	144,538	2.00	(68,201)	(1.00)	139,915	(63,579)
	Marshall	Classroom Teacher Added Duty					-	-	225	(225)
		Employee Benefits			13,452		(13,452)	-	12,609	(12,609)
		Stipend Certified					-	-	1,500	(1,500)
		Teacher Salary			42,039	1.00	(42,039)	(1.00)	62,894	(62,894)
	Marshall Total				55,491	1.00	(55,491)	(1.00)	77,228	(77,228)
	McCorkle	Classified Salary	95,370	2.00	57,847	1.00	37,523	1.00	57,301	38,069
		Employee Benefits	30,518	-	18,511		12,007	-	19,756	10,763
	McCorkle Total		125,888	2.00	76,357	1.00	49,531	1.00	77,056	48,832
	Mexican Am Stu Svcs	Classified Salary	214,445	4.50	216,439	4.50	(1,994)	-	214,852	(407)
		Classified Temporary	29,153	-	34,993		(5,840)	-	37,362	(8,209)
		Dues/Membership Fees	450	-	-		450	-	240	210
		Employee Benefits	85,662	-	87,848		(2,185)	-	85,903	(240)
		Employee Training and Professi	5,000	-	5,000		-	-	5,340	(340)
		Furniture and Equipment less than $5,000	500	-			500	-	3,131	(2,631)
		In-State Travel	500	-	197		303	-	299	201
		Instructional Aids	6,000	-			6,000	-	3,497	2,503
		Mileage	1,000	-	858		142	-	673	327
		Other Certified Salary	29,984	0.33	30,284	0.33	(300)	-	29,984	0
		Out-Of-State	1,000	-	2,409		(1,409)	-	1,279	(279)
		Overtime	750	-	750		-	-	749	1
		Professional/Educational Contr	7,000	-	4,000		3,000	-	8,000	(1,000)
		Student Admissions	1,000	-	1,000		-	-	1,000	-
		Student Travel Food/Lodging	2,660	-	3,000		(340)	-	2,688	(28)
		Tech Related Hardware & Software less than $5,000	4,000	-			4,000	-	894	3,106
		Technology Related Repairs and					-	-	76	(76)
		Technology-Rlated Hardwre & Softwre $5,000 or More					-	-	5,342	(5,342)
	Mexican Am Stu Svcs Total		389,104	4.83	386,779	4.83	2,326	-	401,309	(12,204)
	Miles E.L.C.	Classroom Teacher Added Duty					-	-	250	(250)
		Employee Benefits			17,312		(17,312)	-	21,098	(21,098)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Substitute Teachers					-	-	273	(273)

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Teacher Salary			54,099	1.00	(54,099)	(1.00)	49,347	(49,347)
	Miles E.L.C. Total				73,411	1.00	(73,411)	(1.00)	72,968	(72,968)
	Miller	Classified Salary	63,266	1.00	63,898	1.00	(632)	-	63,266	-
		Classroom Teacher Added Duty					-	-	371	(371)
		Employee Benefits	20,245	-	37,439		(17,194)	-	36,902	(16,657)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			53,100	1.00	(53,100)	(1.00)	48,495	(48,495)
	Miller Total		83,511	1.00	156,438	2.00	(72,927)	(1.00)	151,033	(67,522)
	Mission View	Classified Salary	60,791	1.00			60,791	1.00	60,791	0
		Employee Benefits	37,898	-	47,623		(9,725)	-	53,512	(15,614)
		Leased Certified					-	-	41,484	(41,484)
		Stipend Certified	2,000	-	6,000		(4,000)	-	4,000	(2,000)
		Teacher Salary	57,640	1.00	146,821	3.00	(89,181)	(2.00)	98,095	(40,455)
	Mission View Total		158,329	2.00	200,444	3.00	(42,115)	(1.00)	257,882	(99,552)
	Morgan Maxwell	Classroom Teacher Added Duty					-	-	425	(425)
		Employee Benefits			32,384		(32,384)	-	39,354	(39,354)
		Substitute Teachers					-	-	1,189	(1,189)
		Teacher Salary			101,200	2.00	(101,200)	(2.00)	90,108	(90,108)
	Morgan Maxwell Total				133,584	2.00	(133,584)	(2.00)	131,076	(131,076)
	MTSS	Added Duty Other Certified Staff			14,526		(14,526)	-	9,078	(9,078)
		Classified Salary	60,181	1.00	60,782	1.00	(601)	-	60,181	-
		Classified Temporary			4,554		(4,554)	-	9,563	(9,563)
		Classroom Teacher Added Duty	27,600	-	8,520		19,080	-	8,604	18,996
		Employee Benefits	24,778	-	19,450		5,328	-	26,112	(1,334)
		Employee Training and Professi					-	-	1,720	(1,720)
		Instructional Aids					-	-	13,644	(13,644)
		Leased Certified					-	-	711	(711)
		Leased Stipends					-	-	711	(711)
		Mileage					-	-	2,585	(2,585)
		Out-Of-State					-	-	2,271	(2,271)
		Substitute Teachers					-	-	2,165	(2,165)
	MTSS Total		112,558	1.00	107,832	1.00	4,727	-	137,344	(24,786)
	Myers/Ganoung	Classified Salary	58,997	1.00	59,586	1.00	(590)	-	58,997	-
		Employee Benefits	35,615	-	62,660		(27,045)	-	71,151	(35,536)
		Stipend Certified	2,000	-	2,880		(880)	-	2,874	(874)
		Teacher Salary	52,300	1.00	134,225	2.50	(81,925)	(1.50)	125,023	(72,723)
	Myers/Ganoung Total		148,912	2.00	259,351	3.50	(110,439)	(1.50)	258,045	(109,133)
	Ochoa	Classified Salary	102,639	3.00	103,665	3.00	(1,026)	-	100,637	2,002
		Classroom Teacher Added Duty					-	-	25	(25)
		Employee Benefits	32,844	-	58,716		(25,871)	-	54,716	(21,872)
		Teacher Salary			79,821	1.50	(79,821)	(1.50)	65,921	(65,921)
	Ochoa Total		135,483	3.00	242,202	4.50	(106,719)	(1.50)	221,299	(85,816)
	Oyama	Classroom Teacher Added Duty					-	-	25	(25)
		Employee Benefits			14,752		(14,752)	-	14,698	(14,698)
		Teacher Salary			46,101	1.00	(46,101)	(1.00)	42,529	(42,529)
	Oyama Total				60,853	1.00	(60,853)	(1.00)	57,252	(57,252)
	Palo Verde	Classified Salary	59,589	1.00	60,185	1.00	(596)	-		59,589
		Classroom Teacher Added Duty					-	-	8	(8)
		Employee Benefits	34,205	-	34,811		(607)	-	12,064	22,140

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Amount	1-Year Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Amount
		Stipend Certified			400		(400)	-	400	(400)
		Substitute Teachers	2,000	-			2,000	-	409	1,591
		Teacher Salary	50,401	1.00	48,600	1.00	1,801	-	35,856	14,545
	Palo Verde Total		146,194	2.00	143,996	2.00	2,198	-	48,737	97,457
	Asian Pacific Refugee	Classified Salary	11,891	0.25	10,215	0.25	1,676	-	10,096	1,795
		Classified Temporary					-	-	8,623	(8,623)
		Classroom Teacher Added Duty					-	-	475	(475)
		District Supplies					-	-	15,275	(15,275)
		Employee Benefits	8,377	-	8,320		58	-	10,424	(2,046)
		Employee Training and Professi	1,200	-	1,200		-	-		1,200
		Furniture and Equipment less than $5,000	500	-	327		173	-	777	(277)
		Instructional Aids					-	-	1,245	(1,245)
		Leased Classified	6,585	0.13	6,585	0.13	(0)	0.01	5,833	752
		Mileage	1,000	-	1,000		-	-	1,315	(315)
		Other Certified Salary	11,818	0.13	11,936	0.13	(118)	0.01	11,819	(1)
		Overtime					-	-	181	(181)
		Premium Taxes-Worker's Comp					-	-	1,800	(1,800)
		Professional/Educational Contr	1,125	-	1,125		-	-		1,125
	Asian Pacific Refugee Total		42,496	0.51	40,707	0.50	1,789	0.01	67,863	(25,366)
	Pistor	Classified Salary	100,483	2.00	100,491	2.00	(8)	-	97,384	3,099
		Employee Benefits	32,154	-	32,542		(387)	-	34,743	(2,589)
		Overtime					-	-	48	(48)
		Substitute Teachers					-	-	145	(145)
	Pistor Total		132,637	2.00	133,033	2.00	(396)	-	132,321	317
	Pueblo	Classified Salary	50,817	1.00	112,304	2.00	(61,487)	(1.00)	60,376	(9,559)
		Employee Benefits	16,262	-	35,937		(19,676)	-	19,155	(2,893)
		Stipend Classified	2,000	-	2,000		-	-	2,000	-
	Pueblo Total		69,079	1.00	150,241	2.00	(81,162)	(1.00)	81,530	(12,452)
	Pueblo Gardens	Classified Salary	69,881	1.00	70,580	1.00	(699)	-	69,881	-
		Classroom Teacher Added Duty					-	-	1,500	(1,500)
		Employee Benefits	22,362	-	54,282		(31,920)	-	73,463	(51,101)
		Stipend Certified			5,000		(5,000)	-	5,000	(5,000)
		Substitute Teachers					-	-	8,612	(8,612)
		Teacher Salary			93,401	2.00	(93,401)	(2.00)	142,075	(142,075)
	Pueblo Gardens Total		92,242	1.00	223,263	3.00	(131,020)	(2.00)	300,531	(208,288)
	Rincon	Classified Salary	55,000	1.00	66,490	1.00	(11,490)	-		55,000
		Employee Benefits	17,600	-	21,277		(3,677)	-		17,600
	Rincon Total		72,600	1.00	87,767	1.00	(15,167)	-		72,600
	Robins	Employee Benefits			20,032		(20,032)	-	17,920	(17,920)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Substitute Teachers					-	-	1,523	(1,523)
		Teacher Salary			62,601	1.00	(62,601)	(1.00)	56,591	(56,591)
	Robins Total				84,633	1.00	(84,633)	(1.00)	78,035	(78,035)
	Robison	Classified Salary	65,167	1.00	65,820	1.00	(652)	-	61,348	3,819
		Classroom Teacher Added Duty					-	-	350	(350)
		Employee Benefits	36,290	-	52,563		(16,273)	-	41,371	(5,081)
		Leased Certified	50,240	1.00	48,840	1.00	1,400	-	59,534	(9,294)
		Substitute Teachers					-	-	136	(136)
		Teacher Salary			49,599	1.00	(49,599)	(1.00)	45,512	(45,512)

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Robison Total		151,697	2.00	216,822	3.00	(65,124)	(1.00)	208,252	(56,555)
	Rose	Employee Benefits			9,716		(9,716)	-	5,660	(5,660)
		Teacher Salary			30,361	0.60	(30,361)	(0.60)	27,818	(27,818)
	Rose Total				40,077	0.60	(40,077)	(0.60)	33,479	(33,479)
	Safford	Classified Salary	190,060	5.00	192,535	5.00	(2,475)	-	184,572	5,488
		Employee Benefits	60,819	-	62,000		(1,181)	-	54,166	6,653
		Overtime					-	-	3,603	(3,603)
	Safford Total		250,879	5.00	254,535	5.00	(3,656)	-	242,341	8,538
	Sahuaro	Classified Salary	55,033	1.00	55,582	1.00	(549)	-		55,033
		Employee Benefits	17,610	-	17,786		(176)	-		17,610
	Sahuaro Total		72,643	1.00	73,368	1.00	(725)	-		72,643
	Santa Rita	Classified Salary	58,999	1.00	59,586	1.00	(587)	-		58,999
		Employee Benefits	18,880	-	19,068		(188)	-		18,880
	Santa Rita Total		77,879	1.00	78,654	1.00	(775)	-		77,879
	Secrist	Classified Salary	93,506	2.00	94,435	2.00	(929)	-	91,945	1,561
		Employee Benefits	29,922	-	30,608		(686)	-	31,805	(1,883)
		Overtime					-	-	179	(179)
	Secrist Total		123,428	2.00	125,042	2.00	(1,614)	-	123,930	(502)
	Sewell	Employee Benefits			16,141		(16,141)	-	3,060	(3,060)
		Stipend Certified			820		(820)	-	821	(821)
		Teacher Salary			50,440	1.00	(50,440)	(1.00)	16,282	(16,282)
	Sewell Total				67,401	1.00	(67,401)	(1.00)	20,163	(20,163)
	Steele	Classroom Teacher Added Duty					-	-	100	(100)
		Employee Benefits			17,792		(17,792)	-	16,676	(16,676)
		Teacher Salary			55,600	1.00	(55,600)	(1.00)	50,625	(50,625)
	Steele Total				73,392	1.00	(73,392)	(1.00)	67,402	(67,402)
	Teenage Parent	Classroom Teacher Added Duty					-	-	50	(50)
		Employee Benefits			16,352		(16,352)	-	15,039	(15,039)
		Substitute Teachers					-	-	1,163	(1,163)
		Teacher Salary			51,100	1.00	(51,100)	(1.00)	46,790	(46,790)
	Teenage Parent Total				67,452	1.00	(67,452)	(1.00)	63,042	(63,042)
	Tolson	Employee Benefits			16,512		(16,512)	-	16,338	(16,338)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			51,601	1.00	(51,601)	(1.00)	47,216	(47,216)
	Tolson Total				70,113	1.00	(70,113)	(1.00)	65,554	(65,554)
	Tucson	Classified Salary	106,187	2.00	152,837	3.00	(46,650)	(1.00)	90,537	15,649
		Employee Benefits	33,980	-	49,329		(15,349)	-	34,054	(75)
		Overtime					-	-	9	(9)
		Stipend Classified	2,000	-	2,000		-	-	2,000	-
	Tucson Total		142,166	2.00	204,166	3.00	(61,999)	(1.00)	126,601	15,566
	Tully	Classroom Teacher Added Duty					-	-	75	(75)
		Employee Benefits					-	-	19,523	(19,523)
		Stipend Certified					-	-	2,000	(2,000)
		Teacher Salary					-	-	56,900	(56,900)
	Tully Total						-	-	78,498	(78,498)
	University	Classified Salary	62,992	1.00	63,622	1.00	(630)	-	62,992	(0)
		Employee Benefits	20,157	-	20,359		(202)	-	13,837	6,321
	University Total		83,149	1.00	83,981	1.00	(831)	-	76,829	6,321
	Utterback	Classified Salary	57,826	1.00	57,847	1.00	(21)	-	41,021	16,805

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Employee Benefits	18,504	-	18,511		(7)	-	14,433	4,072
	Utterback Total		76,330	1.00	76,357	1.00	(27)	-	55,454	20,877
	Vail	Classified Salary	101,609	2.00	97,409	2.00	4,200	-	57,831	43,778
		Classroom Teacher Added Duty					-	-	515	(515)
		Employee Benefits	32,515	-	46,743		(14,228)	-	43,624	(11,109)
		Substitute Teachers					-	-	854	(854)
		Teacher Salary			51,100	1.00	(51,100)	(1.00)	46,790	(46,790)
	Vail Total		134,124	2.00	195,252	3.00	(61,129)	(1.00)	149,615	(15,491)
	Valencia	Classified Salary	55,589	1.00	56,145	1.00	(556)	-	68,427	(12,839)
		Classroom Teacher Added Duty					-	-	1,150	(1,150)
		Employee Benefits	17,788	-	32,238		(14,450)	-	39,067	(21,279)
		Overtime					-	-	340	(340)
		Substitute Teachers					-	-	1,232	(1,232)
		Teacher Salary			44,600	1.00	(44,600)	(1.00)	40,254	(40,254)
	Valencia Total		73,377	1.00	132,983	2.00	(59,606)	(1.00)	150,470	(77,093)
	Van Buskirk	Employee Benefits	16,608	-	32,319		(15,711)	-	33,096	(16,488)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary	51,900	1.00	100,996	2.00	(49,096)	(1.00)	95,014	(43,114)
	Van Buskirk Total		68,508	1.00	135,315	2.00	(66,807)	(1.00)	130,111	(61,602)
	Vesey	Employee Benefits	18,848	-	35,999		(17,152)	-	35,594	(16,746)
		Stipend Certified	2,000	-	2,000		-	-	2,000	-
		Teacher Salary	58,900	1.00	110,498	2.00	(51,598)	(1.00)	105,542	(46,642)
	Vesey Total		79,748	1.00	148,497	2.00	(68,750)	(1.00)	143,136	(63,389)
	Wakefield	Classroom Teacher Added Duty					-	-	40	(40)
		Employee Benefits			16,352		(16,352)	-	16,542	(16,542)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Substitute Teachers					-	-	4,534	(4,534)
		Teacher Salary			51,100	1.00	(51,100)	(1.00)	46,577	(46,577)
	Wakefield Total				69,452	1.00	(69,452)	(1.00)	69,693	(69,693)
	Warren	Classroom Teacher Added Duty					-	-	75	(75)
		Employee Benefits			16,832		(16,832)	-	10,257	(10,257)
		Stipend Certified			2,000		(2,000)	-	2,000	(2,000)
		Teacher Salary			52,601	1.00	(52,601)	(1.00)	48,053	(48,053)
	Warren Total				71,433	1.00	(71,433)	(1.00)	60,384	(60,384)
	Wright	Classroom Teacher Added Duty					-	-	42	(42)
		Employee Benefits	18,528	-	52,352		(33,824)	-	10,664	7,864
		Leased Certified					-	-	45,488	(45,488)
		Leased Classified					-	-	65,652	(65,652)
		Stipend Certified	2,000	-	2,000		-	-		2,000
		Teacher Salary	57,900	1.00	161,600	3.00	(103,700)	(2.00)	13,998	43,902
	Wright Total		78,428	1.00	215,952	3.00	(137,524)	(2.00)	135,845	(57,417)
80511	**V.11 Targeted Academic Interventions and Supports Total**		**5,697,758**	**77.73**	**10,122,922**	**142.22**	**(4,425,164)**	**(64.49)**	**9,505,162**	**(3,807,404)**
80512	**V.12 Quarterly Information Events**									
	African American Stu Svcs									
		Classified Salary	5,103	0.13	4,581	0.13	522	-	5,524	(421)
		District Supplies	5,000	-	7,000		(2,000)	-	7,922	(2,922)
		Employee Benefits	1,633	-	1,295		338	-	1,231	402
		Overtime	50	-	50		-	-	99	(49)

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Room Rental	3,100	-	5,933		(2,833)	-	3,096	4
		Staff Food	2,500	-	1,250		1,250	-	10,561	(8,061)
	African American Stu Svcs Total		17,386	0.13	20,109	0.13	(2,723)	-	28,433	(11,047)
	Mexican American Stu Svcs									
		Advertising	7,500	-	7,331		169	-	17,925	(10,425)
		Classified Temporary	6,000	-	6,700		(700)	-	3,966	2,034
		District Supplies	6,000	-	9,511		(3,511)	-	12,976	(6,976)
		Employee Benefits	1,260	-	1,200		60	-	1,036	225
		Overtime					-	-	914	(914)
		Rental of Equipment	400	-	400		-	-	509	(109)
		Room Rental	3,000	-	2,680		320	-	2,680	320
		Staff Food	1,000	-	500		500	-	500	500
		Supplies-Technology Related					-	-	488	(488)
	Mexican American Stu Svcs Total		25,160	-	28,323		(3,163)	-	40,993	(15,833)
80512	**V.12 Quarterly Information Events Total**		**42,546**	**0.13**	**48,432**	**0.13**	**(5,886)**	**-**	**69,427**	**(26,881)**
80513	**V.13 Collaborate with Local Colleges and Universities**									
	African American Stu Svcs									
		Classified Salary	5,103	0.13	5,581	0.13	(478)	-	5,524	(421)
		Employee Benefits	1,649	-	1,295		354	-	1,231	418
		Overtime	50	-	50		-	-	99	(49)
		Premium Taxes-Worker's Comp	2,809	-	2,685		124	-	2,625	184
		Professional/Educational Contr			3,000		(3,000)	-	5,000	(5,000)
	African American Stu Svcs Total		9,611	0.13	12,611	0.13	(3,000)	-	14,479	(4,868)
	Catalina									
		Classified Salary	17,661	0.35	17,838	0.35	(177)	-	15,314	2,347
		Employee Benefits	5,652	-	5,708		(57)	-	3,673	1,978
	Catalina Total		23,313	0.35	23,546	0.35	(233)	-	18,988	4,325
	Cholla									
		Classified Salary	18,938	0.35	19,127	0.35	(189)	-	18,938	0
		Employee Benefits	6,060	-	6,121		(61)	-	9,421	(3,361)
	Cholla Total		24,998	0.35	25,248	0.35	(250)	-	28,359	(3,361)
	Curriculum Development									
		Classified Salary			78,134	1.00	(78,134)	(1.00)	77,234	(77,234)
		Employee Benefits			25,003		(25,003)	-	17,004	(17,004)
	Curriculum Development Total				103,137	1.00	(103,137)	(1.00)	94,238	(94,238)
	Guidance, Counsel & Student Prev									
		Classified Salary	22,853	0.50	26,698	0.50	(3,845)	-	26,460	(3,607)
		Employee Benefits	7,313	-	7,475		(162)	-	5,811	1,502
		Overtime					-	-	28	(28)
	Guidance, Counsel & Student Prev Total		30,166	0.50	34,173	0.50	(4,007)	-	32,298	(2,133)
	Mexican American Stu Svcs									
		District Supplies	4,000	-	4,000		-	-	3,993	7
		Premium Taxes-Worker's Comp	5,000	-	5,000		-	-	6,593	(1,593)
		Student Transportation Purchas	5,000	-	4,645		355	-	9,895	(4,895)
	Mexican American Stu Svcs Total		14,000	-	13,645		355	-	20,482	(6,482)
	Palo Verde									
		Classified Salary	18,200	0.35	18,382	0.35	(182)	-	18,200	0
		Employee Benefits	5,824	-	5,882		(58)	-	6,326	(502)

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Palo Verde Total		24,024	0.35	24,264	0.35	(240)	-	24,526	(502)
	Professional Dev									
		Classified Salary	77,360	1.00			77,360	1.00		77,360
		Employee Benefits	24,755	-			24,755	-		24,755
	Professional Dev Total		24,024	0.35	24,264	0.35	(240)	-	24,526	(502)
	Project More									
		Classified Salary	4,550	0.09	4,569	0.09	(19)	0.00	4,550	0
		Employee Benefits	1,456	-	1,462		(6)	-	988	468
	Project More Total		6,006	0.09	6,031	0.09	(25)	0.00	5,538	468
	Pueblo									
		Classified Salary	19,125	0.35	19,316	0.35	(191)	-	19,125	0
		Employee Benefits	6,120	-	6,181		(61)	-	6,422	(302)
	Pueblo Total		25,245	0.35	25,497	0.35	(252)	-	25,547	(302)
	Rincon									
		Classified Salary	17,140	0.35	17,311	0.35	(171)	-	17,060	80
		Employee Benefits	5,485	-	5,540		(55)	-	5,914	(429)
	Rincon Total		22,625	0.35	22,851	0.35	(226)	-	22,974	(349)
	Sabino									
		Classified Salary	17,316	0.35	17,489	0.35	(173)	-	17,414	(98)
		Employee Benefits	5,541	-	5,597		(55)	-	3,860	1,681
	Sabino Total		22,857	0.35	23,086	0.35	(229)	-	21,274	1,583
	Sahuaro									
		Classified Salary	17,316	0.35	19,511	0.35	(2,195)	-	19,318	(2,002)
		Employee Benefits	5,541	-	6,244		(702)	-	7,552	(2,011)
	Sahuaro Total		22,857	0.35	25,755	0.35	(2,898)	-	26,870	(4,013)
	Santa Rita									
		Classified Salary			18,938	0.35	(18,938)	(0.35)	18,750	(18,750)
		Employee Benefits	5,250	-	6,060		(810)	-	5,982	(732)
		Leased Classified	16,405	0.35			16,405	0.35		16,405
	Santa Rita Total		21,655	0.35	24,998	0.35	(3,343)	-	24,732	(3,077)
	Teenage Parent									
		Classified Salary	6,500	0.13	4,596	0.09	1,905	0.04	4,550	1,950
		Employee Benefits	2,080	-	1,471		609	-	988	1,092
	Teenage Parent Total		8,580	0.13	6,066	0.09	2,514	0.04	5,538	3,042
	Tucson									
		Classified Salary	32,460	0.70	33,116	0.70	(656)	-	28,929	3,531
		Employee Benefits	10,387	-	10,597		(210)	-	10,738	(351)
	Tucson Total		42,847	0.70	43,713	0.70	(866)	-	39,667	3,180
	TUVA									
		Classified Salary	18,750	0.35	8,378	0.18	10,372	0.18		18,750
		Employee Benefits	6,000	-	2,681		3,319	-		6,000
	TUVA Total		24,750	0.35	11,059	0.18	13,691	0.18		24,750
	University									
		Classified Salary	17,661	0.35	17,661	0.35	0	-	17,486	175
		Employee Benefits	5,652	-	5,651		0	-	6,042	(390)
	University Total		23,313	0.35	23,312	0.35	0	-	23,528	(215)
80513 V.13 Collaborate with Local Colleges and Universities Total			**448,961**	**6.04**	**448,993**	**5.82**	**(32)**	**0.21**	**429,036**	**19,925**
80514 V.14 AAAATF Recommendations										

TUCSON UNIFIED SCHOOL DISTRICT
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PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	African American Stu Svcs									
		Classified Salary	393,476	8.13	361,056	8.13	32,420	-	350,126	43,350
		Classified Temporary			15,150		(15,150)	-	21,509	(21,509)
		District Supplies			2,500		(2,500)	-	6,654	(6,654)
		Employee Benefits	127,477	-	128,945		(1,468)	-	132,293	(4,815)
		Employee Training and Professi			-		-	-	515	(515)
		In-State Travel			3,200		(3,200)	-		-
		Mileage			500		(500)	-		-
		Other Books, Periodicals, and Media			380		(380)	-	345	(345)
		Other Professional Services-Ge			2,500		(2,500)	-		-
		Out-Of-State			214		(214)	-	1,807	(1,807)
		Overtime					-	-	5,360	(5,360)
		Professional/Educational Contr			2,500		(2,500)	-	24,447	(24,447)
		Student Transportation Purchas			2,000		(2,000)	-	3,057	(3,057)
	African American Stu Svcs Total		520,953	8.13	518,945	8.13	2,008	-	546,113	(25,160)
80514	**V.14 AAAATF Recommendations Total**		**520,953**	**8.13**	**518,945**	**8.13**	**2,008**	**-**	**546,113**	**(25,160)**
80516	**V.16 Supportive and Inclusive Environments**									
	Equity, Diversity & Inclusiveness									
		Added Duty Other Certified Staff							2,101.25	(2,101.25)
		Classified Salary							22,475.35	(22,475.35)
		Employee Benefits							10,760.49	(10,760.49)
	Equity, Diversity & Inclusiveness Total								35,337.09	(35,337.09)
80516	**V.16 Supportive and Inclusive Environments Total**						**-**	**-**	**35,337**	**(35,337)**
80601	**VI.1 Restorative Practices and PBIS (RPPSCs)**									
	African American Stu Svcs									
		Classified Salary	41,878	1.00	20,522	1.00	21,356	-	36,793	5,085
		Employee Benefits	13,401	-	6,567		6,834	-	15,805	(2,404)
		Overtime					-	-	405	(405)
	African American Stu Svcs Total		55,279	1.00	27,089	1.00	28,190	-	53,003	2,276
	Alternative to Suspension									
		Classified Salary	40,521.00	0.50	40,927.00	0.50	(406.00)		36,485.53	4,035.47
		Employee Benefits	12,966.00		13,097.00		(131.00)		11,117.58	1,848.42
	Alternative to Suspension Total		53,487.00	0.50	54,024.00	0.50	(537.00)		47,603.11	5,883.89
	Guidance, Counsel & Stdnt Prev									
		Classified Salary	39,594.00	0.50	39,990.00	0.50	(396.00)		39,594.22	(0.22)
		Employee Benefits	12,670.08		11,197.20		1,472.88		8,694.01	3,976.07
	Guidance, Counsel & Stdnt Prev Total		52,264.08	0.50	51,187.20	0.50	1,076.88		48,288.23	3,975.85
	Student Relations									
		Classified Salary	59,934.00	1.00	60,632.76	1.00	(698.76)		59,943.88	(9.88)
		Classified Temporary			6,000.00		(6,000.00)		3,000.00	(3,000.00)
		Dues/Membership Fees	600.00		850.00		(250.00)		649.20	(49.20)
		Employee Benefits	19,178.88		20,002.48		(823.60)		19,958.26	(779.38)
		Employee Training and Professi	5,000.00		2,000.00		3,000.00			5,000.00
		Mileage	2,000	-	3,500		(1,500)	-	2,176	(176)
		Professional/Educational Contr	10,000	-	3,324		6,676	-	8,500	1,500
	Student Relations Total		96,713	1.00	96,309	1.00	404	-	94,227	2,485
80601	**VI.1 Restorative Practices and PBIS (RPPSCs) Total**		**257,743**	**3.00**	**228,610**	**3.00**	**29,133**	**-**	**243,122**	**14,621**

TUCSON UNIFIED SCHOOL DISTRICT
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PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
80602 VI.2 GSRR/Student Code of Conduct										
	African American Stu Svcs									
		Classified Salary	5,103	0.13	5,581	0.13	(478)	-	5,524	(421)
		Employee Benefits	1,633	-	1,295		338	-	1,231	402
		Overtime					-	-	99	(99)
	African American Stu Svcs Total		6,736	0.13	6,876	0.13	(140)	-	6,854	(118)
	Student Relations									
		Classified Salary	275,720	4.03	261,460	4.06	14,260	(0.03)	256,227	19,493
		Classified Temporary					-	-	6,600	(6,600)
		District Supplies	4,550	-	4,496		54	-	6,356	(1,806)
		Employee Benefits	104,830	-	103,282		1,549	-	93,192	11,639
		Employee Training and Professi	6,405	-	8,155		(1,750)	-	9,480	(3,075)
		Leased Certified	83,000	-	85,000		(2,000)	-	59,724	23,276
		Mileage			54		(54)	-		-
		Out-Of-State	9,000	-	11,000		(2,000)	-	2,462	6,538
		Overtime					-	-	733	(733)
		Tech Related Hardware & Software less than $5,000			4,176		(4,176)	-		-
		Technology Related Repairs and			1,250		(1,250)	-		-
	Student Relations Total		483,505	4.03	478,872	4.06	4,633	(0.03)	434,772	48,733
80602 VI.2 GSRR/Student Code of Conduct Total			**490,241**	**4.16**	**485,749**	**4.18**	**4,493**	**(0.03)**	**441,626**	**48,615**
80603 VI.3 Student Discipline Training for Sites										
	African American Stu Svcs									
		Classified Salary	5,103	0.13	5,581	0.13	(478)	-	5,524	(421)
		Employee Benefits	1,633	-	1,295		338	-	1,231	402
		Overtime					-	-	99	(99)
	African American Stu Svcs Total		6,736	0.13	6,876	0.13	(140)	-	6,854	(118)
80603 VI.3 Student Discipline Training for Sites Total			**6,736**	**0.13**	**6,876**	**0.13**	**(140)**	**-**	**6,854**	**(118)**
80605 VI.5 Discipline Data Monitoring										
	African American Stu Svcs									
		Classified Salary	5,103	0.13	5,581	0.13	(478)	-	5,686	(583)
		Employee Benefits	1,633	-	1,295		338	-	1,266	367
		Overtime					-	-	99	(99)
	African American Stu Svcs Total		6,736	0.13	6,876	0.13	(140)	-	7,050	(314)
80605 VI.5 Discipline Data Monitoring Total			**6,736**	**0.13**	**6,876**	**0.13**	**(140)**	**-**	**7,050**	**(314)**
80701 VII.1 Family Center Plan										
	Family Center Catalina									
		Classified Salary	37,646	1.00	35,112	1.00	2,534	-	35,321	2,325
		District Supplies	1,750	-	1,750		-	-	1,323	427
		Employee Benefits	12,047	-	13,526		(1,479)	-	14,491	(2,445)
		Overtime					-	-	361	(361)
		Technology Related Repairs and	880	-	880		-	-	815	65
	Family Center Catalina Total		52,323	1.00	51,268	1.00	1,055	-	52,311	12
	Family Center Palo Verde									
		Classified Salary	35,904	1.00	38,002	1.00	(2,098)	-	24,240	11,664
		District Supplies	1,750	-	1,750		-	-	1,907	(157)

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Employee Benefits	11,489	-	14,643		(3,153)	-	9,770	1,720
		Overtime					-	-	22	(22)
	Family Center Palo Verde Total		49,143	1.00	54,395	1.00	(5,251)	-	35,938	13,205
	Family Center Southwest Annex									
		Classified Salary	35,935	1.00	37,749	1.00	(1,814)	-	37,574	(1,639)
		District Supplies	1,750	-	1,750		-	-	2,790	(1,040)
		Employee Benefits	11,499	-	14,531		(3,032)	-	8,243	3,256
	Family Center Southwest Annex Total		49,184	1.00	54,030	1.00	(4,846)	-	48,607	578
	Family Center Wakefield									
		Classified Salary	35,799	1.00	36,156	1.00	(357)	-	34,686	1,113
		District Supplies	1,750	-	1,750		-	-	1,925	(175)
		Employee Benefits	11,456	-	13,931		(2,476)	-	14,266	(2,810)
	Family Center Wakefield Total		49,005	1.00	51,837	1.00	(2,833)	-	50,878	(1,873)
	Family Engagement & Outreach									
		Classified Salary	143,067	2.90	145,173	2.90	(2,106)	-	134,937	8,131
		District Supplies	3,880	-	2,580		1,300	-	3,483	397
		Employee Benefits	45,781	-	24,710		21,071	-	38,490	7,291
		Overtime					-	-	222	(222)
		Professional/Educational Contr	6,000	-	6,000		-	-	6,000	-
	Family Engagement & Outreach Total		198,728	2.90	178,463	2.90	20,265	-	183,131	15,597
80701	**VII.1 Family Center Plan Total**		**398,383**	**6.90**	**389,993**	**6.90**	**8,391**	**-**	**370,864**	**27,519**
80702	**VII.2 Family Engagement Resources**									
	African American Stu Svcs									
		Classified Salary	60,179	1.44	61,106	1.44	(927)	-	60,135	44
		Employee Benefits	30,176	-	30,578		(402)	-	33,793	(3,617)
		Other Certified Salary	34,121	0.33	34,121	0.33	-	-	33,786	335
		Overtime					-	-	2,234	(2,234)
		Stipend Other Certified Staff			330		(330)	-	330	(330)
	African American Stu Svcs Total		124,476	1.77	126,135	1.77	(1,659)	-	130,278	(5,802)
	Asian Pacific Refugee Stu Svcs									
		Classified Salary	11,891	0.25	10,215	0.25	1,676	-	10,096	1,795
		District Supplies	625	-	625		-	-	2,306	(1,681)
		Employee Benefits	4,589	-	4,142		447	-	4,577	12
		Leased Classified	6,520	0.13	6,585	0.13	(65)	0.01	6,024	496
		Overtime					-	-	181	(181)
	Asian Pacific Refugee Stu Svcs Total		23,625	0.38	21,567	0.38	2,058	0.01	23,185	440
	Equity, Diversity & Inclusiveness									
		Classified Salary					-	-	3	(3)
		Employee Benefits					-	-	71	(71)
	Equity, Diversity & Inclusiveness Total						-	-	74	(74)
	Family Center Catalina									
		Classified Salary	35,705	1.00	36,062	1.00	(357)	-	18,179	17,526
		Employee Benefits	11,426	-	13,704		(2,278)	-	7,172	4,254
		Overtime					-	-	166	(166)
	Family Center Catalina Total		47,131	1.00	49,766	1.00	(2,635)	-	25,517	21,614
	Family Center Palo Verde									
		Classified Salary					-	-	4,029	(4,029)
		Employee Benefits					-	-	1,496	(1,496)

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
		Overtime					-	-	176	(176)
	Family Center Palo Verde Total						-	-	5,701	(5,701)
	Family Center Southwest Annex									
		Classified Salary	16,986	0.50	18,390	0.50	(1,404)	-	18,442	(1,456)
		Employee Benefits	5,435	-	6,988		(1,553)	-	7,189	(1,754)
		Overtime					-	-	88	(88)
	Family Center Southwest Annex Total		22,421	0.50	25,378	0.50	(2,957)	-	25,719	(3,297)
	Family Center Wakefield									
		Classified Salary	18,583	0.50	18,769	0.50	(186)	-	18,289	294
		Employee Benefits	5,947	-	7,132		(1,186)	-	7,140	(1,193)
		Overtime					-	-	36	(36)
	Family Center Wakefield Total		24,530	0.50	25,901	0.50	(1,372)	-	25,465	(935)
	Family Engagement & Outreach									
		Added Duty Other Certified Staff	3,000	-	3,000		-	-	1,901	1,100
		Classified Salary	4,195	0.05	4,237	0.05	(42)	-	4,195	(0)
		Classified Temporary	3,000	-	3,000		-	-	2,376	624
		Classroom Teacher Added Duty					-	-	2,765	(2,765)
		District Supplies	2,500	-	2,500		-	-	626	1,874
		Employee Benefits	2,542	-	2,810		(268)	-	2,933	(391)
		Leased Classified					-	-	73	(73)
		Other Professional Services-Ge					-	-	183	(183)
		Overtime					-	-	1,101	(1,101)
		Staff Food			1,300		(1,300)	-	4,124	(4,124)
	Family Engagement & Outreach Total		15,237	0.05	16,847	0.05	(1,610)	-	20,277	(5,040)
	Mexican American Stu Svcs									
		Classified Salary	128,587	2.99	129,873	2.99	(1,286)	-	128,109	478
		Classified Temporary	29,153	-	29,153		-	-	33,828	(4,675)
		District Supplies	300	-	277		23	-	326	(26)
		Employee Benefits	66,990	-	65,002		1,988	-	62,886	4,104
		Other Certified Salary	60,876	0.67	61,485	0.67	(609)	-	60,876	0
		Overtime	750	-	750		-	-	731	19
	Mexican American Stu Svcs Total		286,656	3.66	286,541	3.66	116	-	286,756	(100)
80702	**VII.2 Family Engagement Resources Total**		**544,076**	**7.86**	**552,135**	**7.85**	**(8,059)**	**0.01**	**542,973**	**1,103**
80703	**VII.3 Tracking Family Engagement**									
	Family Engagement & Outreach									
		Classified Salary	59,235	1.55	61,831	1.55	(2,596)	-	61,819	(2,584)
		Employee Benefits	18,955	-	18,549		406	-	17,071	1,884
		Overtime					-	-	824	(824)
	Family Engagement & Outreach Total		78,190	1.55	80,380	1.55	(2,190)	-	79,713	(1,523)
80703	**VII.3 Tracking Family Engagement Total**		**78,190**	**1.55**	**80,380**	**1.55**	**(2,190)**	**-**	**79,713**	**(1,523)**
80704	**VII.4 Translation and Interpretation Services**									
	Asian Pacific Refugee Stu Svcs									
		Classified Salary	11,891	0.25	10,215	0.25	1,676	-	10,096	1,795
		Employee Benefits	4,596	-	4,142		454	-	4,560	36
		Leased Classified	6,585	0.13	6,585	0.13	-	0.01	5,833	752
		Overtime					-	-	181	(181)
	Asian Pacific Refugee Stu Svcs Total		23,072	0.38	20,942	0.38	2,130	0.01	20,671	2,401

TUCSON UNIFIED SCHOOL DISTRICT
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LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Language Acquisition									
		Classified Salary	235,912	4.25	221,698	4.25	14,214	-	214,988	20,923
		Classified Temporary	42,000	-	42,000		-	-	34,552	7,448
		Employee Benefits	83,892	-	93,363		(9,471)	-	82,916	976
		Other Professional Services-Ge	29,000	-	29,000		-	-	22,558	6,442
		Overtime					-	-	102	(102)
		Professional/Educational Contr	4,000	-	4,000		-	-	2,625	1,375
		Supplies-Technology Related	450	-	58		392	-	83	367
	Language Acquisition Total		395,254	4.25	390,119	4.25	5,135	-	357,824	37,430
80704	**VII.4 Translation and Interpretation Services Total**		**418,325**	**4.63**	**411,061**	**4.63**	**7,264**	**0.01**	**378,495**	**39,831**
80801	**VIII.1 Extracurricular Equitable Access Plan**									
	Interscholastics									
		Classified Salary	42,910	1.00	44,171	1.00	(1,261)	-	26,002	16,908
		Classroom Teacher Added Duty	7,500	-	7,500		-	-		7,500
		District Supplies	27,500	-	27,500		-	-	29,726	(2,226)
		Employee Benefits	15,306	-	17,990		(2,684)	-	10,934	4,372
		Instructional Aids					-	-	11,242	(11,242)
		Overtime					-	-	100	(100)
		Professional/Educational Contr			5,000		(5,000)	-	5,000	(5,000)
	Interscholastics Total		93,216	1.00	102,161	1.00	(8,945)	-	83,005	10,211
80801	**VIII.1 Extracurricular Equitable Access Plan Total**		**93,216**	**1.00**	**102,161**	**1.00**	**(8,945)**	**-**	**83,005**	**10,211**
80802	**VIII.2 Data Reporting System (Extracurricular)**									
	Interscholastics									
		Classified Salary			22,612	1.00	(22,612)	(1.00)	14,869	(14,869)
		Employee Benefits			8,120		(8,120)	-	8,044	(8,044)
		Overtime					-	-	914	(914)
	Interscholastics Total				30,732	1.00	(30,732)	(1.00)	23,828	(23,828)
80802	**VIII.2 Data Reporting System (Extracurricular) Total**				**30,732**	**1.00**	**(30,732)**	**(1.00)**	**23,828**	**(23,828)**
80901	**IX.1 Multi-Year Facilities Plan**									
	Engineering									
		Classified Salary	136,910	2.00	128,648	2.00	8,262	-	95,509	41,401
		Employee Benefits	43,811	-	41,167		2,644	-	36,374	7,437
	Engineering Total		180,721	2.00	169,816	2.00	10,906	-	131,883	48,838
	Family Center Palo Verde									
		Construction Services					-	-	76,634	(76,634)
	Family Center Palo Verde Total						-	-	76,634	(76,634)
80901	**IX.1 Multi-Year Facilities Plan Total**		**180,721**	**2.00**	**169,816**	**2.00**	**10,906**	**-**	**208,517**	**(27,796)**
80902	**IX.2 Multi-Year Technology Plan**									
	Technology Services									
		Classified Salary	60,145	1.00	60,747	1.00	(602)	-	60,155	(10)
		Employee Benefits	19,246	-	15,187		4,060	-	13,107	6,140
	Technology Services Total		79,391	1.00	75,934	1.00	3,458	-	73,261	6,130
80902	**IX.2 Multi-Year Technology Plan Total**		**79,391**	**1.00**	**75,934**	**1.00**	**3,458**	**-**	**73,261**	**6,130**
80903	**IX.3 Technology PD for Classroom Staff**									

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Technology Services									
		Classified Salary	352,082	5.25	355,603	5.25	(3,521)	-	351,013	1,068
		Dues/Membership Fees	1,000	-	1,000		-	-	515	485
		Employee Benefits	112,666	-	124,461		(11,795)	-	119,302	(6,636)
	Technology Services Total		465,748	5.25	481,064	5.25	(15,316)	-	470,831	(5,083)
80903 IX.3 Technology PD for Classroom Staff Total			**465,748**	**5.25**	**481,064**	**5.25**	**(15,316)**	**-**	**470,831**	**(5,083)**
81001 X.1 EBAS Implementation										
	Technology Services									
		Classified Salary	82,299	1.25	80,477	1.25	1,822	-	144,486	(62,187)
		Employee Benefits	26,336	-	25,753		583	-	49,727	(23,391)
		Leased Classified	52,638	0.54	53,166	0.54	(528)	-	46,053	6,585
		Overtime					-	-	106	(106)
		Redemption of Principal Other					-	-	348,927	(348,927)
		Short Term Non-Instructional Software					-	-	3,973	(3,973)
		Technology Related Repairs and	10,000	-	10,000		-	-		10,000
	Technology Services Total		171,273	1.79	169,396	1.79	1,877	-	593,273	(422,000)
81001 X.1 EBAS Implementation Total			**171,273**	**1.79**	**169,396**	**1.79**	**1,877**	**-**	**593,273**	**(422,000)**
81002 X.2 EBAS Training and Evaluation										
	Assessment & Evaluation									
		Added Duty Other Certified Staff	7,500	-	9,625		(2,125)	-	213	7,288
		Classified Salary	242,448	4.00	242,448	4.00	-	-	230,383	12,065
		Classified Temporary	4,000	-	4,000		-	-	2,688	1,313
		Employee Benefits	98,162	-	104,218		(6,056)	-	95,744	2,418
		Employee Training and Professi					-	-	3,238	(3,238)
		In-State Travel	1,000	-	1,000		-	-		1,000
		Mileage	1,500	-	2,000		(500)	-	1,563	(63)
		Other Certified Salary	54,620	0.50	54,620	0.50	-	-	54,080	540
		Other Professional Services-Ge	9,000	-	9,000		-	-	18,000	(9,000)
		Professional/Educational Contr	90,879	-			90,879	-		90,879
		Short Term Non-Instructional Software					-	-	391	(391)
		Stipend Classified					-	-	54	(54)
		Supplies-Technology Related			280		(280)	-		-
		Tech Related Hardware & Software less than $5,000	6,000	-	5,154		846	-		6,000
	Assessment & Evaluation Total		515,109	4.50	432,345	4.50	82,764	-	406,352	108,756
	Equity, Diversity & Inclusiveness									
		Classified Salary					-	-	74,108	(74,108)
		Employee Benefits					-	-	23,880	(23,880)
		Stipend Classified					-	-	1,127	(1,127)
	Equity, Diversity & Inclusiveness Total						-	-	99,115	(99,115)
	Leadership & Student Success									
		Classified Salary	74,108	1.00	74,850	1.00	(742)	-		74,108
		Employee Benefits	23,715	-	24,272		(557)	-		23,715
	Leadership & Student Success Total		97,823	1.00	99,122	1.00	(1,299)	-		97,823
	Technology Services									
		Employee Benefits					-	-	440	(440)
		Employee Training and Professi	7,500	-	7,500		-	-	4,869	2,631
		Leased Classified	5,848	0.06	5,907	0.06	(59)	-	5,117	732

TUCSON UNIFIED SCHOOL DISTRICT
FY 2026-2027 DESEGREGATION BUDGET
PROPOSED USP BUDGET
LINE ITEM DETAIL BY USP ACTIVITY AND SITE

Activity	Site	Account Code	FY27 Amount	FY27 FTE	FY26 Revised Budget	FY26 Revised FTE	1-Year Variance Variance Amount	1-Year Variance Variance FTE	2 Year Variance FY25 Actuals	2 Year Variance Variance Amount
	Technology Services Total		13,348	0.06	13,407	0.06	(59)	-	10,426	2,923
81002 X.2 EBAS Training and Evaluation Total			**626,280**	**5.56**	**544,874**	**5.56**	**81,406**	**-**	**515,893**	**110,387**
81003 X.3 Budget Process and Development										
	Financial Services									
		Classified Salary	111,558	1.68	46,561	0.75	64,997	0.93	43,652	67,906
		Employee Benefits	35,699	-	17,693		18,006	-	18,950	16,749
	Financial Services Total		147,257	1.68	64,255	0.75	83,002	0.93	62,602	84,655
81003 X.3 Budget Process and Development Total			**147,257**	**1.68**	**64,255**	**0.75**	**83,002**	**0.93**	**62,602**	**84,655**
81004 X.4 Budget Audit										
	Financial Services									
		Audit Services-Non Federal Aud	5,000	-	5,000		-	-		5,000
		Employee Benefits	3,680	-	4,754		(1,074)	-	3,968	(288)
		Leased Classified	45,000	0.50	46,608	0.50	(1,608)	-	46,147	(1,147)
	Financial Services Total		53,680	0.50	56,362	0.50	(2,682)	-	50,116	3,564
81004 X.4 Budget Audit Total			**53,680**	**0.50**	**56,362**	**0.50**	**(2,682)**	**-**	**50,116**	**3,564**
80604 VI.4 Discipline Roles and Responsibilities										
80606 VI.6 Corrective Action Plans										
80607 VI.7 Successful Site-Based Strategies										
80505 V.5 Placement Policies and Practices										
80416 IV.16 USP Training Plan										
80417 IV.17 Ongoing PD on Hiring Process										
80403 IV.3 Interview Committees/Instrument/App Pool										
GRAND TOTAL			**63,711,047**	**809.04**	**63,711,047**	**902.99**	**0**	**(93.95)**	**63,709,827**	**1,220**

TUCSON UNIFIED SCHOOL DISTRICT

Financial Services Department
Ricky D. Hernández, Chief Financial Officer

PERFORMANCE IMPACT ANALYSIS: DESEGREGATION PROPOSED BUDGET FOR TUCSON UNIFIED SCHOOL DISTRICT FOR THE 2026-27 FISCAL YEAR

I. PROPOSED ACTION

Under the *Post Unitary Status Reporting and Accountability Plan (PUSP)*, the District is committed to publishing its proposed budget for expenditures under A.R.S. §15-910, Paragraph G, for the 2026-27 fiscal year. The commitment is to publish the proposed budget by May 15, provided that the Arizona Legislature has finalized its own budget by May 1 of that year. However, as of the date of this Performance Impact Analysis (PIA), the Arizona Legislature **has not** finalized its budget proposal for approval by the Governor.

The 2026-27 fiscal year proposed budget incorporates changes to the current operations of various programs and departments in Tucson Unified School District. Some of the proposed actions have been previously reviewed by the Governing Board as part of a larger districtwide budget readjustment and reallocation package and were approved on February 24, 2026, and March 31, 2026.

Although the changes will affect specific departmental operations, the programs and activities authorized under the Unitary Status Plan (USP) will not be affected as part of the proposed budget.

II. ISSUES

The District continues to address long-term fiscal challenges while maintaining its commitment to implementing the requirements of the Unitary Status Plan (USP). As part of its financial planning efforts, the Governing Board has approved a series of budget actions intended to reduce the District's projected structural deficit and improve long-term fiscal sustainability through June 30, 2030.

In November 2025, District voters approved a 15% Maintenance & Operations Override, providing an additional funding source for instructional and student support services. The availability of Override funding creates an opportunity to transition certain positions and activities currently funded through the Desegregation Fund to an alternative funding source while maintaining service levels. This includes academic interventionists, counselors, and other student support positions that directly support the educational needs of students across the District.

Because Arizona law limits Desegregation Fund expenditures to the amount authorized in fiscal year 2009-10, the District must continuously evaluate the allocation

of available resources to ensure ongoing compliance with the USP while maintaining sound fiscal stewardship. The proposed budget reflects a strategic realignment of funding sources that preserves existing services and creates additional flexibility within the Desegregation budget to address future USP-related needs.

Based on current projections, the proposed 2026-27 Desegregation budget is structurally balanced and does not anticipate expenditures exceeding available budget capacity. The proposed budget maintains the District's ability to continue supporting USP-authorized programs and activities while improving the long-term financial stability of the fund.

III. OBJECTIVES

The proposed 2026-27 Desegregation budget does not include any material reductions to USP-authorized programs or services. Instead, the proposed budget primarily reflects organizational restructuring, funding source realignments, and operational adjustments intended to maintain services while improving fiscal sustainability.

The most significant organizational change involves the integration of the Multicultural Curriculum Department into the Culturally Relevant Pedagogy and Instruction (CRPI) Department. Under this restructuring, multicultural curriculum initiatives and related instructional support activities will continue under the leadership of the CRPI Department. The reorganization is intended to strengthen coordination between culturally relevant instructional practices, curriculum development, and professional learning opportunities. As part of this restructuring, the separate Multicultural Curriculum Department will be eliminated, resulting in the elimination of three administrative positions. The remaining Professional Development Academic Trainer position and associated operating budget will be transferred to CRPI, ensuring continuity of services and support.

The second notable change involves the transition of Responsive to Intervention (RtI) and Teacher Interventionist positions from Desegregation funding to Maintenance & Operations Override funding. Approximately 64 FTE positions, representing approximately $4.4 million in expenditures, will be funded through the Override beginning in fiscal year 2026-27. This change does not reduce staffing levels, service delivery, or student access to intervention services. Rather, it represents a funding source reallocation that preserves these supports while creating additional budget capacity within the Desegregation Fund.

Additional budget adjustments reflect changes in operational needs, staffing allocations, salary adjustments approved by the Governing Board, and the reallocation

of resources among departments. The District anticipates that all core USP services and activities will continue during the 2026-27 fiscal year.

IV. USP PROGRAM BACKGROUND

As part of the district's budgeting process for the 2026-27 fiscal year each department administrator identified the necessary budget capacity for Desegregation expenditures that will be needed to move forward with the initiatives approved in the USP.

The following is a detailed listing of departments whose Desegregation-supported budgets changed by more than 5% from the prior fiscal year:

1. **Advanced Learning Experiences (ALE):** The Governing Board approved a $1,000 increase in the Supplemental Base Pay for all certified teachers. With added cost for benefits, the total amount of the increase for every eligible teacher in ALE courses is approximately $1,320. The overall change is approximately $163,000, or 5% of the current year's budget capacity.

2. **Assessment and Evaluation:** The increase comes from the addition of a Research Project Manager to support the District's efforts at developing an Desegregation Impact Study to evaluate the impact of the Desegregation-funded activities across TUSD. Also, the cost for the CogAT test for admission to University High School has increased in cost and required additional funding. The increase is an 18% increase from the prior fiscal year, or $105,000.

3. **Curriculum Development:** The decrease comes from reallocation of Reading Recovery teachers across the district with commensurate changes in salary and benefits costs for these positions. The department has also eliminated an administrative assistant for the next fiscal year. The total reduction for the department is approximately $106,000, or 9% of the current year's budgeted capacity.

4. **Fine Arts:** The department has reduced its budgeted capacity for salary and benefits needed to fund 8.5-FTE Design Team Artists across the district. There is no reduction or elimination in positions or services, but rather a budget adjustment to meet the budget needs for these positions. The overall decrease is approximately $93,000, or 11% of the current year's budget.

5. **Gifted and Talented Education (GATE):** The Governing Board approved a $1,000 increase in the Supplemental Base Pay for all certified teachers. With added cost for benefits, the total amount of the increase for every eligible

teacher in GATE courses is approximately $1,320. The overall change is approximately $235,000, or 8% of the current year's budget capacity.

6. **Interscholastics:** The department eliminated a 1-FTE Office Assistant for the next fiscal year. The savings from the salary and benefits results in a budget decrease of $40,000, or 43% of the total department's Desegregation budget.

7. **Multicultural Curriculum:** The department was folded into the Culturally Relevant Pedagogy and Instruction (CRPI) department beginning in the 2026-27 fiscal year. By closing the Multicultural Curriculum Department, the district also closed a full-time department director, administrative assistant, and program coordinator. The remaining PDAT and operating budget were absorbed in to CRPI. A portion of the savings was also used to a portion of the Professional Development Director in the Curriculum & Instruction Department. The budget decrease is approximately $281,000, or 74% from the prior fiscal year.

8. **Region 1:** Based on enrollment capacity, there was a reduction of 3-FTE teachers to support 7th period courses at Cholla High School. The school will go from 8.7-FTE to 5.7-FTE. The reduction was offset the Governing Board approved of a $1,000 increase in the Supplemental Base Pay for all certified teachers. With added cost for benefits, the total amount of the increase for every eligible teacher is $1,320. The net change in the budget from Region 1 is a reduction of $63,000, or approximately 5%.

9. **Region 2:** The Maintenance & Operations Override will now fund all Social Worker positions across the District. The loss of 2-FTE is a result of moving a position from Tucson High Magnet School and another from Pueblo High School. Based on enrollment capacity, there was a reduction of 2.2-FTE teachers to support 7th period courses at Safford K-8 School and Pueblo High School. The reduction was offset the Governing Board approved of a $1,000 increase in the Supplemental Base Pay for all certified teachers. With added cost for benefits, the total amount of the increase for every eligible teacher is $1,320. The net change in the budget from Region 2 is a reduction of $164,000, or approximately 12%.

10. **Region 3:** The increase is a result of the Governing Board approved $1,000 increase in the Supplemental Base Pay for all certified teachers. With added cost for benefits, the total amount of the increase for every eligible teacher is $1,320. The net change in the budget from Region 3 is an increase of $123,000, or approximately 9%.

11. **Region 4:** Based on enrollment capacity, there was a reduction of 3.1-FTE across 4 schools in the region: Alice Vail Middle School, Roberts-Naylor K-8 Schools, Booth-Fickett K-8 School, and Dodge Middle Magnet School. The reduction was offset the Governing Board approved of a $1,000 increase in the Supplemental Base Pay for all certified teachers. With added cost for benefits, the total amount of the increase for every eligible teacher is $1,320. The net change in the budget from Region 4 is a reduction of $110,000, or approximately 11%.

12. **Region 5:** The increase is a result of the Governing Board approved $1,000 increase in the Supplemental Base Pay for all certified teachers. With added cost for benefits, the total amount of the increase for every eligible teacher is $1,320. The net change in the budget from Region 5 is an increase of $91,000, or approximately 11%.

13. **Technology Services:** The decrease is a result of the closure of the Customer Support Center (CSC) and the elimination of 2-FTE Customer Support Specialist positions that were funded using the department's Desegregation allocation. The net change in the budget for the department is a decrease of $140,000, or approximately 19%.

14. **Transportation:** Although there is a decrease in 9.65-FTE due to a realignment of the department's needs for Transportation Bus Drivers, the overall budget is increase by approximately $195,000, or 2%, due a Governing Board-approved salary increase for all bus drivers in the 2025-26 fiscal year, which is a permanent raise for these positions.

V. IMPACT ANALYSIS: IMPACT ON PROTECTED CLASSES (AFRICAN AMERICAN, LATINO/A, INCLUDING ENGLISH LANGUAGE LEARNER STUDENTS)

A. Impact on Effectiveness of USP Program or Activity

District staff reviewed the proposed budget adjustments to evaluate whether the changes would reduce access, participation, staffing, instructional supports, transportation services, or educational opportunities for African American and Latino/a students, including English Language Learners.

Based on this review, the District did not identify any disproportionate adverse impacts on protected student groups. The proposed budget does not eliminate any core USP-authorized programs or services. Services that are

proposed for reallocation from Desegregation funding to Maintenance & Operations Override funding will continue to be provided at substantially the same service levels.

The integration of the Multicultural Curriculum Department into the Culturally Relevant Pedagogy and Instruction Department is not expected to reduce the availability of multicultural curriculum supports, instructional resources, or professional development activities. These functions will continue under the organizational structure of the CRPI Department.

Similarly, the transition of academic interventionist positions from Desegregation funding to Override funding will not reduce the availability of literacy or mathematics intervention services provided to students. These positions will continue serving schools and students during the 2026-27 fiscal year.

B. Impact on Other District Programs or Obligations under the USP

Below are the anticipated impacts, if any, on the effectiveness of any other USP activity:

1. **Compliance and Good Faith:** No expected impact. Compliance and monitoring requirements will continue unchanged.

2. **Student Assignment:** No expected impact on school boundaries, magnet schools, and applications.

3. **Transportation:** No expected impact on student transportation services. While there is a reduction in the number of positions, these are vacant positions that do not have any routes assigned.

4. **Administrative and Certified Staff:** RtI and academic interventionist positions represent much of the shift from Desegregation to Override funding. The number of positions will not be reduced for the 2026-27 fiscal year.

5. **Quality of Education:** While RtI and academic interventionist positions will be shifted to another district funding source, these positions will continue their work to provide support in core content areas with students identified as minimally proficient.

6. **Discipline:** No expected impact on discipline-related outcomes. All support for the disciplinary process remains in place.

7. **Family and Community Engagement (FACE):** No expected impact on FACE structures or programs.

8. **Extracurricular Activities:** No expected impact on participation in extracurricular activities.

9. **Facilities and Technology:** No expected impact on the ability for the district to respond to educational technology, technology expansion, and facilities management needs. Two Customer Support Center (CSC) positions will continue in Technology Services, Transportation, and

   Facilities. The Facilities Management Department will continue to focus on the growing demands of the district's infrastructure using an increased availability of Unrestricted Capital Outlay and Bond Program funds.

C. Data Sources & Assumptions

The District's analysis relied upon proposed staffing allocations, departmental budget requests, service delivery models, enrollment projections, organizational restructuring plans, and planned program operations for the 2026-27 fiscal year.

Because the proposed budget primarily involves funding source reallocations, organizational restructuring, staffing realignments, and operational adjustments rather than reductions in student services or program availability, the District determined that a separate student achievement analysis was not necessary to evaluate the anticipated impact of the proposed actions.

District staff reviewed the proposed changes to determine whether they would result in reduced access to services, diminished educational opportunities, or disproportionate impacts on African American, Latino/a, or English Language Learner students. No such impacts were identified.

VI. ANTICIPATED OUTCOMES

The District anticipates that USP-supported services and activities will continue at substantially the same service levels during the 2026-27 fiscal year. The proposed budget does not include the elimination of any core USP-authorized programs and does not anticipate reductions in student access to educational supports funded through the Desegregation budget.

The proposed reallocation of certain positions and activities to Maintenance & Operations Override funding is expected to preserve services while increasing the financial flexibility and sustainability of the Desegregation Fund. The organizational restructuring associated with the integration of the Multicultural Curriculum Department into the Culturally Relevant Pedagogy and Instruction Department is expected to maintain continuity of services while improving alignment between curriculum, instruction, and professional learning initiatives.

Based on the District's review, the proposed 2026-27 Desegregation budget maintains the District's capacity to implement the requirements of the USP. The District did not identify any disproportionate adverse impacts on African American, Latino/a, or English Language Learner students and anticipates continued delivery of USP-supported programs and services throughout the 2026-27 fiscal year.

VII. CONCLUSION

The District reviewed the proposed 2026-27 Desegregation budget to assess whether the recommended budget adjustments would result in reduced access to services, diminished educational opportunities, or disproportionate adverse impacts on African American, Latino/a, or English Language Learner students. Based on that review, the District determined that the proposed budget primarily reflects funding source reallocations, organizational restructuring, staffing realignments, and operational adjustments rather than reductions in USP-authorized programs or services.

The District does not anticipate any material adverse impact on the implementation of the Unitary Status Plan or the educational opportunities available to protected student groups. Services currently funded through the Desegregation budget that are proposed for transition to Maintenance & Operations Override funding will continue to be provided at the same service levels. Likewise, the integration of the Multicultural Curriculum Department into the Culturally Relevant Pedagogy and Instruction Department is intended to maintain

TUCSON UNIFIED
SCHOOL DISTRICT

Financial Services Department
Ricky D. Hernández, Chief Financial Officer

continuity of services while improving organizational alignment and operational efficiency.

Based on the information available at the time of this analysis, the District concludes that the proposed 2026-27 Desegregation budget maintains its capacity to fulfill the requirements of the Unitary Status Plan, continue supporting USP-authorized activities, and advance the District's commitment to providing equitable educational opportunities for all students.

Proposed Fiscal Year 2026-27 Expenditure Budget for Tucson Unified School District

Ricky Hernández, SFO, Chief Financial Officer
Governing Board Meeting – June 16, 2026

OVERVIEW

- FY27 State Budget Update
- FY27 District Budget Timeline
- State Budget Factors in the Proposed Budget
- Review of Override Board-Approved Budget Allocations
- Review of Board-Approved Budget Reductions and Reallocations
- Review of Board-Approved Capital Outlay Allocations & Proposed Expenditures
- FY27 vs FY26 Budget Comparison for M&O and Unrestricted Capital
- Classroom Spending Estimates Review
- FY27 Estimated Property Taxes

FY2027 STATE BUDGET UPDATE

- The Arizona Legislature approved the FY2026-27 State Budget on June 11, 2026
- The Auditor General issued **preliminary budget forms** on May 26, allowing school district to prepare proposed budgets for Board approval ahead of the July 5 deadline
- Final budget forms reflecting State Budget changes will be issued by the end of June, and will require revisions by Tucson Unified by September 15
- Tucson Unified's proposed budget is based on the **preliminary** forms and establishes the budget limits for adoption in July
- Administration will present a revised budget in August to incorporate any additional budget capacity or adjustments resulting from the final State Budget.

FY2027 BUDGET TIMELINE

- June 16: Approve proposed budget for the 2026-27 fiscal year
- July 14: Adopt budget for the 2026-27 fiscal year
- August 11: Revision #1 of the 2026-27 budget to capture additional capacity
- October 15: Deadline to approve FY2026 Annual Financial Report
- December 15: Deadline to approve December revision, if required by ADE
- May 15: Deadline to approve May revision, if necessary

STATE BUDGET FACTORS IN PROPOSED BUDGET

- 2% inflation adjustment to the Base Support Level (BSL) **increases** the M&O budget limit by **approximately $5.3 million**
- One-time Free & Reduced-Priced Lunch (FRPL) funding is estimated at **$2.3 million**, consistent with the FY26 May revision
- One-time District Additional Assistance (DAA) funding estimated at **$989,000**, increase the Unrestricted Capital budget limit
- Teacher Experience (TEI) decrease, resulting in a **loss** of $**378,213**
- A project 2% enrollment decline reduced M&O funding by approximately $5.7 million, largely offset by the BSL increase, resulting in a **net M&O loss** of approximately **$662,000**
- Proposition 123 supplemental funding **was not renewed** for FY27, reducing M&O budget capacity by approximately **$2.7 million**

15% MAINTENANCE & OPERATIONS BUDGET OVERRIDE ALLOCATIONS

INITIATIVE	BUDGET	FTE
Salary Increase	24,141,778	6,555.20
TEA Consensus ($3000)	*14,390,705*	*3,069.60*
All Others (4%)	*9,751,073*	*3,485.50*
Attendance Initiative	649,998	15.50
Counselors	2,170,853	35.50
CTE Positions	991,716	19.50
Fine Arts Teachers	996,072	14.00
Interventionists	9,772,593	95.50
Interventionists Allocation for FY28	*3,844,084*	*TBD*
Interventioist Current Allocation	*5,928,509*	*95.50*
PE Teachers	3,525,000	58.00
Social Workers	1,467,039	22.00
Pre-School Initiative	800,000	0.00
Certified Librarian Pilot Project	367,896	6.00
GRAND TOTAL INVESTMENT	**44,882,945**	**6,821.20**

FY27 APPROVED BUDGET REDUCTIONS

REDUCTION	AMOUNT	BOARD ACTION DATE
Regional Itinerant Subs	913,855	02/24/26
Customer Support Center	1,132,159	02/24/26
Region 2 Office	222,600	02/24/26
Multicultural Curriculum Merger with CRPI	296,235	02/24/26
Senior Director of Magnet Programs	129,360	02/24/26
Departmental Budget Reductions	4,389,696	03/31/26
Leadership & Student Success	145,135	03/31/26
TOTAL REDUCTIONS	**7,229,040**	
Deputy Superintendent	(158,826)	03/31/26
Exec. Director of Curr., Inst., & Prof. Learning	(137,280)	03/31/26
Director, Professional Learning	(118,800)	03/31/26
TOTAL OFFSETS	**(414,906)**	

NET PERMANENT SAVINGS:

$6,814,134

FY27 APPROVED CAPITAL OUTLAY INVESTMENT

DEPARTMENT	CONSTRUCTION	ENGINEERING	EQUIPMENT	FURNITURE	HARDWARE	INSTRUCTIONAL AIDS	LEASES	SOFTWARE	TEXTBOOKS	DEPARTMENT TOTAL
CURRICULUM & INSTRUCTION	$ -	$ -	$ -	$ -	$ -	$ 2,684,000	$ -	$ -	$ 4,680,111	$ 7,364,111
FACILITIES MANAGEMENT	$ -	$ 1,948,426	$ 190,000	$ -	$ -	$ -	$ 623,000	$ 146,000	$ -	$ 2,907,426
PROJECT MANAGEMENT	$ 1,768,220	$ -	$ -	$ -	$ -	$ -	$ -	$ 106,000	$ -	$ 1,874,220
TECHNOLOGY SERVICES	$ -	$ -	$ -	$ -	$ 681,000	$ 1,100	$ 73,000	$ 4,932,085	$ -	$ 5,687,185
TRANSPORTATION	$ -	$ -	$ 100,000	$ -	$ 15,000	$ -	$ -	$ 58,000	$ -	$ 173,000
CATEGORY TOTALS	$ 1,768,220	$ 1,948,426	$ 290,000	$ -	$ 696,000	$ 2,685,100	$ 696,000	$ 5,242,085	$ 4,680,111	$ 18,005,942

- The total Unrestricted Capital Outlay proposed budget limit is **$20,419,853**
- The remaining available balance of **$2,413,911** is distributed among other departments
- This budget **does not** include capital requests supported by other funding sources like the Bond Programs, Grants, Auxiliary Operations, or other miscellaneous budgets

	FY2027 Proposed	FY2026 May Revision	Variance
Total Weighted Student Count	51,797.6491	52,888.1800	(1,090.5309)
MAINTENANCE & OPERATIONS			
Base Support Level	270,152,193	270,431,000	(278,807)
Teacher Experience Index (TEI)	4,754,679	5,138,189	(383,510)
Transportation Rev Control Limit	19,484,450	19,484,450	0
Non-Federal Audit Fees	127,297	145,079	(17,783)
Desegregation M&O Limit	63,407,092	63,343,562	63,530
Budget Balance Carryforward	7,980,880	24,270,883	(16,290,003)
Energy Savings Transfer	(2,774,158)	(2,774,158)	0
Dropout Prevention	767,410	767,410	0
Proposition 123 Allocation	0	2,633,508	(2,633,508)
Transfer-In from UCO to M&O	3,000,000	5,962,841	(2,962,841)
FRPL One-Time Funds	2,322,747	1,983,478	339,269
15% M&O Override	44,882,945	0	44,882,945
TOTAL M&O BUDGET LIMIT	**414,105,534**	**391,386,242**	**22,719,292**
UNRESTRICTED CAPITAL OUTLAY			
Capital Outlay Allocation	21,382,752	22,146,015	(763,263)
Transfer-Out to M&O from UCO	(3,000,000)	(5,962,841)	2,962,841
Desegregation Capital	303,955	367,485	(63,530)
Budget Balance Carryforward	600,000	1,931,326	(1,331,326)
DAA One-Time Funds	988,146	987,617	529
Prior Year Interest Earned	145,000	304,604	(159,604)
TOTAL UCO BUDGET LIMIT	**20,419,853**	**19,774,206**	**645,647**

FY2027 PROPOSED BUDGET

VS.

FY2026 BUDGET REVISION #3

CLASSROOM SPENDING ESTIMATES

CATEGORY	FY27 ESTIMATE	FY25 ACTUAL	CHANGE
Instruction	50.1%	48.5%	+1.6%
Student Support	13.4%	11.1%	+2.3%
Instruction Support	8.4%	8.1%	+0.3%
Classroom Spending	***71.8%***	***67.7%***	***+4.1%***
Administration	9.4%	9.2%	0.2%
Plant Operations	11.7%	13.6%	-1.9%
Transportation	4.0%	4.8%	-0.8%
Food Service	3.1%	4.7%	-1.6%

ADMINISTRATIVE SPENDING REVIEW

- Administrative spending is **ALL** spending across the district, including schools
  - Central administration, which includes the Governing Board, Superintendent, Finance, Human Resources, Purchasing, Communications, Legal, etc.
  - School administration, which includes all principals, assistant principals, athletic directors, office managers, administrative assistants, and support expenses for school admin operations
- In FY25, TUSD's administrative spending was 9.2%, or approximately $47.3 million
  - $23.5 million, or approximately 50%, were school administration-related expenditures
  - $23.8 million, or approximately 49%, were district-level expenditures

Category	FY25 Amount	FY25 %
Office of the Principal	$23,451,951	49.6%
Personnel Services	4,414,086	9.3%
Fiscal Services	3,967,999	8.4%
Administrative Technology	3,711,430	7.9%
Non-Instructional Staff Training	2,100,372	4.4%
Executive Administration	2,053,582	4.3%
TOTAL	**$39,699,420**	**84%**

ADMINISTRATIVE SPENDING: TUCSON METRO

SCHOOL DISTRICT	FY25 PERCENTAGE	FY24 PERCENTAGE	FY25 RANK
Amphitheater	10.4%	9.2%	6
Catalina Foothills	10.7%	10.4%	4
Flowing Wells	10.7%	9.9%	4
Marana	8.9%	8.4%	9
Sahuarita	10.8%	10.8%	3
Sunnyside	9.7%	9.7%	7
Tanque Verde	12.5%	13.5%	1
TUCSON UNIFIED	**9.2%**	**9.0%**	**8**
Vail	10.9%	11.3%	2
*Tucson Metro Average**	*10.6%*	*10.4%*	*N/A*
Peer Average	*8.6%*	*8.5%*	*N/A*
State Average	*8.9%*	*10.3%*	*N/A*

*excludes Tucson Unified

TOTAL FY27 PROPOSED OPERATING BUDGET

FUND	FY2027 PROPOSED	FY2026 MAY REVISION	VARIANCE
Maintenance & Operations	414,105,533	391,386,241	22,719,292
Classroom Site Fund	63,353,061	61,487,683	1,865,378
Instructional Improvement	1,882,878	1,980,643	(97,765)
Unrestricted Capital	20,419,853	19,774,206	645,647
Federal Projects	52,738,997	65,854,566	(13,115,569)
State Projects	3,264,498	4,642,135	(1,377,637)
Food Service	27,061,137	27,854,212	(793,075)
Bond Building	92,091,000	94,000,000	(1,909,000)
Debt Service	34,785,619	33,827,100	958,519
Other Funds	52,746,020	63,009,969	(10,263,949)
Internal Service	34,948,781	35,782,853	(834,072)
GRAND TOTAL	**797,397,377**	**799,599,608**	**(2,202,231)**

FY2027 ESTIMATED PROPERTY TAX RATES & LEVIES

	FY2027	FY2026	Variance
Net Assessed Valuation*	4,601.8	4,419.0	182.8
Primary Property Taxes			
Base Rate	3.0264	3.1212	(0.0948)
Diff between TSL & TRCL	0.1364	0.2005	(0.0641)
Dropout Prevention	0.0167	0.0174	(0.0007)
GPLET Levy	0.0072	0.0081	(0.0009)
Adjacent Ways	0.0543	0.0453	0.0090
Total Primary Rate	**3.2410**	**3.3925**	**(0.1515)**
Secondary Property Taxes			
Desegregation	1.3845	1.4418	(0.0573)
Debt Service	0.7831	0.7879	(0.0048)
M&O Override	0.9753	0.0000	0.9753
Total Secondary Rate	**3.1429**	**2.2297**	0.9132
TOTAL PROPERTY TAX RATE	**6.3839**	**5.6222**	**0.7617**

**in millions*

	FY2027	FY2026	Variance
Primary Tax Levy	324.10	339.25	(15.15)
Less Homeowner's Rebate	(151.32)	(156.06)	4.74
Net Primary Tax Levy	**172.78**	**183.19**	**(10.41)**
Secondary Tax Levy			
Desegregation	138.45	144.18	(5.73)
Debt Service	78.31	78.79	(0.48)
M&O Override	97.53	0.00	97.53
Secondary Tax Levy	**314.29**	**222.97**	**91.32**
TOTAL PROPERTY TAX LEVY*	**487.07**	**406.16**	**80.91**

**per $100,000 of assessed valuation*

NEXT STEPS

- **June 16:** Approval of FY2027 Proposed Budget using **estimates** budget limits
- **July 14:** Public hearing on FY26 Adopted Budget and Truth-In-Taxation Hearing on Adjacent Ways tax levy
- New forms, with updated budget limits, issued by the Auditor General once the Governor signs the FY27 State budget
- **By September 15:** Approve Budget Revision #1 to incorporate State budget changes
- **By November 30:** Issue the official FY27 Budget Book, which incorporates fund balances from the Annual Financial Report and Revision #1 with current limits

THANK YOU!

District Name Tucson Unified School District **County** Pima **CTD number** 100201000

FY 2027
State of Arizona
School District Annual Expenditure Budget
Districtwide Budget

Proposed
Version

By the Governing Board

We hereby certify that the Budget for the Fiscal Year 2027 was

Proposed June 16, 2026
Adopted
Revised
Date

District website link of posted budget https://www.tusd1.org/financial-services-reports

Signed Signed

The FY 2027 budget file for the version described above will be uploaded via the School Finance Budget System on ADE's website by June 17, 2026.
Date

Superintendent signature Business Manager signature

Dr. Gabriel Trujillo Ricky Hernandez
Superintendent name (typed name) Business Manager name (typed name)

District contact employee: Ricky Hernandez

Telephone: 520-225-6493 Email: ricky.hernandez@tusd1.org

Instructions

Revenues and property taxation

1. Total budgeted revenues for fiscal year 2026 $ 315,000,000
2. Estimated revenues by source for fiscal year 2027 (excluding property taxes)

Local	1000	$	50,000,000
Intermediate	2000	$	0
State	3000	$	215,000,000
Federal	4000	$	38,000,000
TOTAL		$	303,000,000

3. **District tax rates for prior and budget fiscal years (A.R.S. §15-903.D.4)**

	Prior FY 2026	Est. Budget FY 2027
Primary Tax Rate:	3.3701	3.2410
Secondary Tax Rates:		
M&O Override		0.9753
Special Program Override		
Capital Override		
Class A Bonds		
Class B Bonds	0.7807	0.7831
CTED		
Desegregation	1.4418	1.3845
Total Secondary Tax Rate	2.2225	3.1429

Total budgeted expenditures and aggregate school district budget limit (A.R.S. §15-905.H)

	Budgeted expenditures	Budgeted carryforward	Budget limit
1. Maintenance and Operation Fund (from pages 1, lines 30-31 and 7, line 10)	$ 406,498,471	$ 7,607,062	$ 414,105,533
2. Unrestricted Capital Fund (from pages 4, lines 10-11 and 8, line 12)	$ 19,444,651	$ 975,202	$ 20,419,853
3. Federal projects other than Impact Aid (from budget, page 6, Federal Projects, minus 378 [lines 18 and 20])			$ 50,770,456
4. Total aggregate school district budget limit (sum of lines 1 through 3)			$ 485,295,842

Average teacher salaries (A.R.S. §15-903.E)

1. Average salary of all teachers employed in FY 2027 (budget year)	$ 71,218
2. Average salary of all teachers employed in FY 2026 (prior year)	$ 67,218
3. Increase in average teacher salary from the prior year	$ 4,000
4. Percentage increase	6%

Comments on average salary calculation (optional): Open positions for non-Return to Work (RTW) employees on 9.5-month pay calendar. Average is based on total full-time equivalent (FTE) positions divided by total salaries, plus estimated salary increases, from all local, state, and federal funding sources. This includes Supplemental Base Pay, but does not include Performance Pay.

☐ Check this box if your district has no teachers (transporting districts and some CTEDs).

District name Tucson Unified School District | **County** Pima | **CTD number** 100201000 | **Version** Proposed

Fund 001 (M&O) — Maintenance and Operation (M&O) Fund

Instructions Expenditures		FTE Prior FY	FTE Budget FY	Salaries 6100	Employee benefits 6200	Purchased services 6300, 6400, 6500	Supplies 6600	Other 6800	Totals Prior FY 2026	Totals Budget FY 2027	% Increase/ Decrease	
100 Regular Education												
1000 Instruction	1.	1,606.40	1,587.65	80,073,392	24,744,163	219,680	1,206,344	161,220	101,171,928	106,404,799	5.2%	1.
2000 Support services												
2100 Students	2.	350.67	394.91	17,038,359	5,510,955	423,289	102,289	20,932	19,317,228	23,095,824	19.6%	2.
2200 Instructional staff	3.	140.20	138.20	7,361,934	2,340,274	231,136	80,829	180	9,230,841	10,014,353	8.5%	3.
2300 General administration	4.	20.00	19.30	1,928,082	664,889	721,643	36,350	98,257	4,356,694	3,449,221	-20.8%	4.
2400 School administration	5.	267.50	266.44	17,710,076	5,840,602	613,025	106,024		21,382,811	24,269,727	13.5%	5.
2500 Central services	6.	105.53	88.59	5,593,266	1,787,860	2,542,553	195,120	19,287	11,656,624	10,138,086	-13.0%	6.
2600 Operation & maintenance of plant	7.	724.10	722.41	27,846,360	8,975,567	15,766,330	22,285,101	25,400	73,847,959	74,898,758	1.4%	7.
2900 Other	8.	0.00	0.00						0	0	0.0%	8.
3000 Operation of noninstructional services	9.	0.00	0.00	349,236	111,755				0	460,991		9.
610 School-sponsored cocurricular activities	10.	3.51	3.51	514,291	102,858	1,000			607,771	618,149	1.7%	10.
620 School-sponsored athletics	11.	21.78	20.77	2,839,146	707,928	321,385	15,000	165,000	4,054,148	4,048,459	-0.1%	11.
630 Other instructional programs	12.	0.00	0.00						0	0	0.0%	12.
700, 800, 900 Other programs	13.	5.47	5.47	1,831,624	600,039				430,432	2,431,663	464.9%	13.
Regular education subsection subtotal (lines 1-13)	14.	3,245.16	3,247.25	163,085,766	51,386,890	20,840,041	24,027,057	490,276	246,056,436	259,830,030	5.6%	14.
200 and 300 Special education												
1000 Instruction	15.	782.11	898.11	36,811,865	12,120,219	1,228,977	7,500		40,978,489	50,168,561	22.4%	15.
2000 Support services												
2100 Students	16.	151.05	150.47	9,655,295	3,219,698	834,080	21,300		13,115,330	13,730,373	4.7%	16.
2200 Instructional staff	17.	20.30	22.80	1,400,163	449,422	1,254,086	34,750	3,100	3,011,994	3,141,521	4.3%	17.
2300 General administration	18.	0.00	0.00	1,305	418				21,010	1,723	-91.8%	18.
2400 School administration	19.	2.00	2.00	152,654	48,790		1,000		197,723	202,444	2.4%	19.
2500 Central services	20.	2.00	2.00	136,601	43,472	60,195	11,750	3,000	341,808	255,018	-25.4%	20.
2600 Operation & maintenance of plant	21.	1.75	1.75	64,871	20,699	3,300	6,500		96,146	95,370	-0.8%	21.
2900 Other	22.	0.00	0.00						0	0	0.0%	22.
3000 Operation of noninstructional services	23.	0.00	0.00						0	0	0.0%	23.
Subtotal (lines 15-23)	24.	959.21	1,077.13	48,222,754	15,902,718	3,380,638	82,800	6,100	57,762,500	67,595,010	17.0%	24.
400 Pupil transportation	25.	206.88	189.41	7,722,548	2,460,843	2,021,889	1,393,900	740,000	18,662,781	14,339,180	-23.2%	25.
510 Desegregation (from districtwide Desegregation Budget, page 2, line 44)	26.	906.49	809.04	42,723,821	13,357,550	3,991,502	1,500,780	1,833,439	63,343,562	63,407,092	0.1%	26.
530 Dropout prevention programs	27.	11.50	11.50	371,655	177,205	211,800	6,750		767,410	767,410	0.0%	27.
540 Joint career and technical education and vocational education center	28.	0.00	0.00	0	0	0	0	0	0	0	0.0%	28.
550 K-3 Reading program	29.	2.00	1.00	359,126	77,087	110,243	13,293		923,338	559,749	-39.4%	29.
Budgeted expenditures (lines 14, and 24-29)	30.	5,331.24	5,335.33	262,485,670	83,362,293	30,556,113	27,024,580	3,069,815	387,516,027	406,498,471	4.9%	30.
Maintained for spending after FY 2027 (budgeted carryforward)	31.								3,870,215	7,607,062		31.
Total budget limit expenditures (lines 30-31) (Cannot exceed page 7, line 11)	32.	5,331.24	5,335.33	262,485,670	83,362,293	30,556,113	27,024,580	3,069,815	391,386,242	414,105,533	5.8%	32.

The district has budgeted an amount in the M&O Fund equal to the General Budget Limit as calculated on page 7 of 8.

District name Tucson Unified School District **County** Pima **CTD number** 100201000 **Version** Proposed

Instructions

Special education programs by type (M&O Fund programs 200 and 300)

(A.R.S. §§ 15-761 and 15-903)

	Prior FY	Budget FY	
1. Total all disability classifications	54,884,218	59,010,310	1.
2. Gifted education	637,184	1,612,264	2.
3. Remedial education	0	0	3.
4. ELL incremental costs	851,035	4,570,439	4.
5. ELL compensatory instruction	0	0	5.
6. Vocational and technical education (non-CTED)	1,390,063	1,545,017	6.
7. Career education (non-CTED)	0	0	7.
8. Career technical education (CTED)	0	856,980	8.
9. Total (lines 1 through 8 must equal total of line 24, page 1)	57,762,500	67,595,010	9.
10. IEP required pupil transportation costs coded within Program 400	5,000	5,000	10.

Proposed ratios for special education

(A.R.S. §§15-903.E.1 and 15-764.A.5)

Teacher-pupil 1 to 0

Staff-pupil 1 to 0

Expenditures budgeted for audit services

M&O Fund -nonfederal	**6350**	134,850
All funds - federal	*6330*	8,450

FY 2027 performance pay (A.R.S. Section 15-920)

Amount budgeted in M&O fund for a performance pay component

Do not report budgeted amounts for the performance pay component of the Classroom Site Fund on this line.

Expenditures budgeted in the M&O Fund for food service

Amount budgeted in M&O for food service (fund 001, function 3100) $ 970,816

(This amount will be used to determine district compliance with state matching requirements pursuant to Code of Federal Regulations (CFR) Title 7, §210.17(a)]

District name Tucson Unified School District **County** Pima **CTD number** 100201000 **Version** Proposed

Fund 010 (CSF)

Classroom Site Fund (CSF) and CSF Budget Limit (A.R.S. §§ 15-977 and 15-978)

Instructions Expenditures		Salaries 6100	Employee benefits 6200	Purchased services 6300, 6400, 6500	Supplies 6600	Property 6700	Debt service and miscellaneous 6800	Totals Prior FY 2026	Totals Budget FY 2027	% Increase/ Decrease	
1000 Instruction	1.	34,059,097	5,217,793					55,319,592	39,276,890	-29.0%	1.
2100 Support services - students	2.	1,185,847	351,678					1,926,081	1,537,525	-20.2%	2.
2200 Support services - instructional staff	3.	412,763	196,551					670,420	609,314	-9.1%	3.
2300 Support services - general administration	4.							0	0	0.0%	4.
2500 Central services	5.							0	0	0.0%	5.
3300 Community services operations	6.	53,295	10,659					86,563	63,954	-26.1%	6.
4000 Facilities acquisition and construction	7.							0	0		7.
5000 Debt service	8.							0	0		8.
Budgeted expenditures (lines 1-8)	9.	35,711,002	5,776,681	0	0	0	0	58,002,656	41,487,683	-28.5%	9.
Maintained for spending after FY 2027 (budgeted carryforward)	10.							0	21,865,378		10.
Total budget limit expenditures (lines 10-11)	11.	35,711,002	5,776,681	0	0	0	0	58,002,656	63,353,061	9.2%	11.

The district has budgeted an amount in Fund 010 equal to the Classroom Site Fund Budget Limit as calculated below.

Classroom Site Fund budget limit calculation

FY 2026 Classroom Site Fund budget limit (from FY 2026 latest revised budget, page 3, line 16)	12.	61,487,683
FY 2026 actual expenditures (for budget adoption use actual expenditures to date plus estimated expenditures through fiscal year-end.)	13.	38,258,605
Unexpended budget balance (line 12 minus 13)	14.	23,229,078
Interest earned in the Classroom Site Fund in FY 2026	15.	1,138,668
FY 2027 Classroom Site Fund allocation, provided by ADE based on: $883	16.	38,985,315
Adjustments to FY 2027 Classroom Site Fund budget limit (1)	17.	0
FY 2027 Classroom Site Fund budget limit (Sum of lines 12 through 17) (2)	18.	63,353,061

(1) This line may be used to recapture lost CSF budget capacity that resulted from underbudgeting in prior fiscal years.
(2) The amounts budgeted on line 11 cannot exceed the respective amounts on this line.

District name Tucson Unified School District **County** Pima **CTD number** 100201000 **Version** Proposed

Fund 610 (UCO)

Unrestricted Capital Outlay (UCO) Fund

Instructions **Expenditures**		Rentals 6440	Library books, textbooks, & instructional aids (2) 6641-6643	Short-term noninstructional software subscription 6655	Property (2) 6700	Redemption of principal (3) 6831, 6832, 6833	Interest (4) 6841, 6842, 6843, 6850	All other object codes (excluding 6900)	Totals Prior FY 2026	Totals Budget FY 2027	% Increase/ Decrease	
Unrestricted Capital Outlay override (1)	1.								0	0	0.0%	1.
Unrestricted Capital Outlay Fund 610 (6)												
1000 Instruction	2.		7,690,387		68,009				8,937,502	7,758,396	-13.2%	2.
2000 Support services												
2100, 2200 Students and instructional staff	3.				17,770			2,000	1,028,655	19,770	-98.1%	3.
2300, 2400, 2500, 2900 Administration	4.	400,000		5,343,022	709,784				5,233,415	6,452,806	23.3%	4.
2600 Operation & maintenance of plant	5.	1,006,000		310,000	2,612,670				1,689,900	3,928,670	132.5%	5.
2700 Student transportation	6.								0	0	0.0%	6.
3000 Operation of noninstructional services (5)	7.								0	0	0.0%	7.
4000 Facilities acquisition and construction	8.				100,000			1,185,009	2,884,734	1,285,009	-55.5%	8.
5000 Debt service	9.								0	0	0.0%	9.
Budgeted expenditures (lines 2-9)	10.	1,406,000	7,690,387	5,653,022	3,508,233	0	0	1,187,009	19,774,206	19,444,651	-1.7%	10.
Maintained for spending after FY 2027 (budgeted carryforward)	11.								0	975,202		11.
Total budget limit expenditures (lines 10-11) (Cannot exceed page 8, line 12)	12.	1,406,000	7,690,387	5,653,022	3,508,233	0	0	1,187,009	19,774,206	20,419,853	3.3%	12.

The district has budgeted an amount in the UCO Fund equal to the Unrestricted Capital Budget Limit as calculated on Page 8 of 8.

(1) Amounts in the Unrestricted Capital Outlay override line 1 above must be included in the appropriate individual line items for fund 610 and in the budget year total column.

(2) Detail by object code:

	Unrestricted Capital Outlay
6641 Library books	$ 675,000
6642 Textbooks	4,863,134
6643 Instructional aids	3,158,253
673X Furniture and equipment	3,426,604
673X Vehicles	0
673X Tech hardware & software	81,629

(3) Includes principal on Capital Equity Fund loans of _____, principal on leases of _____, and principal on bonds of _____.

(4) Includes interest on Capital Equity Fund loans of _____, interest on leases of _____, and interest on bonds of _____.

(5) Expenditures budgeted in Unrestricted Capital Outlay (UCO) Fund for food service

Enter the amount budgeted in UCO for food service [amount will be used to determine district compliance with state matching requirements pursuant to CFR Title 7, §210.17(a)] $ -

(6) Expenditures, if any, budgeted in the Unrestricted Capital Outlay Fund on lines 2-9 for the K-3 Reading Program as described in A.R.S. §15-211. $ 1,392,146

District name Tucson Unified School District **County** Pima **CTD number** 100201000 **Version** Proposed

Other funds—required capital expenditure detail [(A.R.S. §15-904.(B)]

Instructions Expenditures		Unrestricted Capital Outlay Fund 610		Bond Building Fund 630		New School Facilities Fund 695		Adjacent Ways Fund 620 (2)		
		Prior FY	Budget FY	Prior FY	Budget FY	Prior FY	Budget FY	Prior FY	Budget FY	
Total fund expenditures	1.	19,774,206	19,444,651	94,000,000	92,091,000	0	0	3,000,000	3,000,000	1.
Select object codes detail (1)										
6150 Classified salaries	2.	0	0	0	69,000	0	0	0	0	2.
6200 Employee benefits	3.	0	0	0	22,000	0	0	0	0	3.
6450 Construction services	4.	2,456,840	1,185,009	41,397,389	35,000,000	0	0	3,000,000	3,000,000	4.
6655 Short-term noninstructional software subscription	5.	5,310,787	5,653,022	0		0	0	0	0	5.
6710 Land and improvements	6.	0	0	0		0	0	0	0	6.
6720 Buildings and improvements	7.	7,898	0	0	30,000,000	0	0	0	0	7.
673X Furniture and equipment	8.	623,720	3,426,604	23,037,760	15,000,000	0	0	0	0	8.
673X Vehicles	9.	0	0	1,599,269	0	0	0	0	0	9.
673X Technology hardware & software	10.	289,249	81,629	1,124,468	12,000,000	0	0	0	0	10.
6831, 6832, 6833 redemption of principal	11.	0	0	0		0	0	0	0	11.
6841, 6842, 6843, 6850, 6860 Interest and debt-issuance costs	12.	0	0	0		0	0	0	0	12.
Total (lines 2-12)	13.	8,688,494	10,346,264	67,158,886	92,091,000	0	0	3,000,000	3,000,000	13.
Total amounts reported on lines 2-12 above for:										
Renovation	14.	1,000,000	1,185,009	10,000,000	65,000,000			3,000,000	3,000,000	14.
New construction	15.	0	0	10,000,000	5,000,000	0	0	0	0	15.
Other	16.	7,688,494	9,161,255	47,158,886	22,091,000	0	0	0	0	16.
Total (lines 14-16, must equal line 13)	17.	8,688,494	10,346,264	67,158,886	92,091,000	0	0	3,000,000	3,000,000	17.

(1) Lines 2-12 may not include all budgeted expenditures of the fund. Total budgeted expenditures for each fund should be included on Line 1.

(2) Amount budgeted on line 1 for the Adjacent Ways Fund that will result in a tax levy in FY 2027 $ 2,500,000

Districts that are levying any amount for adjacent ways must fill in the Truth in Taxation Worksheet and follow the requirements of A.R.S. Sec. 15-905.01. The amount reported in footnote 2 above pulls to the Truth in Taxation Worksheet, Line 1

District name Tucson Unified School District **County** Pima **CTD number** 100201000 **Version** Proposed

Special projects

Instructions

		FTE		Total all functions		
		Prior FY	Budget FY	Prior FY	Budget FY	
Federal projects FTE & expenditures						
1.	100-130 ESEA Title I - Helping Disadvantaged Children	369.91	340.32	29,825,976	25,699,422	1.
2.	140-150 ESEA Title II - Prof. Dev. and Technology	4.52	5.34	1,773,941	1,080,296	2.
3.	160 ESEA Title IV - 21st Century Schools	15.91	8.78	3,491,416	2,435,023	3.
4.	170-180 ESEA Title V - Promote Informed Parent Choice	0.00	0.00	0	0	4.
5.	190 ESEA Title III - Limited Eng. & Immigrant Students	7.60	7.40	978,709	583,784	5.
6.	200 ESEA Title VII - Indian Education	8.88	9.88	587,710	593,438	6.
7.	210 ESEA Title VI - flexibility and accountability	0.00	0.00	0	0	7.
8.	220 IDEA Part B	150.74	149.00	10,395,612	9,554,806	8.
9.	230 Johnson-O'Malley	0.00	0.00	126,272	28,619	9.
10.	240 Workforce Investment Act	0.00	0.00	0	0	10.
11.	250 AEA - Adult Education	0.00	0.00	0	0	11.
12.	260-270 Vocational Education - Basic Grants	51.90	51.27	4,985,695	4,248,521	12.
13.	280 ESEA Title X - Homeless Education	1.00	1.00	99,157	77,090	13.
14.	290 Medicaid Reimbursement	49.50	71.88	5,947,844	6,117,164	14.
15.	349 National Forest Fees	0.00	0.00	0	0	15.
16.	353 Taylor Grazing Fees	0.00	0.00	0	0	16.
17.	374 E-Rate	0.00	0.00	936,033	300,000	17.
18.	378 Impact Aid	26.88	28.08	2,358,744	1,968,541	18.
19.	300-399 Other Federal projects	1.90	0.70	4,347,457	52,293	19.
20.	699 Federal Impact Aid (construction)	0.00	0.00	0	0	20.
21.	Total Federal project funds (lines 1-20)	688.74	673.65	65,854,566	52,738,997	21.
State projects FTE & expenditures						
22.	400 Vocational education	0.48	0.48	343,103	240,172	22.
23.	410 Early Childhood Block Grant	1.50	1.50	1,843,911	1,469,212	23.
24.	420 Ext. school yr. - pupils with disabilities	0.00	0.00	0	0	24.
25.	425 Adult basic education	0.00	0.00	0	0	25.
26.	430 Chemical abuse prevention programs	0.00	0.00	34,514	26,350	26.
27.	435 Academic contests	0.00	0.00	0	0	27.
28.	450 Gifted education	21.31	10.40	751,018	436,915	28.
29.	456 College credit exam incentives	1.00	1.00	54,004	56,941	29.
30.	460 Environmental Special Plate	0.00	0.00	0	0	30.
31.	Other State projects	25.01	19.05	1,615,585	1,034,908	31.
32.	Total State project funds (lines 22-31)	49.30	32.43	4,642,135	3,264,498	32.
33.	Total special projects (lines 21 and 32)	738.04	706.08	70,496,701	56,003,495	33.

Instructional Improvement Fund expenditures (020)

		Prior FY	Budget FY	
1.	Teacher compensation increases	0	0	1.
2.	Class size reduction	0	0	2.
3.	Dropout prevention programs (M&O purposes)	448,265	426,559	3.
4.	Instructional improvement programs (M&O purposes)	1,532,377	1,456,319	4.
5.	Total Instructional Improvement Fund (lines 1-4)	1,980,642	1,882,878	5.

Other funds expenditures

			Prior FY	Budget FY	
1.	050	County, City, and Town Grants	0	0	1.
2.	071	English Language Learner (1)	0	0	2.
3.	072	Compensatory Instruction (1)	0	0	3.
4.	500	School Plant (2)	17,607,482	500,000	4.
5.	510	Food Service	27,854,212	27,061,137	5.
6.	515	Civic Center	232,407	453,602	6.
7.	520	Community School	6,201,851	5,805,998	7.
8.	525	Auxiliary Operations	1,000,000	1,000,000	8.
9.	526	Extracurricular Activities Fees Tax Credit	1,500,000	1,500,000	9.
10.	530	Gifts and Donations	249,656	292,472	10.
11.	535	Career & Technical Education Projects	0	0	11.
12.	540	Fingerprint	0	0	12.
13.	545	School Opening	0	0	13.
14.	550	Insurance Proceeds	238,330	200,000	14.
15.	555	Textbooks	0	0	15.
16.	565	Litigation Recovery	1,442,381	1,113,190	16.
17.	570	Indirect Costs	4,259,657	4,003,215	17.
18.	575	Unemployment Insurance	0	0	18.
19.	580	Teacherage	0	0	19.
20.	585	Insurance Refund	0	0	20.
21.	590	Grants and Gifts to Teachers	0	0	21.
22.	595	Advertisement	0	0	22.
23.	596	Career Technical Education	6,326,991	3,530,894	23.
24.	597	Arizona Industry Credentials Incentive	0	0	24
25.	639	Impact Aid Revenue Bond Building	0	0	25.
26.	650	Gifts and Donations-Capital	0	0	26.
27.	660	Condemnation	0	0	27.
28.	665	Energy and Water Savings	2,774,158	2,774,158	28.
29.	686	Emergency Deficiencies Correction	0	0	29.
30.	691	Building Renewal Grant	15,000,000	25,000,000	30.
31.	700	Debt Service	33,827,100	34,785,619	31.
32.	720	Impact Aid Revenue Bond Debt Service	0	0	32.
33.	850	Student Activities	1,100,000	1,100,000	33.
34.		Other 576, 586 655	2,077,056	2,472,491	34.
		Internal Service Funds 950-989			
1.	954	Self-Insurance	32,770,100	32,739,887	1.
2.	955	Intergovernmental Agreements	2,454,036	1,667,469	2.
3.	961	OPEB	100,000	100,000	3.
4.	952	District Print Shop	458,717	441,425	4.

(1) From supplement, line 10 and line 20, respectively.

(2) Indicate amount budgeted in Fund 500 for M&O purposes $ -

District name Tucson Unified School District **County** Pima **CTD number** 100201000

Version Proposed

Calculation of FY 2027 General Budget Limit (A.R.S. §15-947.C)

Instructions			A. Maintenance and Operation	B. Unrestricted Capital Outlay
*1.	FY 2027 Revenue Control Limit (RCL) (from BSA55 tab, page 3)	$ 294,518,617	$ 294,518,617	$ 0
*2. (a)	FY 2027 district additional assistance (DAA) (from BSA55 tab, page 4)	$ 21,382,752		
(b)	DAA adjustment (from BSA55 tab, page 4)	$ 0		
(c)	Total DAA (line 2.a plus 2.b)	$ 21,382,752	3,000,000	18,382,752
*3.	FY 2027 override authorization (A.R.S. Sections 15-481 and 15-482 or 15-949 if small school adjustment phase down applies, see Calculations page, calculation of maximum override for a district no longer eligible for a small school adjustment, line 6 and calculation of small school adjustment phase down limit, line 6)			
(a)	Maintenance and Operation		44,882,945	
(b)	Unrestricted Capital Outlay			
(c)	Special Program			
*4.	Small schoool adjustment for Districts with a student count of 125 or less in K-8 or 100 or less in 9-12 (A.R.S. §15-949) (Up to $50,000 if no election is chosen for phase down, see Calculations page, Calculation of small school adjustment phase down limit, line 6)			
*5.	Tuition revenue (A.R.S. §§15-823 and 15-824) (Do **not** include full-day kindergarten or summer school tuition)			
(a)	Individuals and other private sources			
(b)	Other Arizona districts			
(c)	Out-of-state districts and other governments			
(d)	Certificates of Educational Convenience (A.R.S. §§15-825, 15-825.01, and 15-825.02)			
*6.	State Assistance (A.R.S. §15-976) and special ed. voucher payments received (A.R.S. §15-1204)			
*7.	Increase authorized by County School Superintendent for accommodation schools [not to exceed amount on Calculations page, Calculation of M&O Fund budget balance carryforward, line 15(e)] (A.R.S. §15-974.B)			
8.	Budget increase for:			
(a)	Desegregation expenditures (A.R.S. §15-910.G-K)		63,407,092	303,955
* (b)	Budget balance carryforward (from Calculations page, Calculation of M&O Fund budget balance carryforward, line 13) (A.R.S. §15-943.01)		7,980,880	
(c)	Dropout prevention programs (Laws 1992, Ch. 305, §32 and Laws 2000, Ch. 398, §2)		767,410	
(d)	Registered warrant or tax anticipation note interest expense incurred in FY 2025 (A.R.S. Section 15-910.M, as amended by Laws 2022, Ch. 285, §3)			
* (e)	Joint career and technical education and vocational education center (A.R.S. §15-910.01)			
* (f)	FY 2026 Performance pay unexpended budget carryforward (from Calculation page, Calculation of M&O Fund budget balance carryforward, line 10.e) (A.R.S. §15-920)		0	
(g)	Excessive property tax assessed valuation judgments (A.R.S. §§42-16213 and 42-16214)			
* (h)	Transportation revenues for attendance of nonresident pupils (A.R.S. §§15-923 and 15-947)			
*9.	Adjustment to the General Budget Limit (A.R.S. §§15-272, 15-905.M, 15-910.02, and 15-915) Include year(s) and descriptions, as applicable.			
(a)	Prior year over expenditures/resolutions:			
(b)	Decrease for transfer from M&O to Energy and Water Savings Fund		(2,774,158)	
(c)	Increase for Energy and Water Savings Fund transfer to M&O			
(d)	Noncompliance adjustment			
(e)	ADM/Transportation audit adjustment			
(f)	Other: One-time FRPL Payment		2,322,747	
10.	FY 2027 General Budget Limit (column A, lines 1 through 9) (A.R.S. §15-905.F) (page 1, line 32 cannot exceed this amount)		$ 414,105,533	
11.	Total amount to be used for capital expenditures (column B, lines 1 through 8) (A.R.S. §15-905.F) (to page 8, line 11)			$ 18,686,707

* Subject to adjustment prior to May 15 as allowed by A.R.S. revisions are described in the instructions for these lines, as needed.

District name Tucson Unified School District **County** Pima **CTD number** 100201000

Instructions **Version** Proposed

Calculation of FY 2027 Unrestricted Capital Budget Limit
(A.R.S. Section 15-947.D)

Unrestricted Capital Budget Limit

1.	FY 2026 Unrestricted Capital Budget Limit (UCBL) (from FY 2026 latest revised Budget, page 8, line 12)	$ 19,774,206
2.	Total UCBL adjustment for prior years as notified by ADE on BUDG75 report (for budget adoption, use zero.)	$
3.	Adjusted amount available for FY 2026 capital expenditures (line 1 + 2)	$ 19,774,206
4.	Total budget limit expenditures in Fund 610 in FY 2026 (from FY 2026 latest revised budget, page 4, line 12)	$ 19,774,206
5.	Lesser of line 3 or the sum of line 4 and any positive adjustment on line 2	$ 19,774,206
6.	FY 2026 Fund 610 actual expenditures (for budget adoption use actual expenditures to date plus estimated expenditures through fiscal year-end.)	$ 19,174,206
7.	Unexpended budget balance in Fund 610 (line 5 minus 6) If negative, use zero in calculation, but show negative amount here in parentheses.	$ 600,000
8.	Interest earned in Fund 610 in FY 2026	$ 145,000
9.	Monies deposited in Fund 610 from Division of School Facilities for donated land (A.R.S. §41-5741.F)	$
10.	Adjustment to UCBL for FY 2027 (A.R.S. section 15-905.M) Include year(s) and descriptions, as applicable.	
	(a) Prior year over expenditures/resolutions:	$
	(b) ADM/Transportation audit adjustment	$
	(c) Other: One-time DAA Supplement	$ 988,146
11.	Amount to be used for capital expenditures (from page 7, line 11)	$ 18,686,707
12.	FY 2027 Unrestricted Capital Budget Limit (lines 7 through 11) (1)	$ 20,419,853

(1) The amount budgeted on page 4, line 12 cannot exceed this amount.

District name Tucson Unified School District **County** Pima **CTD number** 100201000 **Version** Proposed

Supplement to School District Annual Expenditure Budget for Districts that Budget for English Language Learners
(A.R.S. §§15-756.04 and 15-756.11)

Instructions

English Language Learners Supplement Expenditures		FTE Prior FY	FTE Budget FY	Salaries 6100	Employee benefits 6200	Purchased services 6300, 6400, 6500	Supplies 6600	Property 6700	Other 6800	Totals Prior FY 2026	Totals Budget FY 2027	% Increase/ Decrease	
English Language Learner Fund 071 (A.R.S. §15-756.04)													
1000 Instruction	1.	0.00								0	0	0.0%	1.
2000 Support services													
2100 Students	2.	0.00								0	0	0.0%	2.
2200 Instructional staff	3.	0.00								0	0	0.0%	3.
2300 General administration	4.	0.00								0	0	0.0%	4.
2400 School administration	5.	0.00								0	0	0.0%	5.
2500 Central services	6.	0.00								0	0	0.0%	6.
2600 Operation & maintenance of plant	7.	0.00								0	0	0.0%	7.
2700 Student transportation	8.	0.00								0	0	0.0%	8.
2900 Other	9.	0.00								0	0	0.0%	9.
Total (lines 1-9) (to Budget, Page 6, Other funds, line 2)	10.	0.00	0.00	0	0	0	0		0	0	0	0.0%	10.
Compensatory Instruction Fund 072 (A.R.S. §15-756.11)													
1000 Instruction	11.	0.00								0	0	0.0%	11.
2000 Support services													
2100 Students	12.	0.00								0	0	0.0%	12.
2200 Instructional staff	13.	0.00								0	0	0.0%	13.
2300 General administration	14.	0.00								0	0	0.0%	14.
2400 School administration	15.	0.00								0	0	0.0%	15.
2500 Central services	16.	0.00								0	0	0.0%	16.
2600 Operation & maintenance of plant	17.	0.00								0	0	0.0%	17.
2700 Student transportation	18.	0.00								0	0	0.0%	18.
2900 Other	19.	0.00								0	0	0.0%	19.
Total (lines 11-19) (to Budget, Page 6, Other funds, line 3)	20.	0.00	0.00	0	0	0	0		0	0	0	0.0%	20.

Summary of School District Proposed Expenditure Budget

CTD number 100201000
Version Proposed

I certify that the budget of Tucson Unified School **District,** Pima **County for fiscal year 2027 was officially proposed by the Governing Board on,** June 16, 2026 **, and that the complete Proposed Expenditure Budget may be reviewed by contacting** Ricky Hernandez **at the District office, telephone** 520-225-6493 **during normal business hours.**

President of the Governing Board

Instructions

1. Average daily membership:

	2025 ADM	Prior year 2026 ADM	Budget year 2027 ADM
Attending	37,157.1535	35,887.4039	35,171.6040

2. Tax rates:

	Prior FY	Est. Budget FY
Primary rate (equalization formula funding and budget add-ons not required to be in secondary rate)	3.3701	3.2410
Secondary rate (voter-approved overrides, bonds, and career technical education districts, and desegregation, if applicable)	2.2225	3.1429

3. Budgeted expenditures and budget limits:

	Budgeted expenditures	Budgeted carryforward	Budget limit
Maintenance & Operation Fund	406,498,471	7,607,062	414,105,533
Classroom Site Fund	41,487,683	21,865,378	63,353,061
Unrestricted Capital Outlay Fund	19,444,651	975,202	20,419,853

4. Average teacher salaries (A.R.S. §15-903.E)

1. Average salary of all teachers employed in FY 2027 (budget year)	71,218
2. Average salary of all teachers employed in FY 2026 (prior year)	67,218
3. Increase in average teacher salary from the prior year	4,000
4. Percentage increase	6%

Comments on average salary calculation (optional): Open positions for non-Return to Work (RTW) employees on 9.5-month pay calendar. Average is based on total full-time equivalent (FTE) positions divided by total salaries, plus estimated salary increases, from all local, state, and federal funding sources. This includes Supplemental Base Pay, but does not include Performance Pay.

Maintenance and Operation expenditures

	Salaries and benefits		Other		TOTAL		% Inc./(Decr.) from prior FY
	Prior FY	Budget FY	Prior FY	Budget FY	Prior FY	Budget FY	
100 Regular education							
1000 Instruction	99,110,712	104,817,555	2,061,216	1,587,244	101,171,928	106,404,799	5.2%
2000 Support services							
2100 Students	18,788,444	22,549,314	528,784	546,510	19,317,228	23,095,824	19.6%
2200 Instructional staff	8,678,593	9,702,208	552,248	312,145	9,230,841	10,014,353	8.5%
2300, 2400, 2500 Administration	31,369,489	33,524,775	6,026,640	4,332,259	37,396,129	37,857,034	1.2%
2600 Oper./maint. of plant	35,650,166	36,821,927	38,197,793	38,076,831	73,847,959	74,898,758	1.4%
2900 Other	0	0	0	0	0	0	0.0%
3000 Oper. Of noninstructional services	0	460,991	0	0	0	460,991	
610 School-sponsored cocurric. activities	596,733	617,149	11,038	1,000	607,771	618,149	1.7%
620 School-sponsored athletics	3,522,829	3,547,074	531,319	501,385	4,054,148	4,048,459	-0.1%
630, 700, 800, 900 Other programs	430,432	2,431,663	0	0	430,432	2,431,663	464.9%
Regular education subsection subtotal	198,147,398	214,472,656	47,909,038	45,357,374	246,056,436	259,830,030	5.6%
200 and 300 Special education							
1000 Instruction	38,724,010	48,932,084	2,254,479	1,236,477	40,978,489	50,168,561	22.4%
2000 Support services							
2100 Students	11,591,739	12,874,993	1,523,591	855,380	13,115,330	13,730,373	4.7%
2200 Instructional staff	1,616,154	1,849,585	1,395,840	1,291,936	3,011,994	3,141,521	4.3%
2300, 2400, 2500 Administration	366,051	383,240	194,490	75,945	560,541	459,185	-18.1%
2600 Oper./maint. of plant	81,646	85,570	14,500	9,800	96,146	95,370	-0.8%
2900 Other	0	0	0	0	0	0	0.0%
3000 Oper. of noninstructional services	0	0	0	0	0	0	0.0%
Special education subsection subtotal	52,379,600	64,125,472	5,382,900	3,469,538	57,762,500	67,595,010	17.0%
400 Pupil transportation	9,659,612	10,183,391	9,003,169	4,155,789	18,662,781	14,339,180	-23.2%
510 Desegregation	59,326,699	56,081,371	4,016,862	7,325,721	63,343,561	63,407,092	0.1%
530 Dropout prevention programs	585,167	548,860	182,243	218,550	767,410	767,410	0.0%
540 Joint career and technical education and vocational education center	0	0	0	0	0	0	0.0%
550 K-3 reading program	401,213	436,213	522,125	123,536	923,338	559,749	-39.4%
Budgeted expenditures	320,499,689	345,847,963	67,016,337	60,650,508	387,516,026	406,498,471	4.9%
Maintained for spending after FY 2027 (budgeted carryforward)					3,870,215	7,607,062	
Total budget limit expenditures	320,499,689	345,847,963	67,016,337	60,650,508	391,386,241	414,105,533	5.8%

District name Tucson Unified School District **CTD number** 100201000

Instructions **Version** Proposed

FY 2027 Truth in Taxation Work Sheet (A.R.S. Section 15-905.01)

1.	FY 2027 Truth in Taxation base limit (from FY 2026 TNT work sheet, line 3 + line 11)		$ 819,910	
2.	Deduction for discontinued programs			
3.	Adjusted FY 2027 TNT base limit		$ 819,910	
	FY 2027 Budgeted expenditures			**Primary property tax rate related to budgeted expenditures**
4.	Desegregation (no longer a primary levy, must be zero)		$ 0	0.0000
5.	Dropout prevention (from page 1, line 27)		767,410	0.0002
6.	Joint career and technical education and vocational education center		0	0.0000
7.	Small school adjustment (from page 7, line 4, columns A and B)		$ 0	0.0000
	Adjustments for FY 2026 expenditures			
8.	Desegregation, dropout prevention, and joint career and technical education and vocational education center			
	a. FY 2026 Total actual expenditures for programs above	$ 767,410		
	b. Sum of FY 2026 original budget amounts for programs above (from FY 2026 TNT work sheet, sum of lines 4, 5, and 6)	767,410		
	c. Expenditures over/(under) original budget (line 8.a minus line 8.b)		$ 0	
9.	Small school adjustment			
	a. FY 2026 final budget for small school adjustment	$ 0		
	b. FY 2026 original budget for small school adjustment (from FY 2026 TNT work sheet, line 7)	$ 0		
	c. Amount over/(under) budget for small school adjustment (line 9.a minus line 9.b)		$ 0	
10.	Total (add lines 4 through 7 and line 8.c. and line 9.c.)		$ 767,410	
11.	Excess over Truth in Taxation limit (1) (Line 10 minus line 3. If negative, enter zero.)		$ 0	
12.	Amount to be levied in FY 2027 for Adjacent Way pursuant to A.R.S. §15-995 (from page 5, footnote 2) (1)		$ 2,500,000	0.0005
13.	Amount to be levied in FY 2027 for liabilities in excess of the budget pursuant to A.R.S. §15-907 (1)		$ 0	0.0000
	Calculations for Truth in Taxation notice			
A.	Sum of lines 11, 12, and 13		$ 2,500,000	
B.1.	Current assessed value		$ 4,601,805,959	
B.2.	(Line 3 divided by line B.1) x $10,000		$ 1.7817 (2)	
C.1.	Sum of lines 3, 11, 12, and 13		$ 3,319,910	
C.2.	(Line C.1 divided by line B.1) x $10,000		$ 7.2144 (2)	

(1) If an amount on line 11, 12, or 13 is greater than zero, the district must publish a Truth in Taxation hearing notice as described in A.R.S. §15-905.01.

(2) $10,000 is used in these calculations to determine the amounts to include on the Truth in Taxation hearing notice for a $100,000 home, as property taxes on residential properties are levied at 10% of the assessed valuation per A.R.S. §42-15003.

Instructions

Tucson Unified School District
Basic Calculations For Equalization Essistance

Is Small Isolated School District: Not Isolated

Grade Levels	Non-AOI ADM	AOI-FT ADM	AOI-PT ADM	Support Level Weight	Non-AOI Weighted ADM	AOI-FT Weighted ADM	AOI-PT Weighted ADM
PSD	192.8761	0.0000	0.0000	1.4500	279.6703	0.0000	0.0000
K-8,UE	22,673.9250	333.7319	7.3783	1.1580	26,256.4052	386.4615	8.5441
9-12	11,618.4559	344.9781	0.2587	1.2680	14,732.2021	437.4322	0.3280
Regular Education Unweighted ADM	**34,485.2570**	**678.7100**	**7.6370**				
Total of Unweighted ADM			**35,171.6040**				
Regular Education Weighted ADM					**41,268.2776**	**823.8938**	**8.8721**
Total of Weighted ADM							**42,101.0435**

Add Ons	Non-AOI ADM	AOI-FT ADM	AOI-PT ADM	Support Level Weight	Non-AOI Weighted ADM	AOI-FT Weighted ADM	AOI-PT Weighted ADM
ELL	4,464.9250	13.0000	28.7570	0.1150	513.4664	1.4950	3.3071
K-3	9,441.3500	64.3552	7.4799	0.0600	566.4810	3.8613	0.4488
K-3 (Reading)	9,441.3500	64.3552	7.4799	0.0400	377.6540	2.5742	0.2992
HI	51.6650	0.0000	0.0000	4.7710	246.4937	0.0000	0.0000
MD-R, A-R, SID-R	366.5863	4.0000	5.1190	6.0240	2,208.3159	24.0960	30.8369
MD-SC, A-SC, SID-SC	419.0054	4.0000	1.3320	5.9880	2,509.0043	23.9520	7.9760
MD-SSI	31.0000	0.0000	0.0000	7.9470	246.3570	0.0000	0.0000
OI-R	12.1700	0.0000	0.0000	3.1580	38.4329	0.0000	0.0000
OI-SC	35.8000	0.0000	0.0069	6.7730	242.4734	0.0000	0.0467
P-SD	58.3250	0.0000	0.0000	3.5950	209.6784	0.0000	0.0000
DD, ED, MIID, SLD, SLI, OHI	4,326.6147	47.0000	63.5916	0.2920	1,263.3715	13.7240	18.5687
ED-P	12.0900	0.0000	0.0000	4.8220	58.2980	0.0000	0.0000
MOID	77.6800	0.0000	0.9125	4.4210	343.4233	0.0000	4.0342
VI	32.2700	0.0000	0.0077	4.8060	155.0896	0.0000	0.0370
FRPL	27,956.1400	208.0000	318.3513	0.0220	615.0351	4.5760	7.0037
G	1,890.4180	6.0000	7.5213	0.0070	13.2329	0.0420	0.0526
Group B - Add On Unweighted ADM	**58,617.3894**	**410.7104**	**440.5591**				
Total Unweighted Group B Add On			**59,468.6589**				
Group B - Add On Weighted ADM					**9,606.8073**	**74.3205**	**72.6109**
Total Weighted Group B Add On							**9,753.7388**

Tucson Unified School District

Basic Calculations For Equalization Essistance

Is Small Isolated School District: Not Isolated

Calculation For Base Support Level		**Non-AOI ADM**		**AOI-FT ADM**		**AOI-PT ADM**
Regular Education Weighted ADM		41,268.2776		823.8938		8.8721
Group B - Add On Weighted ADM	+	9,606.8073	+	74.3205	+	72.6109
Total ADM	=	50,875.0849	=	898.2143	=	81.4830
AOI Funding Factor	x	1.0000	x	0.9500	x	0.8500
Weighted ADM	=	50,875.0849	=	853.3036	=	69.2606

Total Weighted ADM			**51,797.649053**
Base Level Amount (FY27)		x	**$5,215.53**
Total Weighted ADM x Base Level Amount			**$270,152,192.56**
Calculated Teachers Experience Index (FY26)	1.0176		
Applied Teachers Experience Index (FY27)		x	**1.0176**
(1.0000 or Calculated Teachers Experience Index)			
Pre-Adjusted Base Support Level			**$274,906,871.15**

Base Support Level Adjustments

Audit Service Expense	+	**$127,296.50**
Increase for Tuition Loss Adjustment	+	**$0.00**
Increase for Student Revenue Loss Phase-Down	+	**$0.00**
Adjustment for Remote Instructional Time calculated by ADE	+	**$0.00**
CTED 9th Grade Funding Adjustment	+	**$0.00**
CTED Continuation 13th Grade Funding Adjustment	+	**$0.00**

Total Base Support Level Adjustments	**$127,296.50**
Adjusted Base Support Level	**$275,034,167.65**

Tucson Unified School District

Basic Calculations For Equalization Essistance

Is Small Isolated School District: Not Isolated

Calculation Transportation Support Level (TSL)

(Miles, Eligible Students, Bus Passes and Bus Tokens)				
Approved Daily Route Miles				
Eligible Students Transported (FY26)				5,216.00
Daily Route Miles Per Eligible Student (FY26)				3.8832
Total Approved Daily Route Miles				20,255.00
State Support Level Per Route Mile			x	$3.07
Instruction Days			x	180
To and From School Support Level				$11,192,913.00
Activity Trip Level Factor			x	0.18
Activity Trip Support Level				$2,014,724.34
Handicapped Extended School Year Mileage (FY26)				0.00
State Support Level Per Route Mile			x	3.07
Handicapped Extended School Year Support Level				$0.00
Annual Expenditures For:	Bus Passes	Bus Tokens		
Districts (FY26)	$0.00	$0.00		$0.00
FY27 Transportation Support Level (TSL)				$13,207,637.34

Calculation For Transportation Revenue Control Limit (TRCL)

FY26 Transportation Revenue Control Limit (TRCL)			$19,484,449.71
Change:	FY27 TSL	$13,207,637.34	
	FY26 TSL -	$10,436,324.98	
	Difference:	$2,771,312.36	
Preliminary FY27 TRCL			$22,255,762.07
120% of FY27 TRCL		$15,849,164.81	
FY27 Transportation Revenue Control Limit (TRCL)			**$19,484,449.71**

Calculation For District Support Level (DSL)

FY27 Adjusted Base Support Level (BSL)		$275,034,167.65
FY27 Consolidation or Unification Assistance	+	$0.00
FY27 Transportation Support Level (TSL)	+	$13,207,637.34
FY27 District Support Level (DSL)		**$288,241,804.99**

Calculation For Revenue Control Limit (RCL)

FY27 Adjusted Base Support Level (BSL)		$275,034,167.65
FY27 Consolidation or Unification Assistance	+	$0.00
FY27 Transportation Revenue Control Limit (TRCL)	+	$19,484,449.71
FY27 Revenue Control Limit (RCL)		**$294,518,617.36**
FY27 Lesser of DSL/RCL		**$288,241,804.99**

Tucson Unified School District

Basic Calculations For Equalization Essistance

Is Small Isolated School District: Not Isolated

District Additional Assistance (DAA) Calculations		**PSD**	**K-8**	**9-12**	**Type 03 Transported 9-12**	**Total**
FY26 District ADM		194.8243	23,484.7299	12,207.8497	0.0000	
DAA Per ADM		x $549.45	x $549.45	x $600.86	x $0.00	
Preliminary DAA		= $107,046.21	= $12,903,684.84	= $7,335,208.57	= $0.00	**$20,345,939.63**
*(*For Type 03 High School Only, Per Student Count Factor at 50%)*						
DAA Growth Factor						
FY26 District ADM	35,887.4039					
FY25 District ADM	/ 37,157.1535					
FY27 Calculated DAA Growth Factor	= 0.9658					
FY27 Applied DAA Growth Factor		x 1.0000000000	x 1.0000000000	x 1.0000000000	x 1.0000000000	
(1.0000 or Calculated DAA Growth Factor If greater than 1.05, use 1 plus 50% of growth.)						
District DAA		**$107,046.21**	**$12,903,684.84**	**$7,335,208.57**	**$0.00**	**$20,345,939.63**

DAA For High School Textbooks				**Total**
FY26 District High School ADM			12,207.8497	
Support Level Amount For Textbooks			x $84.93	
DAA For High School Textbooks				**$1,036,812.68**

	PSD-8	**9-12**	**Total**
Pre-Adjusted DAA Base Allocation	$13,010,731.05	$8,372,021.25	**$21,382,752.30**
Type 03 Transported 9-12		$0.00	
	$0.00	$0.00	**$0.00**
Total DAA Adjustments	$0.00	$0.00	**$0.00**
Adjusted FY26 DAA Base Allocation	$13,010,731.05	$8,372,021.25	**$21,382,752.30**

Tucson Unified School District

Basic Calculations For Equalization Essistance

Is Small Isolated School District: Not Isolated

Equalization Base for Lesser of DSL/RCL

	Weighted ADM	Percentage		Lesser of DSL or RCL		FY26 DSL/RCL Allocation
PSD-8	26,931.0811	63.9677283500%	x	$288,241,804.99		$184,381,734.81
9-12	15,169.9623	36.0322716500%	x	$288,241,804.99	+	$103,860,070.18
Total	42,101.0434					**$288,241,804.99**

Equalization Assessed Valuation		**PSD-8**		**9 -12**		**Total**
Primary Assessed Valuation 1 (NAV1)		$4,601,805,959.00		$4,601,805,959.00		
Primary Assessed Valuation 2 (NAV2)		$0.00		$0.00		
SRP Assessed Valuation		$0.00		$0.00		
GPLET Assessed Valuation		$30,983,561.00		$30,983,561.00		
Equalization Assessed Valuation		$4,632,789,520.00		$4,632,789,520.00		
	/	100	/	100		
		$46,327,895.20		$46,327,895.20		
Qualifying Tax Rate	x	1.5128000000	x	1.5128000000		
FY27 Qualifying Levy		$70,084,839.86		$70,084,839.86		$140,169,679.72

Calculation of Equalization Assistance

		PSD-8		9-12		Total
DSL/RCL Allocation		$184,381,734.81		$103,860,070.18		$288,241,804.99
Adjusted CY DAA Base Allocation	+	$13,010,731.05	+	$8,372,021.25	+	$21,382,752.30
FY27 Equalization Base		$197,392,465.86		$112,232,091.43		$309,624,557.29
FY27 Applied Qualifying Levy	-	$70,084,839.86	-	$70,084,839.86	-	$140,169,679.72
FY27 Equalization Assistance		$127,307,626.00		$42,147,251.57		$169,454,877.57

DISTRICT NAME Tucson Unified School District **COUNTY** Pima **CTD** 100201000

Districtwide Desegregation Budget, Fiscal Year 2027 [A.R.S. §15-910(J), (K), and (L)]

Number of individual school budgets: 0

Maintenance and Operation (M&O) Fund Expenditures		FTE Prior FY	FTE Budget FY	Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Other 6800	Totals Prior FY	Totals Budget FY	% Increase/ Decrease	
511 Desegregation - Regular Education												
1000 Classroom Instruction	1.	395.29	321.51	16,735,950	5,188,603	332,182	296,716	1,738,490	24,582,687	24,291,942	-1.2%	1.
2000 Support Services												
2100 Students	2.	79.71	78.61	4,254,589	1,431,053	294,655	33,500	32,210	6,146,542	6,046,008	-1.6%	2.
2200 Instructional Staff	3.	99.61	92.25	5,671,843	1,827,379	826,830	37,800	12,030	8,938,785	8,375,882	-6.3%	3.
2300 General Administration	4.	0.50	0.50	32,624	10,440		550		46,346	43,614	-5.9%	4.
2400 School Administration	5.	0.00	0.00	1,500	480		19,214		3,654	21,194	480.1%	5.
2500 Central Services	6.	19.93	20.93	1,440,946	465,934	974,575	9,000	24,000	2,673,840	2,914,455	9.0%	6.
2600 Operation & Maintenance of Plant	7.	7.00	7.00	334,519	107,046	1,480	4,180		455,984	447,225	-1.9%	7.
2900 Other	8.	0.00	0.00						0	0	0.0%	8.
3000 Operation of Noninstructional Services	9.	0.00	0.00						0	0	0.0%	9.
Subtotal (lines 1-9)	10.	602.03	520.80	28,471,972	9,030,936	2,429,721	400,960	1,806,730	42,847,838	42,140,319	-1.7%	10.
512 Desegregation - Special Education												
1000 Classroom Instruction	11.	27.52	28.92	1,837,231	522,561	55,000	19,500		2,190,870	2,434,292	11.1%	11.
2000 Support Services												
2100 Students	12.	0.00	0.00	15,000	3,000				31,200	18,000	-42.3%	12.
2200 Instructional Staff	13.	3.40	3.40	218,525	77,136	70,025	106,200	1,000	461,854	472,886	2.4%	13.
2300 General Administration	14.	0.00	0.00			17,000	18,000		0	35,000		14.
2400 School Administration	15.	0.00	0.00						0	0	0.0%	15.
2500 Central Services	16.	0.00	0.00						37,800	0	-100.0%	16.
2600 Operation & Maintenance of Plant	17.	0.00	0.00						0	0	0.0%	17.
2900 Other	18.	0.00	0.00						0	0	0.0%	18.
3000 Operation of Noninstructional Services	19.	0.00	0.00						0	0	0.0%	19.
Subtotal (lines 11-19)	20.	30.92	32.32	2,070,756	602,696	142,025	143,700	1,000	2,721,724	2,960,177	8.8%	20.
513 Desegregation - Pupil Transportation	21.	148.59	136.94	5,251,318	1,736,560	1,343,597	946,000	25,709	9,228,024	9,303,184	0.8%	21.
514 Desegregation - ELL Incremental Costs												
1000 Classroom Instruction	22.	103.90	97.50	5,839,238	1,644,196				6,990,469	7,483,434	7.1%	22.
2000 Support Services												
2100 Students	23.	3.25	3.25	224,077	66,305		4,050		283,693	294,432	3.8%	23.
2200 Instructional Staff	24.	17.30	17.53	823,789	263,202	65,809	6,070		1,224,425	1,158,870	-5.4%	24.
2300 General Administration	25.	0.50	0.50	32,624	10,440				45,796	43,064	-6.0%	25.
2400 School Administration	26.	0.00	0.00						0	0	0.0%	26.
2500 Central Services	27.	0.00	0.20	10,047	3,215	10,350			0	23,612		27.
2600 Operation & Maintenance of Plant	28.	0.00	0.00						1,592	0	-100.0%	28.
2700 Student Transportation	29.	0.00	0.00						0	0	0.0%	29.
2900 Other	30.	0.00	0.00						0	0	0.0%	30.
3000 Operation of Noninstructional Services	31.	0.00	0.00						0	0	0.0%	31.
Subtotal (lines 22-31)	32.	124.95	118.98	6,929,775	1,987,357	76,159	10,120	0	8,545,975	9,003,411	5.4%	32.

NOTE: Federal Impact Aid (IA) expenditures should be budgeted in the IA Fund.

DISTRICT NAME Tucson Unified School District **COUNTY** Pima **CTD** 100201000

Districtwide Desegregation Budget, Fiscal Year 2027 [A.R.S. §15-910(J), (K), and (L)]

M&O Fund (Concluded) Expenditures		FTE Prior FY	FTE Budget FY	Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Other 6800	Totals Prior FY	Totals Budget FY	% Increase/ Decrease	
515 Desegregation - ELL Compensatory Instruc												
1000 Classroom Instruction	33.	0.00							0	0	0.0%	33.
2000 Support Services												
2100 Students	34.	0.00							0	0	0.0%	34.
2200 Instructional Staff	35.	0.00							0	0	0.0%	35.
2300 General Administration	36.	0.00							0	0	0.0%	36.
2400 School Administration	37.	0.00							0	0	0.0%	37.
2500 Central Services	38.	0.00							0	0	0.0%	38.
2600 Operation & Maintenance of Plant	39.	0.00							0	0	0.0%	39.
2700 Student Transportation	40.	0.00							0	0	0.0%	40.
2900 Other	41.	0.00							0	0	0.0%	41.
3000 Operation of Noninstructional Services	42.	0.00							0	0	0.0%	42.
Subtotal (lines 33-42)	43.	0.00	0.00	0	0	0	0	0	0	0	0.0%	43.
Total M&O Fund Desegregation (lines 10, 20, 21, 32, & 43) (to Budget, page 1, line 26) (1)	44.	906.49	809.04	42,723,821	13,357,550	3,991,502	1,500,780	1,833,439	63,343,562	63,407,092	0.1%	44.

(1) In accordance with A.R.S. §15-910(K), the total amount budgeted for desegregation expenditures in the M&O, UCO, and IA Funds cannot exceed the amount budgeted in FY 2009.

Desegregation Revenues A.R.S. §15-910(J)(3)(a), (h) & (j):

Tax Levy:	$ 63,711,047
Other (description):	$
Other (description):	$
Other (description):	$

Employees needed to conduct Desegregation activities

Teachers	Administrators	Others	Total
422	10	420	852

1. The date that the school district was determined to be out of compliance with Title VI of the Civil Rights Act of 1964 (42 United States Code Section 2000d) and the basis for that determination. A.R.S. §15- 6/5/1978

2. The initial date that the school district began to levy property taxes to provide funding for desegregation expenses. A.R.S. §15-910(J) (3)(d) 7/1/1983

3. An estimate of when the school district will be in compliance with the court order or administrative agreement. A.R.S. §15-910(J)(3)(r) 7/21/2022

DISTRICT NAME Tucson Unified School District **COUNTY** Pima **CTD** 100201000

Districtwide Desegregation Budget, Fiscal Year 2027 [A.R.S. §15-910(J), (K), and (L)]

Unrestricted Capital Outlay (UCO) Fund Expenditures		Rentals 6440	Library Books, Textbooks, & Instructional Aids 6641-6643	Short-term Noninstructional Software Subscription 6655	Property 6700	Redemption of Principal 6831, 6832	Interest 6841, 6842, 6850	All Other Object Codes (excluding 6900)	Totals Prior FY	Totals Budget FY	% Increase/ Decrease
511 Desegregation - Regular Education											
1000 Classroom Instruction	45.		200,785		63,009				316,051	263,794	-16.5%
2000 Support Services	46.				18,770			2,000	28,716	20,770	-27.7%
3000 Operation of Noninstructional Services	47.								0	0	0.0%
4000 Facilities Acquisition & Construction	48.								0	0	0.0%
5000 Debt Service	49.								0	0	0.0%
Subtotal (lines 45-49)	50.	0	200,785	0	81,779	0	0	2,000	344,767	284,564	-17.5%
512 Desegregation - Special Education											
1000 Classroom Instruction	51.		14,391		5,000				22,718	19,391	-14.6%
2000 Support Services	52.								0	0	0.0%
3000 Operation of Noninstructional Services	53.								0	0	0.0%
4000 Facilities Acquisition & Construction	54.								0	0	0.0%
5000 Debt Service	55.								0	0	0.0%
Subtotal (lines 51-55)	56.	0	14,391	0	5,000	0	0	0	22,718	19,391	-14.6%
513 Desegregation - Pupil Transportation	57.								0	0	0.0%
514 Desegregation - ELL Incremental Costs											
1000 Classroom Instruction	58.										
2000 Support Services	59.										
3000 Operation of Noninstructional Services	60.										
4000 Facilities Acquisition & Construction	61.										
5000 Debt Service	62.										
Subtotal (lines 58-62)	63.										
515 Desegregation - ELL Compensatory Instruc											
1000 Classroom Instruction	64.								0	0	0.0%
2000 Support Services	65.								0	0	0.0%
3000 Operation of Noninstructional Services	66.								0	0	0.0%
4000 Facilities Acquisition & Construction	67.								0	0	0.0%
5000 Debt Service	68.								0	0	0.0%
Subtotal (lines 64-68)	69.	0	0	0	0	0	0	0	0	0	0.0%
Total UCO Fund Desegregation (lines 50, 56, 57, 63, & 69) (Include in Fund 610 Budget page 4, lines 2-9) (2)	70.	0	215,176	0	86,779	0	0	2,000	367,485	303,955	-17.3%

(2) In accordance with A.R.S. §15-910(K), the total amount budgeted for desegregation expenditures in the M&O, UCO, and IA Funds cannot exceed the amount budgeted in FY 2009.

Governing Board Meeting | June 16, 2026

Approval for Renewed Use of TUSD and Cooperative Contracts for Online Supplemental Curriculum and Support Services for FY26-27

Dr. Flori Huitt, Assistant Superintendent of Curriculum and Instruction
Ms. Heidi Aranda, Senior Director, Curriculum and Professional Development
Curriculum & Instruction Division
Tucson Unified School District

Purpose of Tonight's Presentation

The Board is asked to review and act on the following:

1

Review Stakeholder Involvement Plan for SY 2026-2027

C&I will engage teachers, principals, students, TEA, and families — with a Board report due January 2027.

2

Approve Textbooks and Supplemental Materials as presented

Edmentum (APEX), Canvas, Eureka Math Curriculum, IXL, and i-Ready recommended for continued district-wide use

3

Textbooks and Supplemental Materials under Consideration

Purpose, instructional role, and district context for each of the five purchases.

4

Understand i-Ready: Compliance Context

State benchmark, MOWR grant obligations

5

Review Usage Data

District snapshot data reflecting SY 2025-26 district engagement with curriculum platforms.

6

Staff Recommendation & Board Action

Approve all five textbook and supplemental materials with a commitment to stakeholder-informed review for SY 2027-2028

Screen Time & Online Learning: The National Conversation

The pushback TUSD families and teachers are expressing mirrors a rapidly growing national movement around in-classroom screen time.

WHAT RESEARCH TELLS US

Science is nuanced

Studies link passive entertainment screen time to attention deficits and lower academic outcomes, but well-designed educational tech with clear learning goals shows benefits for math and reading (Scientific American, 2026).

Health concerns documented

Research links excessive screen use in children to sleep disruption, reduced physical activity, and emotional dysregulation (PeerJ, 2025; NIH, 2025).

Educational tech differs

Researchers distinguish between passive consumption (harmful) and active, purposeful learning tools, the category i-Ready and IXL fall into. (beneficial)

Brookings Institution (2026)

Recent research cited by school boards nationally reports that risks of AI/ed-tech can outweigh benefits when implementation lacks intentionality.

WHAT DISTRICTS ARE DOING

Restricting in-class technology

Missouri, Utah, LA Unified, Bend-La Pine, Medford, and others have moved to restrict classroom technology use, particularly following post-COVID expansion (OPB, May 2026).

Cell phone bans expanding

At least 31 states now require districts to restrict student cellphone use in schools (Education Week, 2025).

National PTA data (2024)

Parents report uncertainty about how much screen time their children experience during the school day, amplifying demand for transparency.

TUSD's position

TUSD is not alone in navigating this tension. The question is not whether ed-tech belongs in schools, but which tools are worth the investment.

Stakeholder Involvement Plan for 2026-2027

C&I leadership will engage the following stakeholder groups to ensure decisions are grounded in our district context during the 2026-2027 School Year. Student groups will be engaged directly at school sites:

Teacher Focus Groups

Classroom teachers will be engaged in structured focus groups to share firsthand experience with each platform — what is working, what is not, and what alternatives they would support. Input will be collected across grade bands and content areas.

Principal Input

School principals will provide site-level perspective on implementation fidelity, staff capacity, and the operational realities of running these platforms across diverse school communities within TUSD.

TEA — Tucson Educator Association

The Tucson Education Association will be a formal part of this process. Any platform changes that affect teachers' working conditions or assessment responsibilities have collective bargaining implications that require early and ongoing union engagement.

Family Engagement

Families will have an opportunity to share their perspectives — particularly around screen time, technology use in the classroom, and the platforms their students interact with daily. Student groups will be engaged directly at school sites to ensure the student voice is centered in our recommendations. Community voice will inform and strengthen our recommendations.

Student Groups

C&I will meet directly with student groups at school sites — capturing firsthand perspective on platform use and learning experience to center student voice in SY 2026-27 recommendations.

Stakeholder input will be synthesized into a recommendation report shared with the Board in January 2027.

Textbooks and Supplemental Materials Under Consideration

The Board is asked to approve the following textbooks and supplemental materials for continued district-wide use:

Edmentum (APEX) *Credit Recovery & TUVA*	Supports TUVA (Tucson Virtual Academy) and Credit Recovery programs across the district. Provides online, self-paced coursework enabling students to recover credits or access virtual learning pathways. Note: The District will be going for an RFP in 2026-27.
Canvas *Learning Management System (LMS)*	The district's primary Learning Management System, widely used across schools to manage assignments, communicate with students, and house instructional resources across grade levels.
Eureka Math Textbook & Digital Resources *Core Math Curriculum*	TUSD's core math curriculum. Digital bundles provide students access to materials and assessments in an online format, supporting both classroom instruction and at-home practice. Digital bundle also provides teacher led Math Intervention Curriculum.
IXL *Tier 1 Supplemental*	Widely used across the district to support Tier 1 instruction. Provides adaptive, standards-aligned practice in reading and math.
i-Ready *Diagnostic & Benchmark*	Serves as the district's diagnostic assessment, State benchmark tool and supports Tier 2 and Tier 3 intervention.

Textbooks and Supplemental Materials Under Consideration

The following four platforms have broad stakeholder support and clear instructional purpose:

Edmentum (APEX)

Credit Recovery & TUVA | SY 2026-27; RFP Planned

› Supports Tucson Virtual Academy (TUVA) — the district's online learning program

› Provides Credit Recovery coursework for students who need to recover course credits

› Self-paced, online format supports flexible learning pathways

› Serves students who cannot access traditional classroom settings

Canvas

Learning Management System

› District's primary LMS — widely adopted across schools at all grade levels

› Manages assignments, grades, communication, and instructional resources

› Supports teacher workflow and student access to course materials

› Integrates with other district platforms and state systems

Eureka Math

Core Math Curriculum — Digital Bundles

› TUSD's adopted core math curriculum — digital bundles extend student access

› Students can access instructional materials and assessments online

› Supports at-home practice

› Math Catalyst (district-approved intervention) supports Eureka Math implementation

IXL

Tier 1 Supplemental

› Widely used across the district to support Tier 1 reading and math instruction

› Adaptive, standards-aligned — students work at their instructional level

› Familiar to staff and students

Understanding i-Ready in TUSD

CURRENT PLATFORM ROLE

District-Wide Diagnostic Tool
The iReady diagnostic Tool identifies a student's current skill levels and learning needs in reading and mathematics.

Used as the District Benchmark Assessment
Provides the standardized benchmark data required by the State of Arizona for annual reporting purposes.

MOWR Grant Requirement
Satisfies the diagnostic assessment and intervention mandate under the Move on When Reading (MOWR) grant.

Collective Bargaining Agreement
Use of i-Ready as our benchmark is embedded in the current MOU with TEA.

Used to support small group instruction by the teacher
I-Ready provides targeted skill lessons identified by the diagnostic results. Teachers can use it as a tool for reading and math to support targeted tier 2 and tier 3 small group instruction.

District Snapshot: Personalized Instruction Usage

All Schools · Year-to-Date · Reading and Mathematics

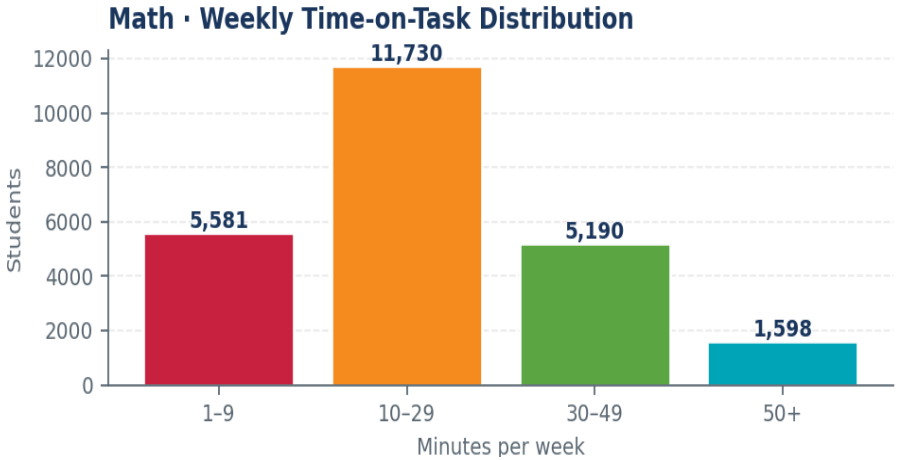
MATHEMATICS

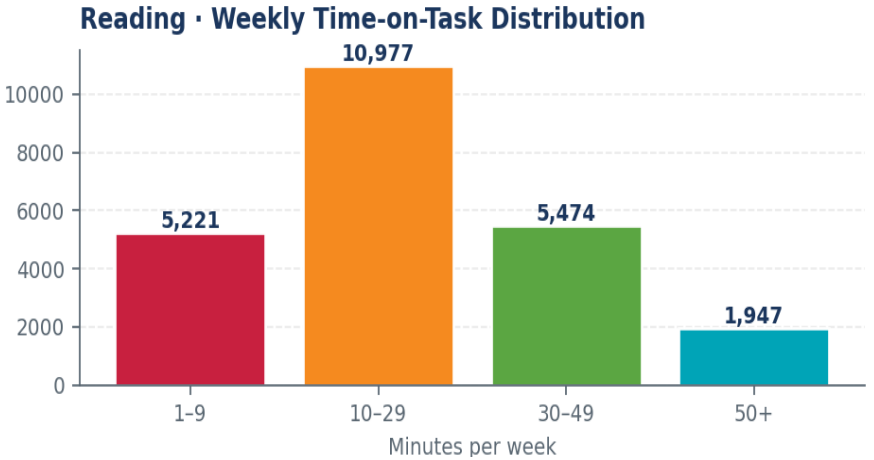
25,077	95%	22 min
ACTIVE STUDENTS with usage YTD	USAGE RATE of enrolled students	AVG WEEKLY TIME target: 30–49 min

READING

24,738	94%	23 min
ACTIVE STUDENTS with usage YTD	USAGE RATE of enrolled students	AVG WEEKLY TIME target: 30–49 min

Time-on-Task: Official Recommendation is 30-49 Minutes Per Week, Per subject





Time-on-Task as a Share of Instructional Minutes

i-Ready target (30 min/week) vs. TUSD average vs. ADE-recommended instructional time — by grade band

MATHEMATICS

K–5 Elementary

300 min/week recommended

- Target: 30 min (10%)
- Actual: 22 min (7%)

6–8 Middle

300 min/week recommended

- Target: 30 min (10%)
- Actual: 22 min (7%)

READING / ELA

K–5 Elementary

450 min/week recommended

- Target: 30 min (7%)
- Actual: 23 min (5%)

6–8 Middle

250 min/week recommended

- Target: 30 min (12%)
- Actual: 23 min (9%)

Key insight: At the recommended 30 min/week, i-Ready represents just **7–10%** of total instructional time. TUSD students currently average **22 min (Math) / 23 min (Reading)**, leaving the remaining minutes toward direct instruction.

Source: i-Ready Personalized Instruction Summary · Data as of Jun 04, 2026 · ADE Recommended Instructional Minutes (updated 5/12/25)

Risks of Not Approving i-Ready for K-8

Removing i-Ready without an approved replacement creates immediate compliance and operational gaps districtwide:

No State-Required Benchmark

Arizona requires districts to administer a benchmark assessment aligned to state standards and with the State's Balanced Assessment Framework. Without i-Ready, TUSD would lack an approved instrument for annual State reporting, potentially triggering compliance findings. This includes Title I, 21st Century, MOWR, and letter grade appeals on behalf of schools.

MOWR Grant Non-Compliance

The Move on When Reading (MOWR) grant mandates the use of a qualifying diagnostic assessment and approved intervention re. Failure to maintain an approved diagnostic and intervention tool will place grant funding at risk.

Loss of District-Wide Data

i-Ready currently provides universal screening data across all K-8 schools simultaneously. Without it, the district loses the ability to compare student performance across sites and identify subgroup trends in real time. It is the single progress measure the district uses to monitor school growth and performance throughout the year.

Collective Bargaining Implication

The use of i-Ready as a benchmark tool is embedded in the current agreement with TEA. Any changes must be discussed accordingly, which takes time and may create a gap period.

Staff Recommendation & Board Action

STAFF RECOMMENDATION | Approve All Five Textbooks and Supplemental Materials with the understanding that district will engage stakeholders and provide Board with recommendations by January 2027.

Edmentum (APEX)

Supports TUVA and Credit Recovery — approve for continued district use

Canvas

District LMS, widely adopted across all schools — approve for continued use

Eureka Math

Core math curriculum with digital bundles — approve for continued use

IXL

Tier 1 Supplemental— approve for continued district-wide use

i-Ready

Diagnostic & benchmark — approve with stakeholder engagement plan; SY 2026-27 review informed by community input

Stakeholder Engagement Commitment

Following board approval, C&I will convene teacher focus groups, principal input sessions, student focus groups, TEA, and family engagement to gather community-grounded recommendations on the continued use of digital platforms — ensuring any future decisions for SY 2027-28 reflect stakeholder voice.
Board Consideration: Without a strategic plan for removal of approved platforms, our educators will be left without the resources or trainings to best support students.

Stakeholder input will be synthesized into a recommendation report shared with the Board in January 2027.

Questions & Discussion

Dr. Flori Huitt
Assistant Superintendent, Curriculum and Instruction
Tucson Unified School District
(520) 225-6282

Date:	05/27/2026
Order Number:	Q-708746
Revision:	1
Order Form Expiration Date:	06/30/2026

ORDER FORM

Customer and Billing Address

Customer No.:	118185
Customer Name:	Tucson Unified School Dist
Billing Address:	1010 E 10th St Tucson, AZ 85719-5896

Products and Services

Tucson Unified School Dist

Products	Qty	License Start Date	License End Date	License Term (Months)
Apex Learning Courses: Unlimited enrollments for all students district wide	1	07/01/2026	06/30/2027	12
Apex Learning Tutorials: Unlimited enrollments for all students district wide	1	07/01/2026	06/30/2027	12
Customer Success Services	1	07/01/2026	06/30/2027	12

Tucson Unified School Dist Subtotal: $456,881.00

Total US Funds: $456,881.00

This Order shall have an effective date ("Effective Date") which is the earlier of (a) the date we accept your signed Order Form or (b) the initial License Start Date, if any, applicable to the products listed in the order summary above ("Order Summary") and shall remain in effect through the end of the Term.

To the extent this Order includes Purchases of Enrollment Products, they are governed by the terms and conditions listed in Appendix A. For all other products, unless otherwise specified in the Order Summary, the Start Date for your software subscription license(s) will be the date on which we have accepted your order and have issued log-in credentials. In the case of a purchase for multiple successive subscription licenses, the Start Date for each successive subscription will be the day immediately following the License Term expiration of the preceding license subscription.
*** Services purchased are valid for an annual term. Any service offering that is not used during the applicable term will expire and cannot be carried over or used in subsequent periods.

Order Notes

OMNIA Contract Number: R240305

Taxes

Prices shown above do not include any state and local taxes that may apply. Any such taxes are the responsibility of the Customer and will appear on the final invoice. If the contracting entity is exempt from sales tax, please send the applicable tax exemption certificate to orders@edmentum.com or attach the certificate to this order form in the Signature section. We reserve the right to pursue collections to the fullest extent permitted by law for sales taxes that have been charged on invoices submitted prior to our receipt of a valid tax

exemption certificate.

Invoicing and Payment Terms

The total amount in the Order Summary will be invoiced on the Effective Date.

You agree to pay all invoices within 15 days of receipt. Although we will generally not invoice you until after you enroll, use, or access, we reserve the right to immediately invoice you for any services you purchase.

Terms and Conditions

For the purposes of this Order Form, "you" and "your" refer to Customer, and "we", "us" and "our" refer to Edmentum Inc. and affiliates.

This Order Form and any documents it incorporates (including the Standard Purchase and License Terms located at http://www.edmentum.com/standardterms and the documents it references) form the entire agreement between you and us ("Agreement"). You acknowledge that any terms and conditions in your purchase order or any other documents you provide that enhance our obligations or restrictions or contradict the Agreement do not have force and effect. If this Agreement includes Professional Services, they are more fully described herein, in the Standard Terms and/or on an attached Statement of Work.

Purchase Order

This Agreement is non-cancellable. You will submit a purchase order to us for the full amount of this Order Form or, if applicable, for the amount listed on the first payment due date in Invoicing and Payment Terms, followed by additional purchase orders according to the Invoicing and Payment Terms. Your Order will not be scheduled for delivery until a conforming purchase order referencing this Order Form is submitted.

To the extent applicable, you will submit additional purchase orders ("Subsequent Purchase Orders") within ten (10) days of our notice to you that your Enrollment Products Purchases, in the aggregate, have exceeded the amount identified in the Initial Purchase Order for such products. If we waive a Subsequent Purchase Order requirement, you agree to pay the amounts identified on our invoice.

Acceptance

This offer will expire on the Order Form Expiration Date noted above unless we earlier withdraw or extend the offer in writing.

I represent that I have read the terms and conditions included in this Agreement, that I am authorized to accept this offer and the Agreement's terms and conditions on behalf of the customer identified above and that I do accept this offer on behalf of the customer who agrees to adhere to the Agreement's terms and conditions. To the extent that either parties process does not require that I execute this Order Form, I accept, acknowledge and agree to the terms and conditions identified in and referenced in this Agreement as signified by my receipt, use or access of the products and/or services identified.

Invoice Contact Information – Please Provide Your Finance Dept Contact Information

First Name:

Date:	05/27/2026
Order Number:	Q-708746
Revision:	1
Order Form Expiration Date:	06/30/2026

ORDER FORM

Last Name:

Email Address:

Customer Signature

Name (Printed or Typed)

Title

Date

Curriculum Associates

Prepared For:
Heidi Aranda
Tucson USD
2025 E. Winsett St. Tucson, AZ 85719,
Tucson, AZ 85719

1/29/2026

Dear Heidi Aranda,

Thank you for requesting a price quote from Curriculum Associates. The chart below provides a summary of the products and i-Ready Partner Services included. If you have any questions or would like any changes, please contact us.

Implementation Starting: 2026-2027 Quote ID: 441368.2 Quote Valid through: 12/31/2026

Product	List Price	Net Price
i-Ready	$1,255,232.00	$1,070,906.36
Professional Learning	$257,000.00	$241,000.00
i-Ready Partners Services	$148,000.00	$0.00
	List Total:	$1,660,232.00
	Savings:	$348,325.64
	Shipping/Tax/Other:	$88,413.28
	Total:	**$1,400,319.64**

Thank you again for your interest in Curriculum Associates.

Sincerely

Lisa Ballard

lballard@cainc.com

i-Ready Partners Services Includes:

- *Initial Implementation Services: Provisioning, Initial Rostering, Hosting, Technology Assessment*
- *Implementation Management: Partner Success Manager You Know On A First Name Basis, Implementation Guidance, Realtime Achievement Data After Every Assessment, Ongoing Data Management*
- *Staff Development Consultation and Resources: Consultative services to help you plan and make the most of Professional Learning sessions; Access to Online Educator Learning (OEL) Digital Courses, and i-Ready Central Self-Service Resources*
- *Technical Support: Proactive Network Monitoring & Issue Notification, Annual Health Check, Technical Support*

Please submit this quote with your purchase order

Curriculum Associates

Quote ID: 441368.2 **Date: 1/29/2026** **Quote Valid through: 12/31/2026**

Prepared For:
Heidi Aranda
Tucson USD
2025 E. Winsett St. Tucson, AZ 85719,
Tucson, AZ 85719
heidi.aranda@tusd1.org
(520) 225-6060

Your Representative:
Lisa Ballard

lballard@cainc.com

i-Ready

Product Name	Item #	Qty	List Price	Net Price	Total
i-Ready Assessment and Personalized Instruction Math Per Student License 1 Year	13087.0	108	$35.75	$33.96	$3,667.68
i-Ready Assessment and Personalized Instruction Math and Reading Site License 200 or fewer Students 1 Year	15001.0	8	$8,680.00	$7,378.00	$59,024.00
i-Ready Assessment and Personalized Instruction Math and Reading Site License 201-350 Students 1 Year	15002.0	37	$14,530.00	$12,350.50	$456,968.50
i-Ready Assessment and Personalized Instruction Math and Reading Site License 351-500 Students 1 Year	15003.0	14	$20,660.00	$17,561.00	$245,854.00
i-Ready Assessment and Personalized Instruction Math and Reading Site License 501-800 Students 1 Year	15004.0	11	$24,330.00	$20,680.50	$227,485.50
i-Ready Assessment and Personalized Instruction Math and Reading Site License 801-1200 Students 1 Year	15005.0	2	$31,170.00	$26,494.50	$52,989.00
i-Ready Assessment and Personalized Instruction Math and Reading Virtual School Per Student License 1 Year	26010.0	500	$42.50	$42.50	$21,250.00
i-Ready Assessment and Personalized Instruction Reading Per Student License 1 Year	13089.0	108	$35.75	$33.96	$3,667.68
				i-Ready Subtotal:	$1,070,906.36

Professional Learning

Product Name	Item #	Qty	List Price	Net Price	Total
Online Educator Learning Site License - Digital PL Courses and Personalized Learning to Complement Professional Learning Sessions	40124.0	74	$0.00	$0.00	$0.00
Professional Learning Session (up to 6 hours) AY 26-27	38559.0	30	$2,400.00	$2,200.00	$66,000.00
Professional Learning Dedicated Services Full Time Consultant 1 Year	15288.0	1	$185,000.00	$175,000.00	$175,000.00
				Professional Learning Subtotal:	$241,000.00

i-Ready Partners Services

Product Name	Item #	Qty	List Price	Net Price	Total
i-Ready Partners Implementation Support - Provisioning + Tech Support + Hosting + Data Management + Implementation Planning + Data Reviews + and Check ins 1 Year	27939.0	74	$2,000.00	$0.00	$0.00
				i-Ready Partners Services Subtotal:	$0.00

Total	
List Total:	$1,660,232.00
Savings:	$348,325.64
Merchandise Total:	$1,311,906.36
Voucher/Credit:	$0.00
Estimated Tax:	$88,413.28
Estimated Shipping:	$0.00
Total:	**$1,400,319.64**

Special Notes

15% discount applied to i-Ready site licenses based on scope of quote.
All i-Ready purchases require professional learning.
BuyBoard no. 748-24

F.O.B.: N. Billerica, MA 01862
Shipping: Shipping based on MDSE total
Terms: Net 30 days, pending credit approval
Fed. ID: #26-3954988

Please submit this quote with your purchase order

Y75

Curriculum Associates®

Information on Professional Learning Sessions

Protecting the health and safety of the educators we serve and their students, as well as the health and safety of our employees, is of paramount importance to Curriculum Associates. In the event of a (i) government-declared public health emergency or (ii) weather event, that materially impacts in-person instruction, sessions may transition to a virtual format. Curriculum Associates' policy is to only provide PL sessions in person where one of our employees can reach the session site by car and where adequate safety measures are in place to protect the health of our session leaders and participants. Curriculum Associates reserves the right to switch any session from in-person to virtual if we cannot safely reach a session site, or if adequate health safety measures cannot be put in place.

If your school or district will not permit visitors at the time of a scheduled session, Curriculum Associates would be happy to provide an equivalent live, virtual session via videoconference. Similarly, Curriculum Associates will comply with your school or district's health and safety requirements regarding on-site visitors if we are given adequate advance notice.

Any questions regarding scheduling in-person or virtual training sessions should be directed to pdoperations@cainc.com.

i-Ready Partners

Unparalleled Service and Educator Support

The *i-Ready Partners* team was born from our core value: the quality of our services is as important as the quality of our products. Know that when you implement our programs, your local *i-Ready Partners* will be there to support your team every step of the way.

Service Components

Our *i-Ready Partners* team is tasked with helping you implement our programs to meet ambitious district goals. *i-Ready Partners* support includes:

- **An Account Manager You Know on a First-Name Basis:** Dedicated account managers are your point of connection to a powerful network of *i-Ready* experts focused on making your implementation successful.
- **Consultative Professional Development Planning:** Tailored professional development plans ensure that PD is tied to your implementation goals and that educators are equipped to optimize the use of our programs from day one.
- **Real-Time Achievement Data after Every Assessment:** Detailed student achievement analytics to empower data-driven practices in classrooms.
- **Educational Consultants to Help You Know What's Coming Next:** Educational consultants to keep you up to speed on our latest research, development, and best practices.
- **Technical Support and Health Checks:** Proactive support that anticipates and heads off issues before they start—and is there for you should they arise.

Account Management

Professional Development

Educational Consultants

Achievement Analytics

Technical Support

Your *i-Ready Partners* Team

Dedicated to helping you implement *i-Ready* programs and achieve your district goals

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Dedicated Professional Development Terms of Service
Last Updated March 15, 2022

The following Professional Development Terms of Service ("TOS") apply to Curriculum Associates' provision of Dedicated Professional Development Services (or "Dedicated PD Services") to you, if you have purchased those services pursuant to one or more price quotes and/or an agreement, as applicable (collectively, the "Agreement"). Except as expressly stated in these TOS, the Agreement shall govern Curriculum Associates' provision of Dedicated PD Services. Except as otherwise provided herein, in the event of any conflict between these TOS and the Agreement, the terms of the Agreement shall prevail.

By scheduling and receiving Dedicated PD Services, you agree, on behalf of your organization, to abide by these TOS. All references to "You" or "you" in these TOS refer to your organization, which has elected to procure Dedicated PD Services from CA. All authorized users within your organization are expected to comply with these TOS.

If you license i-Ready® and/or Teacher Toolbox, the *i-Ready Terms of Use,* available at http://www.i-ready.com/support, apply to your access to and use of those digital products and services.

Scope of Services.
Upon receipt of a purchase order or an official Letter of Intent to pay, Curriculum Associates will provide its Dedicated PD Services to you for up to four (4) days a week, for up to thirty-four (34) school weeks (*i.e.*, weeks in which your school is in session), at times mutually agreed upon by you and Curriculum Associates. This service can be provided at the school or district level and is coordinated via ongoing conversations with district decision makers.

You acknowledge that the fees for the Dedicated PD Services are paid by you to secure the availability of the Curriculum Associates personnel as well as the time and effort spent by Curriculum Associates on the Dedicated PD Services. Days not utilized for a given day or week cannot be banked, accumulated, or saved for subsequent weeks.

Service Period; Onboarding Meeting.
Prior to the academic year, personnel from you and Curriculum Associates will meet initially (the "Onboarding Meeting") to determine which thirty-four (34) week period of school weeks will be the 34-week period in which you will receive the Dedicated PD Services (and such period of time is, the "Service Period"). In order to accommodate Curriculum Associates' staff planning, the Service Period is fixed and not adjustable after the Onboarding Meeting, unless otherwise agreed upon by Curriculum Associates at its discretion. For staff-planning purposes, this Onboarding Meeting will occur at least eight (8) weeks prior to the start of the academic year in order to provide Dedicated PD Services for the start of the academic year.

Likewise, in order to properly staff for your Dedicated PD Services, if you do not complete your purchase of the Dedicated PD Services before April 1st, Curriculum Associates may not be able to offer the Dedicated PD Services to you, and Curriculum Associates cannot guarantee that it will be able to offer Dedicated PD Services in time for the start of your upcoming academic year.

Service Days.
As mentioned above in the "Scope of Services" section, each week during the Service Period will include up to four (4) days of Dedicated PD Services. A "day" refers to one or more sessions with educators, up to six (6) hours. Each day is supplemented by back-office work by CA's professional-development personnel.

You agree to coordinate with Curriculum Associates to confirm all sessions at least two (2) weeks in advance. Sessions cancelled within two (2) weeks of the scheduled date for such services may not be rescheduled, except in cases of inclement weather or other circumstances beyond your control. Likewise, un-scheduled or un-attended sessions during the Service Period may not be rescheduled or reimbursed. The Dedicated PD Services are provided at your request, and you are responsible for ensuring that the Dedicated PD Services are suitable to your own needs.

If a special, additional project is required in a given week, you may purchase an individual professional-development session, or an additional day of your weekly allotment of Dedicated PD Services may be deemed expended for the special project, as mutually agreed upon.

Personnel.
Curriculum Associates will provide to you appropriately qualified person(s) who will provide services in a professional manner. Curriculum Associates will undertake commercially reasonable efforts to maintain the continuity of the person(s) assigned to your account for the delivery of Dedicated Professional Development Services. A substitution of personnel might be occasionally made when vacations and/or internal professional development trainings are scheduled, or if personnel are unavailable for other reasons. In addition, a different person might be chosen based the expertise needed to provide you with requested services. Unless otherwise agreed or specified in the applicable description, all services are performed virtually. Curriculum Associates will control the method and manner of performing the Dedicated PD Services. You are responsible for ensuring that you provide Curriculum Associates' professional-development personnel with any necessary physical and systems access, or any other assistance as reasonably required, and you are obligated to make your staff available to receive the Dedicated PD Services each week during the Service Period (as defined below).

Payments.
Payment terms for the Dedicated PD Services are as set forth in the Agreement. Unless otherwise expressly stated in the Agreement, all fees for Dedicated PD Services are due and payable in advance. Such fees are non-cancellable and non-refundable unless otherwise agreed upon by the parties. In the event that the Agreement is terminated prior to the expiration of the term, Curriculum Associates may, if mutually agreed upon by the parties, provide a pro-rata refund for any full weeks of the agreed-upon service term remaining after termination, calculated on a week-by-week basis.

Confidentiality.
To provide services that meet your specific needs, Curriculum Associates may demonstrate use of our products and services with your specific implementation of our product offerings, such as i-Ready. The Dedicated PD Services are intended for your internal use only, and you agree that those sessions will be attended by your employees only and not by anyone else. For the avoidance of doubt, third party consultants and advisors, and competitors of CA may not attend any sessions provided as part of the Dedicated PD Services.

Intellectual Property.
Notwithstanding anything to the contrary in the Agreement, all right, title and interest in any and all materials provided under the Agreement, including, without limitation, any print materials, digital materials or online offerings, and all intellectual property rights therein, are and will remain with Curriculum Associates, and you have

no right, license, or authorization except for the limited license right to use such materials in accordance with the usage terms for Curriculum Associates software and services, as further set forth in the Agreement.

Liability.
ALL DEDICATED PD SERVICES ARE PROVIDED “AS IS” AND NOTWITHSTANDING ANYTHING TO THE CONTRARY IN THE AGREEMENT, CURRICULUM ASSOCIATES HEREBY DISCLAIMS ALL WARRANTIES RELATED TO SUCH DEDICATED PD SERVICES, WHETHER EXPRESS, IMPLIED, STATUTORY OR OTHERWISE, INCLUDING ALL IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT.

Choice of Law and Jurisdiction.
These TOS shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts, without reference to any conflict of law principles. You hereby submit to the exclusive jurisdiction of the federal and state courts located in the Commonwealth of Massachusetts for any disputes or claims arising out of your use of the Dedicated PD Services or these TOS.

Curriculum Associates®

Placing an Order

Email: Orders@cainc.com

Submit PO by Mail:
ATTN: CUSTOMER SERVICE DEPT.
Curriculum Associates LLC
153 Rangeway Rd
North Billerica, MA 01862-2013

Submit Order by Check:
Curriculum Associates, LLC
PO Box 936600
Atlanta, GA 31193-6600

Please visit CurriculumAssociates.com for more information about placing orders or contact CA's customer service department (1- 800-225-0248) and reference quote number for questions.
Please attach quote to all signed purchase orders.
If tax exempt, please submit a valid exemption certificate with PO and quote in order to avoid processing delays. Exemption certificates can also be submitted to exempt@cainc.com.

Shipping Policy

Unless otherwise noted, shipping costs are calculated as follows:

Order Amount	Freight Amount
$74.99 or less	Max charge of $12.75
$75.00 to $999.99	12% of order
$1,000 to $4,999.99	10% of order

Order Amount	Freight Amount
$5,000.00 to $99,999.99	9% of order
$100,000 and more	8% of order

Please contact your local CA representative or customer service (1-800-225-0248) for expedited shipping rates. The weight limit for an expedited order is **500lbs**.

The enhanced shipping and handling services listed below are available upon request subject to the availability of our carrier partners. Please notify us of these delivery requests prior to submitting your PO so that we can include the service on your quote appropriately:

- White Glove Delivery Service $1000/delivery/site

If our carrier partners are unable to deliver to the location instructed on the PO or you need to change the time or location of delivery, one or more of the following fees may be applicable:

- Delivery Address Change $500/shipment location
- Freight Storage $1000/shipment location
- Freight Carrier Redelivery $350/pallet

Unless otherwise expressly indicated, the shipping terms for all deliveries is FOB CA's Shipping Point (whether to a CA or third party facility). Risk of loss and title is passed to purchaser upon transfer of the goods to carrier, standard shipping charges (listed above) are added to the invoice or included in the unit price unless otherwise specified.

Supply chain challenges outside of Curriculum Associates' control may impact inventory availability for print product. We recommend submission of purchase orders as soon as possible to help ensure timely delivery.

Payment Terms

Payment terms are as follows:

- With credit approval: Net 30 days
- Without credit approval: payment in full at time of order
- Accounts must be current before subsequent shipments are made

To ensure payment processing is timely and environmentally conscious, CA encourages ACH payments. If you would like to pay via ACH, please request remittance information by emailing AR@cainc.com.
Please send any payment notifications to payments@cainc.com. Credit card payments are only accepted for purchases under $50,000.

Invoice Receipt Preference

CA is pleased to offer electronic invoice delivery. Electronic invoice delivery allows CA to deliver your invoice in a timely and environmentally friendly manner. To request electronic invoice delivery please contact the CA Accounts Receivable team at invoices@cainc.com or by fax (1- 800-366-1158). Please reference your quote number, provide a valid email address where the invoice should be directed, and indicate you would like to opt into electronic invoice delivery.

Terms of Service

Customer's use of i-Ready® shall be subject to the i-Ready Terms and Conditions of Use, which can be found at i-ready.com/support. Customer's professional learning sessions will expire two years following the date of your purchase order or the implementation year noted on your quote, whichever comes first and are subject to the Professional Learning Terms of Service, which can be found at curriculumassociates.com/support/privacy-and-policies.

Return Policy

For any non-print products - your subscription may be terminated and you may request a pro-rata refund for unused services within 90 days of license start date. For Professional Learning services, you may request a refund for unused services within 90 days of purchase date. After 90 days, your non-print products and Professional Learning purchase shall be final and no refunds are available. Except for materials sold on a non-refundable basis, purchaser may return, at purchaser risk and expense, purchased print materials with pre-approval from CA's Customer Service department within 12 months of purchase. Please examine your order upon receipt. Before returning material, call CA's Customer Service department (1 -800-225-0248 option 2) for return authorization and documentation. When returning material, please include your return authorization number and the return form that will be provided to you by CA's Return department. We do not accept returns on unused i-Ready or Toolbox licenses®, materials that have been used and/or are not in "saleable condition," and individual components of kits or sets including but not limited to BRIGANCE® Kits, Ready® student and teacher sets, i-Ready Classroom® student and teacher sets, and Magnetic Foundation and Literacy classroom kits.

RENEWAL QUOTE

IXL Learning
777 Mariners Island Blvd., Suite 600
San Mateo, CA 94404

QUOTE # 1605739-1
DATE: APRIL 21, 2026

TO:
Dana Islas
Tucson Unified School District
1010 E 10th St
Tucson, AZ 85719

COMMENTS OR SPECIAL INSTRUCTIONS

SALESPERSON	ACCOUNT #	RENEWAL PERIOD	QUOTE VALID UNTIL
Emma Mottor	A17-1926128	September 12, 2026 - September 12, 2027	September 12, 2026

SUBSCRIPTIONS	QUANTITY	LIST UNIT PRICE	NET PRICE
IXL site license (Grades K-12) Subjects: Math and ELA	36575	$19.50	$713,212.50
		Total Price	$713,212.50

SERVICES	QUANTITY	LIST UNIT PRICE	NET PRICE
Standard District Success	1	$25,000.00	$25,000.00
		Total Price	$25,000.00

TOTALS	
Total Subscriptions List Price	$713,212.50
Total Services List Price	$25,000.00
Grand Total	$738,212.50

Ordering instructions

We accept payment by purchase order, check, or credit card. To submit a purchase order for this quote, click here or go to https://www.ixl.com/po-upload and enter quote # 1605739-1. Paying over $5,000 via credit card will result in a 3% fee. For international accounts, we can accept wire transfers for an additional fee.

Instructure.

Instructure, Inc.
6330 South 3000 East, Suite 700
Salt Lake City, UT 84121
United States

Order Form

Order: Q-514287-1
Date: 2026-02-02
Order Valid Through: 2026-06-30

Order Form for Tucson Unified District

Bill to Information

Entity Name: Tucson Unified District
Address: 1010 E 10TH ST
City: TUCSON
State/Province: Arizona
Zip/Postal Code: 85719-5896
Country: United States

Billing Contact

Name:

Email:

Phone:

Ship to Information

Entity Name: Tucson Unified District
Address: 1010 E. 10Th St.
City: Tucson
State/Province: Arizona
Zip/Postal Code: 85719
Country: United States

Shipping Contact

Name: Diana Kerfoot

Email: diana.kerfoot@tusd1.org

Phone: +1 520 225 6483

Billing Information

Billing Frequency: Annual Upfront

Billing Frequency Term: Non-Recurring items will be invoiced upon signing. Recurring items will be invoiced 30 days prior to the annual start date.

Payment Terms: Net 30

Year 1

Ref	Description	Start Date	End Date	Invoice	Metric	Qty	Price	Amount
S1	Canvas LMS Cloud Subscription	2026-07-01	2027-06-30	Recurring	User	48,000	USD 4.43	USD 212,640.00
S2	24x7 Tier 1 Support (Faculty Only)	2026-07-01	2027-06-30	Recurring	30% of Subscription (Minimums Apply)	1	USD 63,792.00	USD 63,792.00
S3	Training Portal Premium - Core + Advanced On-Demand Content + Live Webinars	2026-07-01	2027-06-30	Recurring	Per Each	48,000	USD 20,999.72	USD 20,999.72

Billing Summary

Segment	Recurring	Non-Recurring	Total
Year 1	USD 297,431.72	USD 0.00	USD 297,431.72
Total	**USD 297,431.72**	**USD 0.00**	**USD 297,431.72**

Products	Description	Qty
Canvas LMS Cloud Subscription	Canvas LMS Cloud Subscription: Per User	48,000.00
24x7 Tier 1 Support (Faculty Only)	24x7 Tier 1 support (faculty only) per year (30% of subscription - min $4,500 USD)	1.00
Training Portal Premium - Core + Advanced On-Demand Content + Live Webinars	Unlimited access to core and advanced on-demand training content for teachers and admins and unlimited access to instructor-led online training through the Training Portal.	48,000.00

Quote Special Terms
The services provided under this Order Form shall begin on the first year Start Date set forth above and continue through the last year End Date set forth above, provided, however, that Instructure may provide certain implementation related services prior to the first year Start Date at its sole discretion.

User Clause: User Metric reflects the maximum number of individuals authorized by the Customer to access and/or use the Service and Customer has paid for such access and/or use.

User Typical Use Clause: In the event Customer enables access to the Service to more Users over a given contract year than are allocated to such contract year as set forth above, then Instructure reserves the right, in its sole discretion, to invoice the Customer for such additional number of Users. In addition, the User fees set forth above are based on the assumption that Customer's Users will use the Service commensurate with the average usage patterns of users across Instructure's user base in the aggregate (such average usage being referred to herein as "Typical Use") and do not account for usage of the Service by Customer's Users beyond such Typical Use. To the extent the Users' usage of the Service, in the aggregate, exceeds the Typical Use at any given time, Instructure reserves the right, in its sole discretion, to increase the fees by an amount proportional to such excess usage. In the event Instructure increases the fees pursuant to this paragraph, Instructure shall send an invoice to Customer for the applicable increase along with documentation evidencing the additional usage of or additional Users who have access to the Service giving rise to such fee increase. Any invoice sent pursuant to the foregoing shall be due and payable within 30 days of receipt.

Payment Terms - Renewal Order Form: In the event that Customer fails to execute this Order Form prior to the Start Date listed above, all fees shall become due payable upon Customer's receipt of an invoice.

Non-Recurring Expiration: Unless otherwise stated in an applicable Statement of Work or this Order Form, Non-Recurring Products and 3rd Party Products must be completed within 12 months beginning on the later of the last date of signature or the Initial Start Date specified in this Order Form.

Product Special Terms

Instructure's support terms are available as follows: https://www.instructure.com/canvas/support-terms

Terms and Conditions

Governing Terms: This Order Form shall be governed by the Master Terms and Conditions which can be found here: https://www.instructure.com/policies/mastertermsconditions

Data Processing Addendum: The data processing addendum between the parties is available at: https://www.instructure.com/policies/data-processing-addendum

Conflict Clause: In the event of any conflict between this Master Terms and Conditions and any addendum thereto and this Order Form, the provisions of this Order Form shall control.

Product Supplement Terms: Product Specific Supplements which can be found here: https://www.instructure.com/policies/product-supplements, govern the use of the applicable product and/or feature offerings listed in this Order Form and/or utilized by Customer, and are incorporated into the Master Terms and Conditions.

Contract Number: R201402 (in 2026: Contract # R250502)

PURCHASE ORDER INFORMATION	TAX INFORMATION
Is a Purchase Order required for the purchase or payment of the products on this order form? Please Enter (Yes or No):	Check here if your company is exempt from US state sales tax:
If Yes, please enter PO Number:	*Please email all US state sales tax exemption certifications to ar@instructure.com*

Customer purchasing documentation, such as Purchase Orders, shall only be used as proof of acceptance of the Order Form referenced therein, and the associated Master Terms and Conditions. Any terms and conditions included in any such Customer purchasing documentation are hereby expressly disclaimed by Instructure, shall be void and of no effect, and shall in all cases be superseded by the applicable Master Terms and Conditions.

By executing this Order Form, each party agrees to be legally bound by this Order Form.

Tucson Unified District	
Signature:	
Name:	
Title:	
Date:	

Instructure, Inc. (USA/CAN)	
Signature:	
Name:	
Title:	
Date:	

GREAT MINDS

every child
is capable of
greatness

Great Minds Quote

Date	May 18, 2026	Quote Number	00556393
Expiration Date	August 12, 2026		
Prepared By	Zak Gierke	Contact Name	Heidi Aranda
Email	zak.gierke@greatminds.org	Phone	(520) 225-4916
		Email	heidi.aranda@tusd1.org
Bill to Name	Heidi Aranda	Ship to Name	Heidi Aranda
Bill To	1010 E 10th St Tucson, AZ 85719	Ship To	480 S CAMPBELL AVE TUCSON, AZ 85719
		End User	Tucson Unified School District

Make Payment to:
Great Minds PBC Tax ID: 84-3785772
Mail payment to:
Great Minds PBC
P.O. Box 200283
Pittsburgh, PA 15251-0283

Phone: 202.223.1854
Email: ordertracking@greatminds.org

Wire/ACH Silicon Valley Bank **Beneficiary: Great Minds PBC**
ABA #121140399 – Account #3303446795 Intl: SWIFT SVBKUS6S
Please email all remittance information to payments@greatminds.org.

Eureka Math 2 - Digital	ISBN	Quantity	Special Price	Total Price
Grade Multiple				
Eureka Math Squared - Great Minds Platform License: Service End Date (6/30 of School Year 2026 - 2027 unless noted otherwise)	GM-01998	8578.00	$10.00	$85,780.00
Eureka Math Squared - Great Minds Platform License: Service End Date (6/30 of School Year 2026 - 2027 unless noted otherwise)	GM-01998	136.00	$10.00	$1,360.00
Eureka Math Squared, Premium Assessment, Grades 1-9: Service End Date (6/30 of School Year 2026 - 2027 unless noted otherwise)	GM-01835	20209.00	$10.51	$212,396.59
Eureka Math Squared, Premium Assessment, Grades 1-9: Service End Date (6/30 of School Year 2026 - 2027 unless noted otherwise)	GM-01835	2127.00	$10.51	$22,354.77

Eureka Math 2 - Kit	ISBN	Quantity	Special Price	Total Price
Grade K				
Eureka Math Squared Grade K Learn & Digital Bundle: Part-Part-Total Modules 1-6	978-1-64929-023-6	1228.00	$29.87	$36,680.36
Eureka Math Squared, Spanish, Learn & Digital Bundle, K: Part-Part-Total, Modules 1-6	978-1-63898-610-2	319.00	$29.87	$9,528.53
Grade 1				
Eureka Math Squared Grade 1 Learn, Apply, & Digital Bundle: Units of Ten Modules 1-6	978-1-64929-018-2	1527.00	$36.77	$56,147.79
Eureka Math Squared, Spanish, Learn, Apply, & Digital Bundle, 1: Units of Ten, Modules 1-6	978-1-63898-605-8	320.00	$36.77	$11,766.40
Grade 2				
Eureka Math Squared Grade 2 Learn, Apply, & Digital Bundle: Ten Tens, Modules 1-6	978-1-64929-019-9	1646.00	$36.77	$60,523.42
Eureka Math Squared, Spanish, Learn, Apply, & Digital Bundle, 2: Ten Tens, Modules 1-6	978-1-63898-606-5	311.00	$36.77	$11,435.47
Grade 3				
Eureka Math Squared Grade 3 Learn, Apply, & Digital Bundle: Units of Any Number Modules 1-6	978-1-64929-020-5	1888.00	$36.77	$69,421.76
Eureka Math Squared, Spanish, Learn, Apply, & Digital Bundle, 3: Units of Any Number, Modules 1-6	978-1-63898-607-2	296.00	$36.77	$10,883.92
Grade 4				
Eureka Math Squared Grade 4 Learn, Apply, & Digital Bundle: Fractional Units Modules 1-6	978-1-64929-021-2	1837.00	$36.77	$67,546.49
Eureka Math Squared, Spanish, Learn, Apply, & Digital Bundle, 4: Fractional Units, Modules 1-6	978-1-63898-608-9	306.00	$36.77	$11,251.62
Grade 5				
Eureka Math Squared Grade 5 Learn, Apply, & Digital Bundle: Fractions are Numbers Modules 1-6	978-1-64929-022-9	1839.00	$36.77	$67,620.03
Eureka Math Squared, Spanish, Learn, Apply, & Digital Bundle, 5: Fractions are Numbers, Modules 1-6	978-1-63898-609-6	321.00	$36.77	$11,803.17
Grade 6				
Eureka Math Squared Grade 6 Learn & Digital Bundle: Ratios and Rates Modules 1-6	978-1-64929-029-8	1374.00	$29.87	$41,041.38

Eureka Math 2 - Kit	ISBN	Quantity	Special Price	Total Price
Eureka Math Squared, Spanish, Learn & Digital Bundle, 6: Ratios and Rates, Modules 1-6	979-8-89191-137-6	192.00	$29.87	$5,735.04
Grade 7				
Eureka Math Squared Grade 7 Learn & Digital Bundle: Ratios and Proportionality Modules 1-6	978-1-64929-030-4	913.00	$29.87	$27,271.31
Eureka Math Squared, Spanish, Learn & Digital Bundle, 7: Ratios and Proportionality, Modules 1-6	979-8-89191-151-2	164.00	$29.87	$4,898.68
Grade 8				
Eureka Math Squared Grade 8 Learn & Digital Bundle: Ratios and Linearity Modules 1-6	978-1-64929-031-1	791.00	$29.87	$23,627.17
Eureka Math Squared, Spanish, Learn & Digital Bundle, 8: Ratios and Linearity, Modules 1-6	979-8-89191-165-9	81.00	$29.87	$2,419.47
Grade 9				
Eureka Math Squared Algebra I Learn & Digital Bundle: Modeling with Functions Modules 1-6	978-1-64929-032-8	347.00	$29.87	$10,364.89
Grade Multiple				
Eureka Math Squared, 7-8, Learn & Digital Bundle: Proportions and Linearity	979-8-88588-165-4	350.00	$29.87	$10,454.50

PD - Services	ISBN	Quantity	Special Price	Total Price
Grade Multiple				
Eureka Math Squared - On-Site PD Support Services - Full Day	GM-03574	12.00	$3,315.00	$39,780.00

Kit	$646,868.84
Digital	$363,212.96
Services	$46,800.00
Solution Subtotal	$1,056,881.80
Discount	($144,789.04)
Shipping and Handling	$61,452.54
***Pre-Tax Solution Total**	***$973,545.30***
Estimated Sales Tax	$53,211.09
Estimated S&H Tax	$0.00
Total Solution:	**$1,026,756.39**

This Quote is governed by the Terms and Conditions at https://greatminds.org/customer-quote-terms which are hereby incorporated by reference as if fully set forth herein.

The estimated tax amounts provided in this quote are based on the state and local tax rates applicable at the time of quotation. These rates are subject to change by relevant tax authorities. The final tax amount on the invoice will reflect the applicable rates at the time of invoicing. If Customer is tax-exempt, valid exemption documentation must be provided prior to invoicing in order for the exemption to be applied.

TUCSON UNIFIED SCHOOL DISTRICT

2026-2027

Employee Agreement for

Non-Bargaining Employees

July 1, 2026 through June 30, 2027

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ARTICLE ONE

DEFINITIONS

A. The term **ADMINISTRATOR** shall be defined as those persons whose pay is determined by the Exempt Administrator Salary Schedule (Appendix F) and who are listed in Appendix E.

B. The term **DAYS** shall mean working days. Working days are considered to be those exclusive of holidays and weekends. During the school year, working days shall mean teaching days plus duty days. During the summer, working days will be those when the District's Central Administrative offices are open for business with the public.

C. The term **DISTRICT** shall mean the Tucson Unified School District.

D. The term **EMERGENCY** shall mean an event which a reasonable, prudent person could not have reasonably foreseen and prepared for.

E. The term **EMPLOYEE** shall mean those individuals covered by this agreement: Exempt Administrators, Supervisory Confidential Employees and Exempt Coordinators.

F. The term **EXEMPT COORDINATOR** shall be defined as those persons who coordinate District-wide programs and whose pay is determined by the Exempt Coordinator Salary Schedule (Appendix D).

G. The term **FAMILY** shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

H. The term **GOVERNING BOARD** shall mean the Governing Board of Tucson Unified School District.

I. The term **SUPERINTENDENT** shall mean the Superintendent appointed by the Governing Board of Tucson Unified School District.

Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, and other Federal and State non-discriminations laws and regulations.

ARTICLE TWO

WAGES

A. Salary Schedules

1. The positions list and salary schedule for Exempt Administrators are found in Appendices E and F.

2. The positions list and salary schedule for Supervisory/Confidential Employees and Exempt Coordinators are found in Appendices C and D.

3. The positions list and salary schedule for Non-Exempt Supervisory/Confidential Employees are found in Appendices A and B.

B. Exempt Administrator Educational Stipend

1. Employees with a Ph.D. or Ed.D. will receive a $1,000 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.

2. Employees with an Educational Specialist degree will receive a $700 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.

C. Supervisory/Confidential Employees Working Out of Class

An out of class assignment is one in which a supervisory confidential employee is replacing an absent employee or is assigned to and given the responsibilities of a higher level position for a minimum of five (5) days within a pay period. An out of class assignment will need to be renewed after thirty (30) days should the site supervisor/manager determine an extension is necessary upon approval by the Chief Human Capital Officer or the designee.

1. Supervisory confidential employees assigned to perform work in a higher paying classification or grade in the unit than the grade of the position in which they perform their regular duties, shall receive additional compensation of two dollars and seventy-five cents ($2.75) per hour for each day actually worked in the higher level position. The employee shall be compensated only for the actual hours worked.

2. Supervisory confidential employees assigned to perform work in the absence of a department head will be compensated at a rate established by the District after serving two days in that assignment.

D. Added Duty

Upon approval of the Superintendent or designee, an employee may be assigned additional projects, duties, assignments, or tasks.

1. All functions of the added duty assignment shall be performed for the duration of the assignment. If during the course of the added duty assignment the activity is discontinued, the obligation to continue the stipend shall cease.

2. These duties and the consideration for them, are separate and distinct from any other contractual obligations between the employee and District and are in addition to those other duties.

3. No employee will perform any added duty assignments without their consent and the written consent of the supervisor.

E. Reclassification Purpose

1. The purpose of a reclassification is to review the duties and level of responsibilities in a classification. A request for reclassification does not in any way guarantee that a position will be upgraded. Reclassifications can result in one of the following: upgrade, downgrade, frozen in current rate of pay, or

no change. When an employee is reclassified the employee's pay shall be commensurate with the market average, responsibilities, and experience.

2. Procedure

a. An employee who feels that their duties have undergone a significant change in the kinds of duties and level of responsibility shall submit a request for review of their position by filling out a Position Analysis Form available from the Human Resources Department.

b. If the Human Resources Department performs an independent position audit, the employee may also appeal the allocation as defined in three below.

c. An employee's position will not be reviewed more than once every two (2) years.

d. The definition of classifications or the assignment of a classification to a pay grade on the wage schedules are matters left to the sole discretion of the District.

e. Within thirty (30) days of receipt of the analysis form, Human Resources shall inform the employee of receipt. A meeting will be scheduled within thirty (30) days of notification to review their classification. The review may include but not be limited to:

a. Position Description Questionnaire;
b. Interviews;
c. Work Observation.

3. Appeal

If the employee disagrees with Human Resources' decision, the employee shall within twenty (20) days appeal the decision by corresponding with the Chief Human Capital Officer, specifically stating the reasons for an appeal. The Chief Human Capital Officer shall refer the appeal to the Classification Appeal Board composed of three (3) members appointed by the District, including one (1) employee randomly selected from the unit. However, no District appointee who has conducted the evaluation in the reclassification will serve as a voting member on the appeals committee. The Appeal Board shall review the appeal and within thirty (30) days of its receipt render a recommendation to the Chief Human Capital Officer. The Chief Human Capital Officer shall, within ten (10) days of the Appeal Board's recommendation, correspond with the appealing employee informing the employee of the final decision.

The final decision by the Chief Human Capital Officer is not subject to appeal.

ARTICLE THREE

CONTRACTS FOR EXEMPT ADMINISTRATORS

A. Distribution of Contracts

The District shall distribute annual contracts to all exempt administrators to whom it intends to offer employment. Said contract will have an effective date of July 1. Exempt administrators who hold a certificate issued by the Arizona Department of Education must receive the annual contract no later than May 15 of the current contract year. Exempt administrators who do not hold a certificate issued by the Arizona Department of Education must receive the annual contract prior to July 1.

B. Notice of Non-Renewal of Contract

1. Certificated Administrators. In accordance with A.R.S. 15-503(D), the District must provide notice of its intent not to renew the contract of an administrator on or before April 15 of the current contract year for any exempt administrator who holds a certificate issued by the Arizona Department of Education.
2. Non-Certificated Administrators. The District must provide notice of its intent not to renew the contract of a non-certificated exempt administrator, who does not qualify under Article 3(B)(1), no later than May 15 of the current contract year.
3. Notice of intention not to re-employ an administrator shall be delivered personally to the administrator or sent by certified mail directed to the employee at their place of residence.

C. Contract Offer Acceptance

1. An exempt administrator offered a contract for the following school year must indicate acceptance of the contract within thirty (30) days from the date of the written contract or the offer is revoked.
2. Release from Contract: An exempt administrator under contract will be released from the obligations of the contract upon request, under the following conditions:
   a. a release from contract, prior to July 1, will be granted provided a letter of resignation is submitted prior to that date.
   b. a release from contract will be granted in case of illness or a life changing situation (in accord with Family Medical Leave Act).

D. Administrators covered by this Agreement are employed by individual contracts on an annual basis, or pro-rata annual basis, as applicable. They receive no "tenure" rights, and all such contracts are subject to non-renewal in accordance with the terms of this Agreement and the Governing Board and District policies and regulations. This provision shall not be construed to abrogate any rights afforded to an administrator under Arizona Revised Statutes, Title 15.

ARTICLE FOUR

REDUCTION IN FORCE

A. District notification of administrators (certificated and non-certificated), in the event of a reduction in force, shall be in accordance with the notice of non-renewal provisions of Article 3(B).

B. All other employees whose positions are not subject to the provisions set forth in Article 4(A) are entitled to no less than 30 days' notice in the event of a Reduction in Force.

ARTICLE FIVE

PROFESSIONAL DEVELOPMENT

The professional development fund is suspended unless and until the governing board determines, in its sole discretion, that funds exist for professional development at a future date.

ARTICLE SIX

FRINGE BENEFITS

Medical Insurance

1. For the duration of this agreement, the medical premiums shall reflect the affordability contribution percentage determined by the requirements of the Affordable Care Act.

2. The following optional insurance programs are available for an employee at their own expense:
   a. Medical Insurance (administrator);
   b. Dental Insurance (administrator);
   c. Dependent coverage for medical and/or dental care;
   d. Life Insurance (up to three times salary or a maximum of $300,000);
   e. Vision;
   f. Group Universal Life;
   g. Short-Term Disability insurance.

3. If the full-time employee works less than their full contract year, the District contribution will be prorated based on the portion of the contract year worked.

4. Employees who terminate before the last duty day in the school year shall terminate the District's further contribution to District-sponsored single coverage medical insurance.

Life Insurance

All benefit eligible employees that elect insurance coverage shall be provided at District expense with a term life insurance policy equal to the employee's base salary as of July 1, but not less than $10,000. Employees shall have the option of purchasing additional term life insurance at their own expense.

Mileage Allowance

Reimbursements for mileage will be made in accordance with Governing Board Regulation EEB-R1.

Holidays

1. 9-, 9-1/2, 10-, 10-1/2 and 12-month employees shall be granted the following paid holidays, as designated in the district-approved calendar, provided they were on-pay status during any portion of their regular work day of their assignment immediately preceding and succeeding the holiday. If an employee utilizes leave prior to, or after a holiday, and is out of leave balances, they will not be considered on-pay status and thus will not be eligible to receive holiday pay.

a) Nine (9), Nine and a half (9-1/2), Ten (10), and Ten and a half (10-1/2) Month

i)	Labor Day	1
ii)	Veterans' Day	1
iii)	Thanksgiving	3
iv)	Winter Break	10

v)	Martin Luther King Day	1
vi)	Rodeo Break	2
vii)	Spring Break	2

b) Twelve (12) Month

i)	Independence Day	1
ii)	Labor Day	1
iii)	Veterans' Day	1
iv)	Thanksgiving	3
v)	Winter Break	10
vi)	Martin Luther King Day	1
vii)	Rodeo Break	2
viii)	Memorial Day	1
ix)	Juneteenth	1

2. A non-exempt employee required to work on a holiday shall be compensated at one and a half (1.5x) times the employee's normal rate of pay.

ARTICLE SEVEN

LEAVES OF ABSENCE WITH PAY

Sick Leave

1. All regular full-time employees shall be eligible for sick leave benefits which will accrue without limit at the following rate:

Classification	Sick Leave
12-month	8 days a year
10-1/2 month	5 days a year
10-month	5 days a year
9-1/2-month	5 days a year
9-month	5 days a year

2. Employees may not utilize sick leave during their initial sixty days of employment. Sick leave hours as identified above are credited every two weeks in conjunction with the pay period.

3. Employees are required to notify their immediate supervisor(s) or designee(s) of a necessary sick leave absence at least one-half (l/2) hour prior to the start of the employee's work day.

4. Employees who need to leave their position before the work day is finished, or employees who start their work day later, will have their absence time charged to sick leave to the nearest quarter hour.

5. Employees must report absences of 1/2 day or more when they are adjusting their schedule due to excessive time worked during the pay period.

6. Sick leave may be used in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For the purposes of sick leave, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

7. A written statement from the treating physician will be required by the District to substantiate an absence due to an employee's illness or for illness within the employee's family if the absence is more than three (3) consecutive days duration. The District may require a written statement from the treating physician to substantiate any sick leave absence, including those of less than three (3) days, when there is a reasonable doubt as to the proper use of sick leave.

Personal Leave

1. All regular full-time employees shall be eligible for personal leave benefits which will be credited at the following rate:

Classification	Personal Leave
12-month	8 days a year
10-1/2 month	7 days a year
10-month	7 days a year
9-1/2-month	7 days a year
9-month	7 days a year

2. Personal leave is credited to the employee at the beginning of employee's contract year. New employees whose entry day to the District is other than July 1, will have their personal leave prorated.

3. Unused personal leave shall be made part of the employee's accumulated sick leave at the end of each fiscal year.

4. An employee planning to use a personal day or days shall notify their immediate supervisor at least one day in advance, except in cases of emergency. Use of personal leave must be approved by their supervisor.

5. Non-emergency use of personal leave should be scheduled with the immediate supervisor.

Bereavement

In the event of death in the family of an employee, the employee will be allowed up to two (2) days leave, not charged to the employee and may use accumulated paid leave balances for a maximum of eight (8) days (which may include necessary travel time), excluding weekends. Additional days may be granted at the discretion of the Superintendent or their designee. For purposes of this paragraph, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

Medical Leave Assistance Program

1. Employees who have depleted their accrued sick and personal leave as a result of a qualified medical reason may request access to the Medical Leave Assistance Program by submitting a form to the Benefits office asking to receive donations of sick leave from other employees. A serious health condition is defined as a "non-work related" qualified medical reason that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

2. The donor employee may donate a maximum of five (5) sick leave days annually and may only donate if the employee has thirty (30) or more days of accumulated sick leave. The donor employee will designate the donation in the name of the employee to receive the donation. Supervisory Confidential employees

may donate to and receive donations from other TUSD classified employees in the Supervisory Professional and/or White Collar/Food Service employee units.

3. The donor employee may donate a maximum of five (5) sick leave days annually and may only donate if they have thirty (30) or more days of accumulated sick leave. The donor employee will designate the donation in the name of the employee to receive the donation. Exempt Coordinator employees may donate to and receive donations from any other TUSD employee's groups/units.

4. The recipient employee will be credited with the number of days donated, up to a maximum of one week after their projected return to work. Days donated in excess of this amount will be held in reserve and credited to the employee only if needed. If not needed, days in excess of one week beyond the original amount requested will be restored to the donor(s). Days of leave, not the actual wage of the donor employee, will be donated.

5. No employee shall be eligible for the Medical Leave Assistance Program after they qualify for long-term disability coverage.

Vacation

1. Vacation leave eligibility – Only 12-month employees are eligible to accrue vacation.

2. Vacation Leave Accrual for non-administrators

YEARS OF SERVICE	DAYS ACCRUED
1-5 YEARS	10
6-15 YEARS	15
16+ YEARS	20

a. Years of service shall be calculated from the employee's most recent date of hire in the District in a regular part-time or full-time position.

b. Exempt coordinators and supervisory/confidential employees will earn vacation during the first year; however, are not eligible to schedule accrued vacation until after completion of the first year of employment.

c. If a nine and one-half (9-1/2), ten (10), or ten and a half (10-l/2) month contract employee is transferred to a twelve (12) month position, the employee will accrue their vacation from the first day in the new assignment, at the vacation accrual rate equal to the years of service in the District.

3. Vacation Days For Exempt Administrators

a. Administrators receive twenty (20) days (160 hours) of vacation entitlement each year. Vacation entitlement is accrued on a bi-monthly pro-rata basis starting with the first day of employment.

b. Administrators separating from the District will receive payment for any unused vacation leave at their existing daily rate of pay at the time of separation.

4. Vacation Leave Usage

a. Employees having earned vacation may take vacation in increments as approved by the immediate supervisor and/or site administrator.

b. The immediate supervisor shall grant or deny vacation request in writing within ten (10) days of receipt. Denial of an employee's vacation request shall be put in writing and a copy forwarded to Human Resources.

c. Twelve (12) month employees may accumulate up to and no more than 160 hours (or prorated cap) of vacation at any given time. No more than 160 hours or four weeks of vacation may be rolled over into the next fiscal year. Vacation must be scheduled with the employee's supervisor no less than four weeks in advance, except in cases of emergency.
d. If a holiday occurs during an employee's vacation, said holiday shall not be deducted from accumulated vacation leave.

Jury Duty

Employees subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An employee may choose:

a. to keep the jury duty or witness pay and have the employee pay docked an equal amount; or,
b. in cases where jury duty pay exceeds the employee's daily rate, the employee may use a personal leave day or be docked at their daily rate instead of using a jury code for those days.

Employees subpoenaed for jury duty or as a witness, are required to submit a copy of the jury summons or subpoena to their supervisor and inform the supervisor of their choice regarding jury duty or witness pay. It is the employee's responsibility to report a jury duty or witness absence to the time clock system. No report of jury duty or witness absence need be submitted if the employee chooses to take a pay dock or a personal leave day.

Absences due to litigation while the employee is either a plaintiff, defendant, or subpoenaed as a witness outside of the course and scope of employment must be charged to personal leave, vacation, or dock.

Military Leave

In accordance with A.R.S. § 38-610, employees will receive pay for all days during which they are employed in training duty under orders with any branch of the armed forces for a period not to exceed thirty days in any two consecutive years. For purposes of this article only the term "year" means the fiscal year of the U.S. government.

Released Time

Released time may be granted to attend any approved conference or convention which would enhance an employee's work performance. First consideration will be given to employees participating or presenting in the conference. Released time must be requested at least one (1) week before in-state meetings, and out-of-state forms must be submitted for Superintendent approval prior to the conference.

ARTICLE EIGHT

UNPAID LEAVES OF ABSENCE

A. Governing Board-Approved Leave of Absence

1. The Board may grant a leave of absence to employees not to exceed one year for the purposes listed below. All requests for such leaves of absence shall be submitted in writing to Human Resources. No leaves will be granted for other employment.

- **a.** Health of employee (doctor's verification of illness is required).
- **b.** Health of immediate family, as defined in this agreement. A doctor's verification of illness or disability and projected date of return to work is required.
- **c.** New infant or childcare (birth certificate or doctor's statement required).
- **d.** Course of study, education or training, as approved by TUSD (enrollment or registration documentation required).
- **e.** Military service (military order required).
- **f.** Campaign/Serve in public office.

2. Employees must have worked the equivalent of one full school year to be eligible for an unpaid, board-approved leave of absence.

3. Employees on unpaid leave of absence shall be allowed to continue insurance coverage in the program in which they are enrolled, provided the employee notifies the District of their desire to continue coverage through COBRA, and pays the premiums for the insurance and other benefits at the employee's expense.

4. Upon granting the authorized absence, all rights of tenure, seniority, retirement, accrued leave with pay and other benefits shall be preserved and available to the applicant after the termination of the leave, provided they were earned prior to the leave.

5. Notification of intention to resume employment by the employee must be submitted in writing thirty (30) days prior to date of return, or if the employee is an Administrator, then the notification must be submitted by the earlier of either February 1 or thirty (30) days prior to the leave's expiration date.

6. An administrator on a leave of absence is subject to the provisions of Article 3, Reduction in Force.

B. Family and Medical Leave

All requests for Family Medical Leave by District employees will be processed in accordance with the corresponding Governing Board Policy.

C. Medical 30-Day Leave

Requests for medical leave shall be in writing and accompanied by a doctor's verification of the illness or disability and projected date of return to work.

When an employee is medically unable to work and is not eligible for Federal FMLA, the employee shall be allowed up to thirty (30) days on a paid status (using accruals) with a doctor's excuse. During this leave, the District will continue to pay premiums on its portion of the District sponsored insurance plans in which the employee was enrolled at the beginning of the leave. At the end of this period, the employee must return to work (pending a medical release) or go on an unpaid leave of absence if applicable.

D. Personal 30-Day Leave

A leave occasioned by urgent personal, or family reasons may be granted upon written application by the employee and approval by the District. Such leaves are not to exceed thirty (30) days and shall be approved only in unusual situations clearly requiring the presence of the employee away from work. Upon approval by the District, an additional fifteen (15) days may be granted at the expiration of this thirty (30) day period. In no event shall an employee receive more than forty-five (45) days of emergency leave in the contract year. If the employee should need additional unpaid time off during the school year, then employee shall follow the procedure identified in Article 25-2.

Employees who take emergency leave are considered to be on an off-pay status and are not compensated for time off (including holiday pay) until they return to active status.

E. Short Term Medical Leave and Family Medical Leave may not be used consecutively and will be administered In accordance with TUSD Governing Board Policy.

F. Absence Due to On-the-Job Injury

1. An employee will use accumulated paid leave for absences due to an industrial injury, not to exceed 100% of their regular pay. The District's Workers' Compensation carrier will also compensate the employee in accordance with state law. Within four weeks of returning to work, an employee may make arrangements with Payroll to buy back paid leave used to supplement Workers' Compensation benefits for an on-the-job injury or illness.

2. Employees injured on the job may be assigned to work "restricted duty" as recommended by the industrial injury treating physician.

3. A combination of paid leaves, restricted duty, and unpaid leaves of absences are not to exceed twelve (12) months for a single on-the-job injury. At twelve months, the position will be released for recruitment.

G. Variable office hours for Exempt Administrators

Variable office hours may be applied when normal work responsibilities require an administrator's presence at activities beyond the normal work day. Administrators will be given reasonable flexibility in office hours so long as 1) proper notification is given to the administrator's supervisors; 2) time away from the site/office is reasonably limited; and 3) the administrator works the required number of hours and performs their duties in a satisfactory manner.

ARTICLE NINE

SEVERANCE / SEPARATION BENEFITS

A. SEVERANCE PAY – FROZEN AS OF JULY 1, 2010 AND DISCONTINUED FOR EMPLOYEES WHO DID NOT QUALIFY AS OF JUNE 30, 2010

1. On June 30, 2010, the employee's severance stipend benefit shall be calculated as follows for those with thirteen (13) or more years of continuous service and this dollar amount will be frozen as the employee's minimum severance pay. It shall be calculated by multiplying the employees 2009-2010 annual salary by .006 and then multiplying by the employee's years of service by June 30, 2010. The service stipend shall be paid out at the time of voluntary separation. Employees with less than thirteen (13) years of continuous service as of June 30, 2010 are not eligible for this stipend.

2. If an employee has elected separation but dies before the severance pay is made, said payment shall be paid to the estate of the deceased.

B. SEPARATION BENEFIT FOR SUPERVISORY/CONFIDENTIAL – SICK LEAVE PAYOUT

1. After ten (10) consecutive years of service in the Tucson Unified School District, employees who are Supervisory/Confidential as of the effective date of the agreement, or who become Supervisory/Confidential after the effective date of the agreement, shall receive pay for unused sick leave at voluntary separation.

2. The District shall provide a payment for unused sick leave to employees upon separation in accord with the following: The amount of payment shall be 2/3rds of the base salary hourly rate of pay for Step 1 of the grade level of the employee at separation times the number of sick leave hours accrued through the date of separation up to a maximum of 500 hours. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions will be taken from the incentive payment, including the employee's contribution to the State Retirement Fund, if any. The rights contained in this paragraph are not considered vested rights.

C. SEPARATION BENEFIT FOR EXEMPT COORDINATORS – SICK LEAVE PAYOUT

1. After ten (10) consecutive years of service in Tucson Unified School District, Exempt Coordinators shall receive pay for unused sick leave.

2. The District shall provide a payment for unused sick leave to Exempt Coordinators upon separation in accord with the following: The amount of payment shall be 2/3rds of the base salary daily rate of pay for Step 1 of the grade level of the employee at separation times the number of sick leave days up to a maximum of 67 days. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions will be taken from this payment, including the employee's contribution to the State Retirement.

D. SEPARATION BENEFIT FOR EXEMPT ADMINISTRATORS – SICK LEAVE PAYOUT

1. SICK LEAVE PAY AT SEPARATION FOR ADMINISTRATORS HIRED AFTER AUGUST 16, 2005

a. After ten (10) consecutive years of full time service in the Tucson Unified School District administrators who are covered under these terms and conditions as of the effective date of agreement, or who become covered by these terms and conditions after the effective date of the agreement shall receive pay for unused sick leave.

b. The District shall provide a payment for unused sick leave to administrators upon separation in accordance with the following: The amount of payment shall be accrued up to a maximum of 67 days. The payout shall be 2/3rds of the base salary the daily rate of pay for Step 1 of the grade level of the employee at separation, times the number of sick leave days up to 67 days. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions shall be taken from the incentive payment including the administrator's contribution to the State Retirement Fund, if any. The rights contained in this paragraph are not considered vested rights.

c. If an administrator is eligible for sick leave payout but dies before the payment is made, said payment shall be paid to the estate of the deceased.

2. SICK LEAVE PAY AT SEPARATION ADMINISTRATORS ONLY HIRED PRIOR TO AUGUST 16, 2005

Voluntary Separation - 20 years of service

a. After twenty (20) years of full-time service in the Tucson Unified School District an administrator may apply for the benefits in Article Nine by giving written notice to the District's Chief Human Capital Officer on or before January 15. Should an administrator separate at mid-year, written notice should be received by the Chief Human Capital Officer on or before November 15. In the event state legislation concerning retirement is changed in such a way as to allow administrators benefits unavailable before the change, the date for notice of separation will be reopened for a period of fifteen (15) days following the enactment of the legislation. The notice may be withdrawn until and including the first Monday in February after notice is made.

b. For those administrators meeting the eligibility requirements in D-2-a above, the District shall provide pay for unused sick leave accrued before June 30, 1991 and not used before date of separation. Payment shall be based upon the daily rate of pay for the minimum salary on the 1991-92 administrative salary schedules, as follows:

i) Daily rate of pay for administrators on Grade I, I-A, or I-A-12 at time of separation shall be based on Class I of the 1991-92 salary schedule.

ii) Daily rate of pay for administrators on Grade II or II-12 at time of separation shall be based on Class II of the 1991-92 salary schedule.

iii) Daily rate of pay for administrators on Grade III at time of separation shall be based on Class III of the 1991-92 salary schedule.

iv) Daily rate of pay for administrators on Grade IV at time of separation shall be based on Class IV of the 1991-92 salary schedule.

v) Daily rate of pay for administrators on Grade VA or VA-12 at time of separation shall be based on Class VA of the 1991-92 salary schedule.

vi) Daily rate of pay for administrators on Grade VB or VB-12 at time of separation shall be based on Class VB of the 1991-92 salary schedule.

vii) Daily rate of pay for administrators on Grade VI at time of separation shall be based on Class VI of the 1991-92 salary schedule.

viii) Daily rate of pay for administrators on Grade VII at time of separation shall be based on Class VII of the 1991-92 salary schedule.

c. For those administrators meeting the eligibility requirements in D-2-a above, the District shall provide pay for unused sick leave accrued before June 30, 1991 and not used before date of separation. With implementation of the new salary schedule (January 5, 2003), payment for classified and certified administrators shall be, as follows:

New Class	91-92 Schedule
All Grade 1	Class 1
2-A (AP, middle & dual elem)	Class 11
2-B (AP, middle EYOS)	Class 11
3-A (AP HS)	Class VI
4-A (princ elem)	Class VA
4-B (princ/elem EYOS)	Class VA
4-B (all others)	Class VI

- 5-A (princ/middle & dual elem) Class VB
- 5-A (Mary Meredith) Class VI
- 5-B (princ /middle & elem combo) Class VI
- 5-C (princ/middle EYOS) Class VII
- 6 (princ/HS) Class VII

i) Rate of pay shall be multiplied by the number of sick leave days accumulated prior to June 30, 1991.

ii) Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option.

iii) All legally required deductions will be taken from the incentive payment including the employee's contribution to the State Retirement Fund, if any.

iv) Sick Leave used subsequent to July 1, 1991, will be deducted from sick leave accumulated after July 1, 1991, unless that accumulation has been depleted.

v) In addition to Section D-1, administrators are eligible to receive the benefits outlined in Section D-2-Voluntary Separation, 10 Years of Service.

d. If after twenty (20) years of full time service in the Tucson Unified School District, an administrator dies, the payment described in Section D-1-b above will be paid to the estate of the deceased.

e. An administrator shall receive the separation benefits contained herein if the effective date of the separation is at the end of a semester or at the end of a school year. Exceptions to this provision may be granted to applicants who are forced to separation because of emergency.

3. Voluntary Separation for Exempt Administrators – 10 Years of Service

Upon separation, administrators with at least ten (10) consecutive years of full-time service in TUSD are eligible to request and receive pay for ninety percent (90%) of the days of unused sick leave accumulated subsequent to **July 1, 1991**. This request will be a written application to the District's Chief Human Capital Officer on or before November 15 for administrators separating at end of the semester, or January 15 for administrators separating at end of the school year. The rate of pay will be the daily administrative substitute rate at the time of separation.

4. No Vested Rights for Exempt Administrators

Administrators who do not serve a timely notice of separation as provided in Section D-2-a above in the school year immediately preceding their separation shall gain no vested rights through or under this Article; however, exceptions to this may be granted by the District in cases where timelines are not met due to emergency situations or other extenuating circumstances.

E. SEPARATION BENEFIT FOR EXEMPT ADMINISTRATORS, EXEMPT COORDINATORS, AND SUPERVISORY/CONFIDENTIAL EMPLOYEES – VACATION PAYOUT

1. After six (6) consecutive months of service in Tucson Unified School District, employees shall be eligible to receive pay for unused vacation leave.

ARTICLE TEN

CONFLICT RESOLUTION PROCESS

The intent of this process is to provide a method of resolving conflict in an equitable manner. As such, this process is recognized as a non-judicial, administrative process. The employee, in implementation of the process, has the right to have another employee assist them in the presentation of a problem issue.

A. The Conflict Resolution Process may be used for the following:

1. Informal Step - The employee and their immediate supervisor shall meet informally to try to resolve the issue. If resolution is not reached by such a meeting, the employee may proceed to the next step.
2. If no resolution is reached, the employee shall, within 10 days of the informal meeting, present a written summary of the issue to their immediate supervisor, with a copy to the department head. The immediate supervisor or department head shall respond in writing to the employee's complaint within 10 days. If the department head is the immediate supervisor, the matter may then proceed directly in writing to the Director of Employee Relations.
3. The employee, the Director of Employee Relations, and the department head shall then schedule a meeting to mediate the employee's issue.

ARTICLE ELEVEN

SENIORITY CREDIT/SALARY SCHEDULE PLACEMENT AS A TEACHER FOR EXEMPT ADMINISTRATORS

A. Criteria. Administrators who return to teaching will be eligible for salary placement as described in subsection (B) below if:

1. The District and an administrator reach a mutual agreement that the administrator shall return to teacher; or
2. The District notifies the administrator that the administrative contract will not be renewed and that they will be assigned to a teaching position; or
3. In the absence of an agreement or assignment, the administrator's position has been eliminated for budgetary or programmatic reasons,

And

1. The administrator acquired tenure or continuing teacher status as defined in A.R.S. Section 15-501.5 and 15-538.01, as amended, or predecessor statutes, as a certificated teacher with the District prior to going into administration; and
2. The administrator has had continuous employment, including approved leaves where taken, with the District.

B. Salary Placement

For the purposes of this paragraph, notwithstanding any provision of the Consensus Agreement with TEA or successor agreement regarding experience credit for placement on the salary schedule, administrators who return to teaching as provided in this Agreement shall be accorded one step on the salary schedule for each year of prior experience in the District up to any maximum contained within the teacher salary schedule, regardless of the years or decade in which it was earned. The salary step credits provided for in the preceding sentence shall be granted for each year step increases were granted to teachers.

C. Administrators who, in accord with Article 11, Seniority Credit as a Teacher, are reassigned to positions covered under the Consensus Agreement with the Tucson Education Association will be accorded District Initiated Transfer (DIT) status under that agreement for purposes of assignments.

ARTICLE TWELVE

EVALUATION

A. Evaluation

Employees will be evaluated according to applicable Arizona statutes and Evaluation Procedures as adopted by the Governing Board.

B. Personnel File

1. All employees in the Tucson Unified School District shall have the right to review the contents of their personnel file and to receive a copy of all material contained therein at District expense.

2. The official personnel file for all employees shall be maintained in Human Resources.

3. Following adoption of this policy, no material derogatory regarding an employee's conduct, performance, character or personality shall be placed in the personnel file unless a copy is provided to the employee for review, and unless the employee has the opportunity to submit a reply to the material. Said reply shall be attached to the original document and shall remain attached throughout the term of that employee's employment unless removed by mutual agreement between the employee and the Superintendent or designee. Such agreement shall be in writing and signed by both the employee and the Superintendent or designee.

4. Any discipline issued as a result of a criminal offense against a student shall remain in the employee's official personnel file and is not subject to removal. These offenses include, but are not limited to, criminal offenses defined by Arizona state law under Title 13, assault, hitting, striking, harassment, inappropriate touching or caressing of a student, sexual assault, or causing the student to suffer physical harm.

C. Surveillance

Eavesdropping or surveillance methods will not be used for conducting performance reviews or evaluations of employees but may be used for safety and security purposes. At no time will the District use security cameras in a location where Employees or students have a reasonable expectation for privacy.

ARTICLE THIRTEEN
ADMINISTRATIVE TRANSFERS FOR EXEMPT ADMINISTRATORS

A. Purpose

The purpose of the following provisions on administrative transfers is to ensure consistent, fair, and equitable transfer opportunities and assignments for all administrators. Transfers are not intended to replace administrative evaluations, nor are transfers to be used for punitive or disciplinary purposes.

B. Notice and Consultation

C. Written notice of all administrative vacancies occurring prior to the end of the school year will be advertised through TUSD's Human Resources Department.

All current administrators who volunteer to transfer may provide a letter of intent to the Chief Human Capital Officer and Superintendent identifying the specific position in which they may be interested. Those current administrators shall be given equal consideration with other applicants in the placement or interview and selection process.

Appendix A – Supervisory/Confidential Titles
Supervisory/Confidential Non-Exempt Titles (CCS)

Grade	Position	Entry Rate
D	Courier	$16.40
E	HR Assistant	$18.88
H	HR Assistant, Senior	$19.94
H	Custodian - Student & Public Records	$20.75
I	Audio Visual Specialist	$20.57
J	HR Associate	$20.60
J	HR Benefits Associate	$20.60
J	HR Compliance Specialist	$20.60
J	HR Recruitment & Retention Specialist	$20.60
J	Administrative Assistant, Senior	$21.43
J	Staff Assistant to the Governing Board	$21.43
J	Employee Relations Assistant	$22.31
J	Legal Secretary	$22.31
M	Staff Assistant, Sr. to the Governing Board	$27.35
M	Executive Assistant	$27.62
N	Contact Tracer	$24.32
N	Executive Assistant to the Superintendent	$28.51
O	Legal Assistant	$25.33
O	Risk Management Analyst	$25.33
O	Workers Compensation Analyst	$26.62

Appendix B – Supervisory/Confidential Non-Exempt Salary Schedule

Step	Grade D Base	Grade D Override	Grade D Total	Grade E Base	Grade E Override	Grade E Total	Grade H Base	Grade H Override	Grade H Total
Step 1	$15.45	$.62	$16.07	$16.11	$.64	$16.75	$18.24	$.73	$18.97
Step 2	$15.60	$.62	$16.22	$16.27	$.65	$16.92	$18.42	$.74	$19.16
Step 3	$15.77	$.63	$16.40	$16.43	$.66	$17.09	$18.60	$.74	$19.34
Step 4	$15.92	$.64	$16.56	$16.59	$.66	$17.25	$18.79	$.75	$19.54
Step 5	$16.08	$.64	$16.72	$16.76	$.67	$17.43	$18.98	$.76	$19.74
Step 6	$16.24	$.65	$16.89	$16.93	$.68	$17.61	$19.17	$.77	$19.94
Step 7	$16.40	$.66	$17.06	$17.10	$.68	$17.78	$19.36	$.77	$20.13
Step 8	$16.56	$.66	$17.22	$17.27	$.69	$17.96	$19.55	$.78	$20.33
Step 9	$16.74	$.67	$17.41	$17.44	$.70	$18.14	$19.75	$.79	$20.54
Step 10	$16.90	$.68	$17.58	$17.61	$.70	$18.31	$19.95	$.80	$20.75
Step 11	$17.07	$.68	$17.75	$17.80	$.71	$18.51	$20.14	$.81	$20.95
Step 12	$17.24	$.69	$17.93	$17.97	$.72	$18.69	$20.34	$.81	$21.15
Step 13	$17.41	$.70	$18.11	$18.15	$.73	$18.88	$20.55	$.82	$21.37

Step	Grade D Base	Grade D Override	Grade D Total	Grade E Base	Grade E Override	Grade E Total	Grade H Base	Grade H Override	Grade H Total
Step 14	$17.58	$.70	$18.28	$18.33	$.73	$19.06	$20.76	$.83	$21.59
Step 15	$17.77	$.71	$18.48	$18.51	$.74	$19.25	$20.96	$.84	$21.80
Step 16	$17.94	$.72	$18.66	$18.70	$.75	$19.45	$21.17	$.85	$22.02
Step 17	$18.12	$.72	$18.84	$18.89	$.76	$19.65	$21.38	$.86	$22.24
Step 18	$18.30	$.73	$19.03	$19.08	$.76	$19.84	$21.59	$.86	$22.45
Step 19	$18.48	$.74	$19.22	$19.26	$.77	$20.03	$21.82	$.87	$22.69
Step 20	$18.66	$.75	$19.41	$19.46	$.78	$20.24	$22.03	$.88	$22.91
Step 21	$18.86	$.75	$19.61	$19.65	$.79	$20.44	$22.25	$.89	$23.14
Step 22	$19.05	$.76	$19.81	$19.85	$.79	$20.64	$22.47	$.90	$23.37
Step 23	$19.23	$.77	$20.00	$20.05	$.80	$20.85	$22.69	$.91	$23.60
Step 24	$19.42	$.78	$20.20	$20.25	$.81	$21.06	$22.93	$.92	$23.85
Step 25	$19.62	$.78	$20.40	$20.45	$.82	$21.27	$23.16	$.93	$24.09
Step 26	$19.82	$.79	$20.61	$20.65	$.83	$21.48	$23.38	$.94	$24.32
Step 27	$20.02	$.80	$20.82	$20.86	$.83	$21.69	$23.62	$.94	$24.56
Step 28	$20.22	$.81	$21.03	$21.07	$.84	$21.91	$23.86	$.95	$24.81
Step 29	$20.42	$.82	$21.24	$21.28	$.85	$22.13	$24.10	$.96	$25.06
Step 30	$20.62	$.82	$21.44	$21.49	$.86	$22.35	$24.33	$.97	$25.30
Step 31	$20.83	$.83	$21.66	$21.70	$.87	$22.57	$24.58	$.98	$25.56
Step 32	$21.04	$.84	$21.88	$21.93	$.88	$22.81	$24.83	$.99	$25.82
Step 33	$21.25	$.85	$22.10	$22.15	$.89	$23.04	$25.07	$1.00	$26.07
Step 34	$21.46	$.86	$22.32	$22.36	$.89	$23.25	$25.32	$1.01	$26.33
Step 35	$21.67	$.87	$22.54	$22.59	$.90	$23.49	$25.57	$1.02	$26.59
Step 36	$21.89	$.88	$22.77	$22.82	$.91	$23.73	$25.84	$1.03	$26.87
Step 37	$22.11	$.88	$22.99	$23.05	$.92	$23.97	$26.09	$1.04	$27.13
Step 38	$22.33	$.89	$23.22	$23.27	$.93	$24.20	$26.35	$1.05	$27.40
Step 39	$22.55	$.90	$23.45	$23.50	$.94	$24.44	$26.61	$1.06	$27.67
Step 40	$22.78	$.91	$23.69	$23.75	$.95	$24.70	$26.89	$1.08	$27.97
Step 41	$23.01	$.92	$23.93	$23.98	$.96	$24.94	$27.15	$1.09	$28.24
Step 42	$23.24	$.93	$24.17	$24.22	$.97	$25.19	$27.42	$1.10	$28.52
Step 43	$23.47	$.94	$24.41	$24.46	$.98	$25.44	$27.69	$1.11	$28.80

Step	Grade I Base	Grade I Override	Grade I Total	Grade J Base	Grade J Override	Grade J Total	Grade M Base	Grade M Override	Grade M Total
Step 1	$19.01	$.76	$19.77	$19.81	$.79	$20.60	$22.43	$.90	$23.33
Step 2	$19.20	$.77	$19.97	$20.01	$.80	$20.81	$22.65	$.91	$23.56
Step 3	$19.39	$.78	$20.17	$20.21	$.81	$21.02	$22.88	$.92	$23.80
Step 4	$19.58	$.78	$20.36	$20.41	$.82	$21.23	$23.11	$.92	$24.03
Step 5	$19.78	$.79	$20.57	$20.61	$.82	$21.43	$23.34	$.93	$24.27
Step 6	$19.98	$.80	$20.78	$20.82	$.83	$21.65	$23.57	$.94	$24.51
Step 7	$20.18	$.81	$20.99	$21.03	$.84	$21.87	$23.81	$.95	$24.76
Step 8	$20.38	$.82	$21.20	$21.24	$.85	$22.09	$24.05	$.96	$25.01
Step 9	$20.58	$.82	$21.40	$21.45	$.86	$22.31	$24.29	$.97	$25.26
Step 10	$20.79	$.83	$21.62	$21.66	$.87	$22.53	$24.53	$.98	$25.51
Step 11	$21.00	$.84	$21.84	$21.89	$.88	$22.77	$24.78	$.99	$25.77
Step 12	$21.20	$.85	$22.05	$22.10	$.88	$22.98	$25.03	$1.00	$26.03
Step 13	$21.41	$.86	$22.27	$22.32	$.89	$23.21	$25.27	$1.01	$26.28
Step 14	$21.63	$.87	$22.50	$22.54	$.90	$23.44	$25.52	$1.02	$26.54
Step 15	$21.85	$.87	$22.72	$22.78	$.91	$23.69	$25.79	$1.03	$26.82
Step 16	$22.07	$.88	$22.95	$23.00	$.92	$23.92	$26.04	$1.04	$27.08
Step 17	$22.29	$.89	$23.18	$23.23	$.93	$24.16	$26.30	$1.05	$27.35
Step 18	$22.51	$.90	$23.41	$23.46	$.94	$24.40	$26.56	$1.06	$27.62
Step 19	$22.74	$.91	$23.65	$23.69	$.95	$24.64	$26.83	$1.07	$27.90
Step 20	$22.96	$.92	$23.88	$23.94	$.96	$24.90	$27.10	$1.08	$28.18
Step 21	$23.19	$.93	$24.12	$24.17	$.97	$25.14	$27.37	$1.09	$28.46
Step 22	$23.42	$.94	$24.36	$24.41	$.98	$25.39	$27.64	$1.11	$28.75
Step 23	$23.65	$.95	$24.60	$24.65	$.99	$25.64	$27.92	$1.12	$29.04
Step 24	$23.90	$.96	$24.86	$24.91	$1.00	$25.91	$28.20	$1.13	$29.33
Step 25	$24.13	$.97	$25.10	$25.15	$1.01	$26.16	$28.48	$1.14	$29.62
Step 26	$24.37	$.97	$25.34	$25.40	$1.02	$26.42	$28.76	$1.15	$29.91
Step 27	$24.61	$.98	$25.59	$25.65	$1.03	$26.68	$29.05	$1.16	$30.21
Step 28	$24.87	$.99	$25.86	$25.92	$1.04	$26.96	$29.34	$1.17	$30.51
Step 29	$25.11	$1.00	$26.11	$26.18	$1.05	$27.23	$29.63	$1.19	$30.82
Step 30	$25.36	$1.01	$26.37	$26.43	$1.06	$27.49	$29.94	$1.20	$31.14
Step 31	$25.61	$1.02	$26.63	$26.70	$1.07	$27.77	$30.23	$1.21	$31.44
Step 32	$25.88	$1.04	$26.92	$26.97	$1.08	$28.05	$30.53	$1.22	$31.75
Step 33	$26.13	$1.05	$27.18	$27.24	$1.09	$28.33	$30.84	$1.23	$32.07
Step 34	$26.39	$1.06	$27.45	$27.51	$1.10	$28.61	$31.15	$1.25	$32.40
Step 35	$26.65	$1.07	$27.72	$27.79	$1.11	$28.90	$31.46	$1.26	$32.72
Step 36	$26.93	$1.08	$28.01	$28.06	$1.12	$29.18	$31.77	$1.27	$33.04
Step 37	$27.19	$1.09	$28.28	$28.34	$1.13	$29.47	$32.09	$1.28	$33.37

Step	Grade I Base	Grade I Override	Grade I Total	Grade J Base	Grade J Override	Grade J Total	Grade M Base	Grade M Override	Grade M Total
Step 38	$27.46	$1.10	$28.56	$28.62	$1.14	$29.76	$32.41	$1.30	$33.71
Step 39	$27.74	$1.11	$28.85	$28.92	$1.16	$30.08	$32.73	$1.31	$34.04
Step 40	$28.02	$1.12	$29.14	$29.20	$1.17	$30.37	$33.07	$1.32	$34.39
Step 41	$28.30	$1.13	$29.43	$29.49	$1.18	$30.67	$33.39	$1.34	$34.73
Step 42	$28.58	$1.14	$29.72	$29.78	$1.19	$30.97	$33.72	$1.35	$35.07
Step 43	$28.87	$1.15	$30.02	$30.09	$1.20	$31.29	$34.07	$1.36	$35.43

Step	Grade N Base	Grade N Override	Grade N Total	Grade O Base	Grade O Override	Grade O Total
Step 1	$23.38	$.94	$24.32	$24.36	$.97	$25.33
Step 2	$23.61	$.94	$24.55	$24.60	$.98	$25.58
Step 3	$23.85	$.95	$24.80	$24.86	$.99	$25.85
Step 4	$24.09	$.96	$25.05	$25.10	$1.00	$26.10
Step 5	$24.33	$.97	$25.30	$25.35	$1.01	$26.36
Step 6	$24.57	$.98	$25.55	$25.60	$1.02	$26.62
Step 7	$24.82	$.99	$25.81	$25.87	$1.03	$26.90
Step 8	$25.07	$1.00	$26.07	$26.12	$1.04	$27.16
Step 9	$25.31	$1.01	$26.32	$26.38	$1.06	$27.44
Step 10	$25.56	$1.02	$26.58	$26.64	$1.07	$27.71
Step 11	$25.83	$1.03	$26.86	$26.92	$1.08	$28.00
Step 12	$26.08	$1.04	$27.12	$27.18	$1.09	$28.27
Step 13	$26.34	$1.05	$27.39	$27.45	$1.10	$28.55
Step 14	$26.60	$1.06	$27.66	$27.73	$1.11	$28.84
Step 15	$26.88	$1.08	$27.96	$28.01	$1.12	$29.13
Step 16	$27.14	$1.09	$28.23	$28.29	$1.13	$29.42
Step 17	$27.41	$1.10	$28.51	$28.57	$1.14	$29.71
Step 18	$27.68	$1.11	$28.79	$28.86	$1.15	$30.01
Step 19	$27.97	$1.12	$29.09	$29.15	$1.17	$30.32
Step 20	$28.24	$1.13	$29.37	$29.43	$1.18	$30.61
Step 21	$28.52	$1.14	$29.66	$29.73	$1.19	$30.92
Step 22	$28.81	$1.15	$29.96	$30.03	$1.20	$31.23
Step 23	$29.10	$1.16	$30.26	$30.33	$1.21	$31.54
Step 24	$29.39	$1.18	$30.57	$30.63	$1.23	$31.86
Step 25	$29.68	$1.19	$30.87	$30.94	$1.24	$32.18
Step 26	$29.98	$1.20	$31.18	$31.25	$1.25	$32.50
Step 27	$30.28	$1.21	$31.49	$31.56	$1.26	$32.82

Step	Grade N Base	Grade N Override	Grade N Total	Grade O Base	Grade O Override	Grade O Total
Step 28	$30.58	$1.22	$31.80	$31.88	$1.28	$33.16
Step 29	$30.89	$1.24	$32.13	$32.19	$1.29	$33.48
Step 30	$31.20	$1.25	$32.45	$32.51	$1.30	$33.81
Step 31	$31.51	$1.26	$32.77	$32.85	$1.31	$34.16
Step 32	$31.83	$1.27	$33.10	$33.17	$1.33	$34.50
Step 33	$32.14	$1.29	$33.43	$33.50	$1.34	$34.84
Step 34	$32.46	$1.30	$33.76	$33.84	$1.35	$35.19
Step 35	$32.78	$1.31	$34.09	$34.18	$1.37	$35.55
Step 36	$33.12	$1.32	$34.44	$34.51	$1.38	$35.89
Step 37	$33.45	$1.34	$34.79	$34.87	$1.39	$36.26
Step 38	$33.78	$1.35	$35.13	$35.21	$1.41	$36.62
Step 39	$34.12	$1.36	$35.48	$35.56	$1.42	$36.98
Step 40	$34.46	$1.38	$35.84	$35.92	$1.44	$37.36
Step 41	$34.80	$1.39	$36.19	$36.28	$1.45	$37.73
Step 42	$35.16	$1.41	$36.57	$36.64	$1.47	$38.11
Step 43	$35.50	$1.42	$36.92	$37.01	$1.48	$38.49

Appendix C -Supervisory/Confidential Exempt Titles (CCE) and Exempt Coordinators

Grade	Position	Entry Rate
M 12mo	Planner Analyst	$63,077.45
M 12mo	Planning Analyst	$63,077.45
N 12mo	Data Analyst, Senior - Technology Services	$54,436.10
O 12mo	Employee Relations Analyst	$52,900.84
O 12mo	Cash Compliance Analyst	$54,501.90
O 12mo	Budget Analyst	$54,501.90
O 12mo	Exceptional Education HR Analyst	$53,975.52
O 12mo	HR Analyst	$53,975.52
O 12mo	Athletic Director	$57,857.54
O 12mo	Enrollment Coordinator	$57,857.54
O 12mo	Payroll Coordinator	$57,857.54
O 12mo	Accounts Payable Technician, Senior	$59,019.96
P 10.5mo	Multi-Tiered System of Support Facilitator (MTSS)	$52,849.91
Q 12mo	Senior Systems Engineer	$70,139.66
R 10.5mo	Program Coordinator - Inst Data Intervention	$51,469.43
R 10.5mo	Program Coordinator 10.5mo	$51,469.43
R 10.5mo	Response to Intervention Specialist (RTI)	$51,469.43

R 12mo	Accounts Payable Supervisor	$60,511.36
R 12mo	Customer Support Center Coordinator	$60,511.36
R 12mo	Program Coordinator - Application Services	$60,511.36
R 12mo	Program Coordinator - Career Technical Education (CTE)	$60,511.36
R 12mo	Program Coordinator - District Assets	$60,511.36
R 12mo	Program Coordinator - District Testing	$60,511.36
R 12mo	Program Coordinator - Exceptional Education	$60,511.36
R 12mo	Program Coordinator – GB Staff Services	$60,511.36
R 12mo	Program Coordinator - Grants	$60,511.36
R 12mo	Program Coordinator - Guidance Counselor	$60,511.36
R 12mo	Program Coordinator - Infant & Early Learning	$61,717.64
R 12mo	Program Coordinator - Inst Data Intervention (12mo)	$60,511.36
R 12mo	Program Coordinator - Interscholastics	$60,511.36
R 12mo	Program Coordinator - Library & Digital Services	$60,511.36
R 12mo	Program Coordinator - MTSS	$60,511.36
R 12mo	Program Coordinator - Multicultural Curric Integrt	$60,511.36
R 12mo	Program Coordinator - New Teacher Induction	$60,511.36
R 12mo	Program Coordinator - Nutrition	$60,511.36
R 12mo	Program Coordinator - Operations Solutions	$60,511.36
R 12mo	Program Coordinator - Operations Business Office	$60,511.36
R 12mo	Program Coordinator - Social Emotional Learning	$60,511.36
R 12mo	Program Coordinator - Substance Abuse Prevention	$60,511.36
R 12mo	Program Coordinator 12mo	$60,511.36
R 12mo	Student Finance Supervisor	$60,511.36
R 9.5mo	Program Coordinator - College & Career Readiness	$47,991.77
R 9.5mo	Program Coordinator 9.5mo	$47,991.77
S 12mo	Budget Analyst, Senior	$62,441.40
T 10.5mo	Program Coordinator, Senior 10.5mo	$55,349.69
T 12mo	Computer Systems Manager	$65,073.29
T 12mo	Customer Support Center Manager	$65,073.29
T 12mo	Program Coordinator, Senior - GATE Program	$65,073.29
T 12mo	Program Coordinator, Senior 12mo	$65,073.29
T 12mo	Program Coordinator, Sr - Application Services	$65,073.29
T 12mo	Program Coordinator, Sr - Library & Digital Svcs	$65,073.29
T 12mo	Program Coordinator, Sr - School Office Services	$65,073.29
T 12mo	Ombudsperson	$68,385.08
U 12mo	Accounting Manager, Senior	$67,836.77
V 12mo	Payroll Manager	$70,687.97
V 12mo	Program Coordinator, Senior - HR	$70,687.97
V 12mo	Program Manager	$70,687.97
V 12mo	Program Manager – Exceptional Education	$70,687.97

V 12mo	Program Manager – CTE	$70,687.97
V 12mo	Program Manager – Early Childhood & Before/After	$70,687.97
V 12mo	Program Manager - HR Benefits	$70,687.97
V 12mo	Program Manager – Substance Abuse Prevention	$70,687.97
V 12mo	Program Manager – Teacher Development Academy	$70,687.97
V 12mo	Programming Manager	$70,687.97
V 12mo	Recruitment Manager - Human Resources	$70,687.97
V 12mo	Program Coordinator - TUVA	$71,389.80
V 12mo	Program Manager – Assessment Systems	$78,079.18
V 12mo	Program Manager - Bond	$78,079.18
V 12mo	Program Manager - Facilities Projects and Planning	$78,079.18
V 12mo	Program Manager – Lapan College Club	$78,079.18
V 12mo	Cloud Solutions Architect	$79,658.30

Appendix D – Supervisory/Confidential Salary Schedule
Exempt Coordinators Salary Schedule

Step	Grade M 12mo Base	Grade M 12mo Override	Grade M 12mo Total	Grade N 12mo Base	Grade N 12mo Override	Grade N 12mo Total
Step 1	$46,838.22	$1,873.53	$48,711.75	$48,820.57	$1,952.82	$50,773.39
Step 2	$47,302.18	$1,892.09	$49,194.27	$49,305.61	$1,972.22	$51,277.83
Step 3	$47,766.13	$1,910.65	$49,676.78	$49,790.66	$1,991.63	$51,782.29
Step 4	$48,251.17	$1,930.05	$50,181.22	$50,296.79	$2,011.87	$52,308.66
Step 5	$48,736.22	$1,949.45	$50,685.67	$50,802.92	$2,032.12	$52,835.04
Step 6	$49,221.26	$1,968.85	$51,190.11	$51,309.05	$2,052.36	$53,361.41
Step 7	$49,706.30	$1,988.25	$51,694.55	$51,815.18	$2,072.61	$53,887.79
Step 8	$50,212.43	$2,008.50	$52,220.93	$52,342.40	$2,093.70	$54,436.10
Step 9	$50,718.56	$2,028.74	$52,747.30	$52,848.53	$2,113.94	$54,962.47
Step 10	$51,224.70	$2,048.99	$53,273.69	$53,375.75	$2,135.03	$55,510.78
Step 11	$51,730.83	$2,069.23	$53,800.06	$53,924.06	$2,156.96	$56,081.02
Step 12	$52,258.05	$2,090.32	$54,348.37	$54,451.28	$2,178.05	$56,629.33
Step 13	$52,764.18	$2,110.57	$54,874.75	$54,999.59	$2,199.98	$57,199.57
Step 14	$53,291.40	$2,131.66	$55,423.06	$55,547.90	$2,221.92	$57,769.82
Step 15	$53,839.71	$2,153.59	$55,993.30	$56,117.30	$2,244.69	$58,361.99
Step 16	$54,366.93	$2,174.68	$56,541.61	$56,665.61	$2,266.62	$58,932.23
Step 17	$54,915.24	$2,196.61	$57,111.85	$57,235.00	$2,289.40	$59,524.40
Step 18	$55,463.54	$2,218.54	$57,682.08	$57,804.40	$2,312.18	$60,116.58
Step 19	$56,011.85	$2,240.47	$58,252.32	$58,394.89	$2,335.80	$60,730.69
Step 20	$56,581.25	$2,263.25	$58,844.50	$58,964.28	$2,358.57	$61,322.85

Step	Grade M 12mo Base	Grade M 12mo Override	Grade M 12mo Total	Grade N 12mo Base	Grade N 12mo Override	Grade N 12mo Total
Step 21	$57,150.65	$2,286.03	$59,436.68	$59,554.77	$2,382.19	$61,936.96
Step 22	$57,720.05	$2,308.80	$60,028.85	$60,145.26	$2,405.81	$62,551.07
Step 23	$58,289.44	$2,331.58	$60,621.02	$60,756.83	$2,430.27	$63,187.10
Step 24	$58,879.93	$2,355.20	$61,235.13	$61,368.41	$2,454.74	$63,823.15
Step 25	$59,470.42	$2,378.82	$61,849.24	$61,979.98	$2,479.20	$64,459.18
Step 26	$60,060.90	$2,402.44	$62,463.34	$62,591.56	$2,503.66	$65,095.22
Step 27	$60,651.39	$2,426.06	$63,077.45	$63,224.22	$2,528.97	$65,753.19
Step 28	$61,262.96	$2,450.52	$63,713.48	$63,856.89	$2,554.28	$66,411.17
Step 29	$61,874.54	$2,474.98	$64,349.52	$64,489.55	$2,579.58	$67,069.13
Step 30	$62,507.20	$2,500.29	$65,007.49	$65,143.30	$2,605.73	$67,749.03
Step 31	$63,118.78	$2,524.75	$65,643.53	$65,797.06	$2,631.88	$68,428.94
Step 32	$63,751.44	$2,550.06	$66,301.50	$66,450.81	$2,658.03	$69,108.84
Step 33	$64,384.11	$2,575.36	$66,959.47	$67,104.56	$2,684.18	$69,788.74
Step 34	$65,037.86	$2,601.51	$67,639.37	$67,779.40	$2,711.18	$70,490.58
Step 35	$65,691.61	$2,627.66	$68,319.27	$68,454.24	$2,738.17	$71,192.41
Step 36	$66,345.36	$2,653.81	$68,999.17	$69,150.18	$2,766.01	$71,916.19
Step 37	$66,999.12	$2,679.96	$69,679.08	$69,846.11	$2,793.84	$72,639.95
Step 38	$67,673.96	$2,706.96	$70,380.92	$70,542.04	$2,821.68	$73,363.72
Step 39	$68,348.80	$2,733.95	$71,082.75	$71,237.97	$2,849.52	$74,087.49
Step 40	$69,044.73	$2,761.79	$71,806.52	$71,954.99	$2,878.20	$74,833.19
Step 41	$69,719.57	$2,788.78	$72,508.35	$72,672.00	$2,906.88	$75,578.88
Step 42	$70,415.50	$2,816.62	$73,232.12	$73,410.11	$2,936.40	$76,346.51
Step 43	$71,132.52	$2,845.30	$73,977.82	$74,127.13	$2,965.09	$77,092.22

Step	Grade O 12mo Base	Grade O 12mo Override	Grade O 12mo Total	Grade P 10.5mo Base	Grade P 10.5mo Override	Grade P 10.5mo Total
Step 1	$50,866.19	$2,034.65	$52,900.84	$45,095.13	$1,803.81	$46,898.94
Step 2	$51,372.32	$2,054.89	$53,427.21	$45,543.57	$1,821.74	$47,365.31
Step 3	$51,899.54	$2,075.98	$53,975.52	$46,009.94	$1,840.40	$47,850.34
Step 4	$52,405.67	$2,096.23	$54,501.90	$46,476.32	$1,859.05	$48,335.37
Step 5	$52,932.89	$2,117.32	$55,050.21	$46,924.76	$1,876.99	$48,801.75
Step 6	$53,460.11	$2,138.40	$55,598.51	$47,409.08	$1,896.36	$49,305.44
Step 7	$54,008.42	$2,160.34	$56,168.76	$47,875.45	$1,915.02	$49,790.47
Step 8	$54,535.64	$2,181.43	$56,717.07	$48,359.77	$1,934.39	$50,294.16
Step 9	$55,083.95	$2,203.36	$57,287.31	$48,844.08	$1,953.76	$50,797.84

Step	Grade O 12mo Base	Grade O 12mo Override	Grade O 12mo Total	Grade P 10.5mo Base	Grade P 10.5mo Override	Grade P 10.5mo Total
Step 10	$55,632.25	$2,225.29	$57,857.54	$49,328.40	$1,973.14	$51,301.54
Step 11	$56,201.65	$2,248.07	$58,449.72	$49,812.72	$1,992.51	$51,805.23
Step 12	$56,749.96	$2,270.00	$59,019.96	$50,314.97	$2,012.60	$52,327.57
Step 13	$57,319.36	$2,292.77	$59,612.13	$50,817.22	$2,032.69	$52,849.91
Step 14	$57,909.84	$2,316.39	$60,226.23	$51,337.41	$2,053.50	$53,390.91
Step 15	$58,479.24	$2,339.17	$60,818.41	$51,839.66	$2,073.59	$53,913.25
Step 16	$59,069.73	$2,362.79	$61,432.52	$52,359.85	$2,094.39	$54,454.24
Step 17	$59,660.22	$2,386.41	$62,046.63	$52,880.04	$2,115.20	$54,995.24
Step 18	$60,250.70	$2,410.03	$62,660.73	$53,418.17	$2,136.73	$55,554.90
Step 19	$60,862.28	$2,434.49	$63,296.77	$53,956.30	$2,158.25	$56,114.55
Step 20	$61,452.76	$2,458.11	$63,910.87	$54,494.43	$2,179.78	$56,674.21
Step 21	$62,085.43	$2,483.42	$64,568.85	$55,032.56	$2,201.30	$57,233.86
Step 22	$62,697.00	$2,507.88	$65,204.88	$55,588.62	$2,223.54	$57,812.16
Step 23	$63,329.67	$2,533.19	$65,862.86	$56,144.69	$2,245.79	$58,390.48
Step 24	$63,962.33	$2,558.49	$66,520.82	$56,700.75	$2,268.03	$58,968.78
Step 25	$64,594.99	$2,583.80	$67,178.79	$57,274.76	$2,290.99	$59,565.75
Step 26	$65,248.75	$2,609.95	$67,858.70	$57,830.82	$2,313.23	$60,144.05
Step 27	$65,902.50	$2,636.10	$68,538.60	$58,422.76	$2,336.91	$60,759.67
Step 28	$66,556.25	$2,662.25	$69,218.50	$58,996.77	$2,359.87	$61,356.64
Step 29	$67,210.01	$2,688.40	$69,898.41	$59,588.71	$2,383.55	$61,972.26
Step 30	$67,884.85	$2,715.39	$70,600.24	$60,180.65	$2,407.23	$62,587.88
Step 31	$68,580.78	$2,743.23	$71,324.01	$60,790.53	$2,431.62	$63,222.15
Step 32	$69,255.62	$2,770.22	$72,025.84	$61,400.40	$2,456.02	$63,856.42
Step 33	$69,951.55	$2,798.06	$72,749.61	$62,010.28	$2,480.41	$64,490.69
Step 34	$70,647.48	$2,825.90	$73,473.38	$62,638.10	$2,505.52	$65,143.62
Step 35	$71,364.50	$2,854.58	$74,219.08	$63,265.92	$2,530.64	$65,796.56
Step 36	$72,060.43	$2,882.42	$74,942.85	$63,893.73	$2,555.75	$66,449.48
Step 37	$72,798.54	$2,911.94	$75,710.48	$64,521.55	$2,580.86	$67,102.41
Step 38	$73,515.56	$2,940.62	$76,456.18	$65,167.30	$2,606.69	$67,773.99
Step 39	$74,253.66	$2,970.15	$77,223.81	$65,830.99	$2,633.24	$68,464.23
Step 40	$74,991.77	$2,999.67	$77,991.44	$66,476.75	$2,659.07	$69,135.82
Step 41	$75,750.97	$3,030.04	$78,781.01	$67,140.44	$2,685.62	$69,826.06
Step 42	$76,510.17	$3,060.41	$79,570.58	$67,822.07	$2,712.88	$70,534.95
Step 43	$77,269.36	$3,090.77	$80,360.13	$68,503.69	$2,740.15	$71,243.84

Step	Grade Q 12mo Base	Grade Q 12mo Override	Grade Q 12mo Total	Grade R 10.5mo Base	Grade R 10.5mo Override	Grade R 10.5mo Total
Step 1	$55,273.74	$2,210.95	$57,484.69	$48,987.59	$1,959.50	$50,947.09
Step 2	$55,822.05	$2,232.88	$58,054.93	$49,489.84	$1,979.59	$51,469.43
Step 3	$56,370.36	$2,254.81	$58,625.17	$49,974.15	$1,998.97	$51,973.12
Step 4	$56,939.76	$2,277.59	$59,217.35	$50,476.41	$2,019.06	$52,495.47
Step 5	$57,509.16	$2,300.37	$59,809.53	$50,978.66	$2,039.15	$53,017.81
Step 6	$58,078.56	$2,323.14	$60,401.70	$51,498.85	$2,059.95	$53,558.80
Step 7	$58,669.04	$2,346.76	$61,015.80	$52,001.10	$2,080.04	$54,081.14
Step 8	$59,259.53	$2,370.38	$61,629.91	$52,521.29	$2,100.85	$54,622.14
Step 9	$59,850.01	$2,394.00	$62,244.01	$53,059.42	$2,122.38	$55,181.80
Step 10	$60,440.50	$2,417.62	$62,858.12	$53,579.61	$2,143.18	$55,722.79
Step 11	$61,052.08	$2,442.08	$63,494.16	$54,117.74	$2,164.71	$56,282.45
Step 12	$61,663.65	$2,466.55	$64,130.20	$54,655.87	$2,186.23	$56,842.10
Step 13	$62,275.23	$2,491.01	$64,766.24	$55,211.93	$2,208.48	$57,420.41
Step 14	$62,886.80	$2,515.47	$65,402.27	$55,768.00	$2,230.72	$57,998.72
Step 15	$63,519.47	$2,540.78	$66,060.25	$56,324.06	$2,252.96	$58,577.02
Step 16	$64,152.13	$2,566.09	$66,718.22	$56,880.13	$2,275.21	$59,155.34
Step 17	$64,805.88	$2,592.24	$67,398.12	$57,454.13	$2,298.17	$59,752.30
Step 18	$65,459.64	$2,618.39	$68,078.03	$58,028.14	$2,321.13	$60,349.27
Step 19	$66,113.39	$2,644.54	$68,757.93	$58,602.14	$2,344.09	$60,946.23
Step 20	$66,767.14	$2,670.69	$69,437.83	$59,194.08	$2,367.76	$61,561.84
Step 21	$67,441.98	$2,697.68	$70,139.66	$59,786.02	$2,391.44	$62,177.46
Step 22	$68,116.82	$2,724.67	$70,841.49	$60,377.96	$2,415.12	$62,793.08
Step 23	$68,791.67	$2,751.67	$71,543.34	$60,987.84	$2,439.51	$63,427.35
Step 24	$69,487.60	$2,779.50	$72,267.10	$61,597.72	$2,463.91	$64,061.63
Step 25	$70,162.44	$2,806.50	$72,968.94	$62,207.60	$2,488.30	$64,695.90
Step 26	$70,879.46	$2,835.18	$73,714.64	$62,835.41	$2,513.42	$65,348.83
Step 27	$71,575.39	$2,863.02	$74,438.41	$63,463.23	$2,538.53	$66,001.76
Step 28	$72,292.41	$2,891.70	$75,184.11	$64,091.04	$2,563.64	$66,654.68
Step 29	$73,030.51	$2,921.22	$75,951.73	$64,736.80	$2,589.47	$67,326.27
Step 30	$73,747.53	$2,949.90	$76,697.43	$65,382.55	$2,615.30	$67,997.85
Step 31	$74,485.64	$2,979.43	$77,465.07	$66,028.31	$2,641.13	$68,669.44
Step 32	$75,223.75	$3,008.95	$78,232.70	$66,692.00	$2,667.68	$69,359.68
Step 33	$75,982.95	$3,039.32	$79,022.27	$67,355.69	$2,694.23	$70,049.92
Step 34	$76,742.14	$3,069.69	$79,811.83	$68,037.32	$2,721.49	$70,758.81
Step 35	$77,522.43	$3,100.90	$80,623.33	$68,718.95	$2,748.76	$71,467.71
Step 36	$78,281.63	$3,131.27	$81,412.90	$69,400.57	$2,776.02	$72,176.59
Step 37	$79,061.91	$3,162.48	$82,224.39	$70,100.14	$2,804.01	$72,904.15

Step	Grade Q 12mo Base	Grade Q 12mo Override	Grade Q 12mo Total	Grade R 10.5mo Base	Grade R 10.5mo Override	Grade R 10.5mo Total
Step 38	$79,863.29	$3,194.53	$83,057.82	$70,799.71	$2,831.99	$73,631.70
Step 39	$80,664.66	$3,226.59	$83,891.25	$71,499.27	$2,859.97	$74,359.24
Step 40	$81,466.03	$3,258.64	$84,724.67	$72,216.78	$2,888.67	$75,105.45
Step 41	$82,288.50	$3,291.54	$85,580.04	$72,952.22	$2,918.09	$75,870.31
Step 42	$83,110.96	$3,324.44	$86,435.40	$73,669.72	$2,946.79	$76,616.51
Step 43	$83,933.42	$3,357.34	$87,290.76	$74,405.16	$2,976.21	$77,381.37

Step	Grade R 12mo Base	Grade R 12mo Override	Grade R 12mo Total	Grade R 9.5mo Base	Grade R 9.5mo Override	Grade R 9.5mo Total
Step 1	$57,593.51	$2,303.74	$59,897.25	$45,677.61	$1,827.10	$47,504.71
Step 2	$58,184.00	$2,327.36	$60,511.36	$46,145.93	$1,845.84	$47,991.77
Step 3	$58,753.40	$2,350.14	$61,103.54	$46,597.52	$1,863.90	$48,461.42
Step 4	$59,343.88	$2,373.76	$61,717.64	$47,065.84	$1,882.63	$48,948.47
Step 5	$59,934.37	$2,397.37	$62,331.74	$47,534.16	$1,901.37	$49,435.53
Step 6	$60,545.94	$2,421.84	$62,967.78	$48,019.20	$1,920.77	$49,939.97
Step 7	$61,136.43	$2,445.46	$63,581.89	$48,487.51	$1,939.50	$50,427.01
Step 8	$61,748.01	$2,469.92	$64,217.93	$48,972.56	$1,958.90	$50,931.46
Step 9	$62,380.67	$2,495.23	$64,875.90	$49,474.32	$1,978.97	$51,453.29
Step 10	$62,992.25	$2,519.69	$65,511.94	$49,959.37	$1,998.37	$51,957.74
Step 11	$63,624.91	$2,545.00	$66,169.91	$50,461.14	$2,018.45	$52,479.59
Step 12	$64,257.57	$2,570.30	$66,827.87	$50,962.90	$2,038.52	$53,001.42
Step 13	$64,911.33	$2,596.45	$67,507.78	$51,481.40	$2,059.26	$53,540.66
Step 14	$65,565.08	$2,622.60	$68,187.68	$51,999.89	$2,080.00	$54,079.89
Step 15	$66,218.83	$2,648.75	$68,867.58	$52,518.38	$2,100.74	$54,619.12
Step 16	$66,872.58	$2,674.90	$69,547.48	$53,036.88	$2,121.48	$55,158.36
Step 17	$67,547.43	$2,701.90	$70,249.33	$53,572.10	$2,142.88	$55,714.98
Step 18	$68,222.27	$2,728.89	$70,951.16	$54,107.32	$2,164.29	$56,271.61
Step 19	$68,897.11	$2,755.88	$71,652.99	$54,642.54	$2,185.70	$56,828.24
Step 20	$69,593.04	$2,783.72	$72,376.76	$55,194.48	$2,207.78	$57,402.26
Step 21	$70,288.97	$2,811.56	$73,100.53	$55,746.42	$2,229.86	$57,976.28
Step 22	$70,984.90	$2,839.40	$73,824.30	$56,298.37	$2,251.93	$58,550.30
Step 23	$71,701.92	$2,868.08	$74,570.00	$56,867.04	$2,274.68	$59,141.72
Step 24	$72,418.94	$2,896.76	$75,315.70	$57,435.71	$2,297.43	$59,733.14
Step 25	$73,135.96	$2,925.44	$76,061.40	$58,004.38	$2,320.18	$60,324.56
Step 26	$73,874.07	$2,954.96	$76,829.03	$58,589.78	$2,343.59	$60,933.37
Step 27	$74,612.17	$2,984.49	$77,596.66	$59,175.17	$2,367.01	$61,542.18

Step	Grade R 12mo Base	Grade R 12mo Override	Grade R 12mo Total	Grade R 9.5mo Base	Grade R 9.5mo Override	Grade R 9.5mo Total
Step 28	$75,350.28	$3,014.01	$78,364.29	$59,760.57	$2,390.42	$62,150.99
Step 29	$76,109.48	$3,044.38	$79,153.86	$60,362.69	$2,414.51	$62,777.20
Step 30	$76,868.68	$3,074.75	$79,943.43	$60,964.81	$2,438.59	$63,403.40
Step 31	$77,627.87	$3,105.11	$80,732.98	$61,566.93	$2,462.68	$64,029.61
Step 32	$78,408.16	$3,136.33	$81,544.49	$62,185.78	$2,487.43	$64,673.21
Step 33	$79,188.44	$3,167.54	$82,355.98	$62,804.63	$2,512.19	$65,316.82
Step 34	$79,989.82	$3,199.59	$83,189.41	$63,440.20	$2,537.61	$65,977.81
Step 35	$80,791.19	$3,231.65	$84,022.84	$64,075.77	$2,563.03	$66,638.80
Step 36	$81,592.57	$3,263.70	$84,856.27	$64,711.35	$2,588.45	$67,299.80
Step 37	$82,415.03	$3,296.60	$85,711.63	$65,363.64	$2,614.55	$67,978.19
Step 38	$83,237.49	$3,329.50	$86,566.99	$66,015.94	$2,640.64	$68,656.58
Step 39	$84,059.96	$3,362.40	$87,422.36	$66,668.24	$2,666.73	$69,334.97
Step 40	$84,903.51	$3,396.14	$88,299.65	$67,337.27	$2,693.49	$70,030.76
Step 41	$85,768.15	$3,430.73	$89,198.88	$68,023.02	$2,720.92	$70,743.94
Step 42	$86,611.70	$3,464.47	$90,076.17	$68,692.04	$2,747.68	$71,439.72
Step 43	$87,476.34	$3,499.05	$90,975.39	$69,377.79	$2,775.11	$72,152.90

Step	Grade S 12mo Base	Grade S 12mo Override	Grade S 12mo Total	Grade T 10.5mo Base	Grade T 10.5mo Override	Grade T 10.5mo Total
Step 1	$60,039.81	$2,401.59	$62,441.40	$53,220.86	$2,128.83	$55,349.69
Step 2	$60,630.30	$2,425.21	$63,055.51	$53,758.99	$2,150.36	$55,909.35
Step 3	$61,241.88	$2,449.68	$63,691.56	$54,297.12	$2,171.88	$56,469.00
Step 4	$61,853.45	$2,474.14	$64,327.59	$54,835.24	$2,193.41	$57,028.65
Step 5	$62,465.03	$2,498.60	$64,963.63	$55,391.31	$2,215.65	$57,606.96
Step 6	$63,097.69	$2,523.91	$65,621.60	$55,929.44	$2,237.18	$58,166.62
Step 7	$63,730.35	$2,549.21	$66,279.56	$56,503.44	$2,260.14	$58,763.58
Step 8	$64,363.02	$2,574.52	$66,937.54	$57,059.51	$2,282.38	$59,341.89
Step 9	$65,016.77	$2,600.67	$67,617.44	$57,633.51	$2,305.34	$59,938.85
Step 10	$65,649.43	$2,625.98	$68,275.41	$58,207.51	$2,328.30	$60,535.81
Step 11	$66,324.28	$2,652.97	$68,977.25	$58,799.45	$2,351.98	$61,151.43
Step 12	$66,978.03	$2,679.12	$69,657.15	$59,373.46	$2,374.94	$61,748.40
Step 13	$67,652.87	$2,706.11	$70,358.98	$59,965.40	$2,398.62	$62,364.02
Step 14	$68,327.71	$2,733.11	$71,060.82	$60,575.28	$2,423.01	$62,998.29
Step 15	$69,002.55	$2,760.10	$71,762.65	$61,185.15	$2,447.41	$63,632.56
Step 16	$69,698.48	$2,787.94	$72,486.42	$61,795.03	$2,471.80	$64,266.83
Step 17	$70,394.41	$2,815.78	$73,210.19	$62,404.91	$2,496.20	$64,901.11

Step	Grade S 12mo Base	Grade S 12mo Override	Grade S 12mo Total	Grade T 10.5mo Base	Grade T 10.5mo Override	Grade T 10.5mo Total
Step 18	$71,090.34	$2,843.61	$73,933.95	$63,032.73	$2,521.31	$65,554.04
Step 19	$71,807.36	$2,872.29	$74,679.65	$63,660.54	$2,546.42	$66,206.96
Step 20	$72,524.38	$2,900.98	$75,425.36	$64,306.30	$2,572.25	$66,878.55
Step 21	$73,262.49	$2,930.50	$76,192.99	$64,934.11	$2,597.36	$67,531.47
Step 22	$73,979.51	$2,959.18	$76,938.69	$65,597.80	$2,623.91	$68,221.71
Step 23	$74,717.62	$2,988.70	$77,706.32	$66,243.56	$2,649.74	$68,893.30
Step 24	$75,476.82	$3,019.07	$78,495.89	$66,907.25	$2,676.29	$69,583.54
Step 25	$76,236.01	$3,049.44	$79,285.45	$67,570.94	$2,702.84	$70,273.78
Step 26	$76,995.21	$3,079.81	$80,075.02	$68,252.57	$2,730.10	$70,982.67
Step 27	$77,754.41	$3,110.18	$80,864.59	$68,934.20	$2,757.37	$71,691.57
Step 28	$78,534.69	$3,141.39	$81,676.08	$69,633.76	$2,785.35	$72,419.11
Step 29	$79,314.98	$3,172.60	$82,487.58	$70,315.39	$2,812.62	$73,128.01
Step 30	$80,116.35	$3,204.65	$83,321.00	$71,032.90	$2,841.32	$73,874.22
Step 31	$80,917.73	$3,236.71	$84,154.44	$71,732.46	$2,869.30	$74,601.76
Step 32	$81,719.10	$3,268.76	$84,987.86	$72,449.97	$2,898.00	$75,347.97
Step 33	$82,541.56	$3,301.66	$85,843.22	$73,185.41	$2,927.42	$76,112.83
Step 34	$83,364.03	$3,334.56	$86,698.59	$73,902.91	$2,956.12	$76,859.03
Step 35	$84,207.58	$3,368.30	$87,575.88	$74,656.29	$2,986.25	$77,642.54
Step 36	$85,051.13	$3,402.05	$88,453.18	$75,391.73	$3,015.67	$78,407.40
Step 37	$85,894.68	$3,435.79	$89,330.47	$76,145.11	$3,045.80	$79,190.91
Step 38	$86,759.32	$3,470.37	$90,229.69	$76,916.43	$3,076.66	$79,993.09
Step 39	$87,623.96	$3,504.96	$91,128.92	$77,687.75	$3,107.51	$80,795.26
Step 40	$88,509.69	$3,540.39	$92,050.08	$78,459.06	$3,138.36	$81,597.42
Step 41	$89,374.33	$3,574.97	$92,949.30	$79,248.32	$3,169.93	$82,418.25
Step 42	$90,281.15	$3,611.25	$93,892.40	$80,037.57	$3,201.50	$83,239.07
Step 43	$91,187.97	$3,647.52	$94,835.49	$80,826.83	$3,233.07	$84,059.90

Step	Grade T 12mo Base	Grade T 12mo Override	Grade T 12mo Total	Grade U 12mo Base	Grade U 12mo Override	Grade U 12mo Total
Step 1	$62,570.47	$2,502.82	$65,073.29	$65,227.66	$2,609.11	$67,836.77
Step 2	$63,203.13	$2,528.13	$65,731.26	$65,860.32	$2,634.41	$68,494.73
Step 3	$63,835.80	$2,553.43	$66,389.23	$66,535.16	$2,661.41	$69,196.57
Step 4	$64,468.46	$2,578.74	$67,047.20	$67,188.92	$2,687.56	$69,876.48
Step 5	$65,122.21	$2,604.89	$67,727.10	$67,863.76	$2,714.55	$70,578.31
Step 6	$65,754.88	$2,630.20	$68,385.08	$68,538.60	$2,741.54	$71,280.14
Step 7	$66,429.72	$2,657.19	$69,086.91	$69,234.53	$2,769.38	$72,003.91

Step	Grade T 12mo Base	Grade T 12mo Override	Grade T 12mo Total	Grade U 12mo Base	Grade U 12mo Override	Grade U 12mo Total
Step 8	$67,083.47	$2,683.34	$69,766.81	$69,930.46	$2,797.22	$72,727.68
Step 9	$67,758.31	$2,710.33	$70,468.64	$70,626.39	$2,825.06	$73,451.45
Step 10	$68,433.16	$2,737.33	$71,170.49	$71,322.32	$2,852.89	$74,175.21
Step 11	$69,129.09	$2,765.16	$71,894.25	$72,039.34	$2,881.57	$74,920.91
Step 12	$69,803.93	$2,792.16	$72,596.09	$72,756.36	$2,910.25	$75,666.61
Step 13	$70,499.86	$2,819.99	$73,319.85	$73,494.47	$2,939.78	$76,434.25
Step 14	$71,216.88	$2,848.68	$74,065.56	$74,232.58	$2,969.30	$77,201.88
Step 15	$71,933.90	$2,877.36	$74,811.26	$74,970.68	$2,998.83	$77,969.51
Step 16	$72,650.92	$2,906.04	$75,556.96	$75,708.79	$3,028.35	$78,737.14
Step 17	$73,367.94	$2,934.72	$76,302.66	$76,467.99	$3,058.72	$79,526.71
Step 18	$74,106.04	$2,964.24	$77,070.28	$77,227.19	$3,089.09	$80,316.28
Step 19	$74,844.15	$2,993.77	$77,837.92	$78,007.47	$3,120.30	$81,127.77
Step 20	$75,603.35	$3,024.13	$78,627.48	$78,787.76	$3,151.51	$81,939.27
Step 21	$76,341.46	$3,053.66	$79,395.12	$79,568.04	$3,182.72	$82,750.76
Step 22	$77,121.74	$3,084.87	$80,206.61	$80,369.42	$3,214.78	$83,584.20
Step 23	$77,880.94	$3,115.24	$80,996.18	$81,170.79	$3,246.83	$84,417.62
Step 24	$78,661.22	$3,146.45	$81,807.67	$81,993.25	$3,279.73	$85,272.98
Step 25	$79,441.51	$3,177.66	$82,619.17	$82,815.72	$3,312.63	$86,128.35
Step 26	$80,242.88	$3,209.72	$83,452.60	$83,638.18	$3,345.53	$86,983.71
Step 27	$81,044.26	$3,241.77	$84,286.03	$84,481.73	$3,379.27	$87,861.00
Step 28	$81,866.72	$3,274.67	$85,141.39	$85,325.28	$3,413.01	$88,738.29
Step 29	$82,668.10	$3,306.72	$85,974.82	$86,168.84	$3,446.75	$89,615.59
Step 30	$83,511.65	$3,340.47	$86,852.12	$87,033.48	$3,481.34	$90,514.82
Step 31	$84,334.11	$3,373.36	$87,707.47	$87,898.12	$3,515.92	$91,414.04
Step 32	$85,177.66	$3,407.11	$88,584.77	$88,783.85	$3,551.35	$92,335.20
Step 33	$86,042.30	$3,441.69	$89,483.99	$89,669.58	$3,586.78	$93,256.36
Step 34	$86,885.86	$3,475.43	$90,361.29	$90,576.40	$3,623.06	$94,199.46
Step 35	$87,771.59	$3,510.86	$91,282.45	$91,462.13	$3,658.49	$95,120.62
Step 36	$88,636.23	$3,545.45	$92,181.68	$92,390.03	$3,695.60	$96,085.63
Step 37	$89,521.96	$3,580.88	$93,102.84	$93,317.94	$3,732.72	$97,050.66
Step 38	$90,428.77	$3,617.15	$94,045.92	$94,245.85	$3,769.83	$98,015.68
Step 39	$91,335.59	$3,653.42	$94,989.01	$95,194.84	$3,807.79	$99,002.63
Step 40	$92,242.41	$3,689.70	$95,932.11	$96,143.84	$3,845.75	$99,989.59
Step 41	$93,170.32	$3,726.81	$96,897.13	$97,092.84	$3,883.71	$100,976.55
Step 42	$94,098.23	$3,763.93	$97,862.16	$98,062.92	$3,922.52	$101,985.44
Step 43	$95,026.13	$3,801.05	$98,827.18	$99,054.09	$3,962.16	$103,016.25

Step	Grade V 12mo Base	Grade V 12mo Override	Grade V 12mo Total
Step 1	$67,969.20	$2,718.77	$70,687.97
Step 2	$68,644.04	$2,745.76	$71,389.80
Step 3	$69,339.97	$2,773.60	$72,113.57
Step 4	$70,035.90	$2,801.44	$72,837.34
Step 5	$70,731.84	$2,829.27	$73,561.11
Step 6	$71,448.85	$2,857.95	$74,306.80
Step 7	$72,144.78	$2,885.79	$75,030.57
Step 8	$72,882.89	$2,915.32	$75,798.21
Step 9	$73,599.91	$2,944.00	$76,543.91
Step 10	$74,338.02	$2,973.52	$77,311.54
Step 11	$75,076.13	$3,003.05	$78,079.18
Step 12	$75,835.32	$3,033.41	$78,868.73
Step 13	$76,594.52	$3,063.78	$79,658.30
Step 14	$77,353.72	$3,094.15	$80,447.87
Step 15	$78,134.00	$3,125.36	$81,259.36
Step 16	$78,914.29	$3,156.57	$82,070.86
Step 17	$79,694.58	$3,187.78	$82,882.36
Step 18	$80,495.95	$3,219.84	$83,715.79
Step 19	$81,297.32	$3,251.89	$84,549.21
Step 20	$82,119.79	$3,284.79	$85,404.58
Step 21	$82,942.25	$3,317.69	$86,259.94
Step 22	$83,764.71	$3,350.59	$87,115.30
Step 23	$84,608.27	$3,384.33	$87,992.60
Step 24	$85,451.82	$3,418.07	$88,869.89
Step 25	$86,316.46	$3,452.66	$89,769.12
Step 26	$87,181.10	$3,487.24	$90,668.34
Step 27	$88,045.74	$3,521.83	$91,567.57
Step 28	$88,931.47	$3,557.26	$92,488.73
Step 29	$89,817.20	$3,592.69	$93,409.89
Step 30	$90,702.93	$3,628.12	$94,331.05
Step 31	$91,609.75	$3,664.39	$95,274.14
Step 32	$92,537.65	$3,701.51	$96,239.16
Step 33	$93,465.56	$3,738.62	$97,204.18
Step 34	$94,393.47	$3,775.74	$98,169.21
Step 35	$95,342.46	$3,813.70	$99,156.16
Step 36	$96,291.46	$3,851.66	$100,143.12

Step	Grade V 12mo Base	Grade V 12mo Override	Grade V 12mo Total
Step 37	$97,261.55	$3,890.46	$101,152.01
Step 38	$98,231.63	$3,929.27	$102,160.90
Step 39	$99,201.72	$3,968.07	$103,169.79
Step 40	$100,192.89	$4,007.72	$104,200.61
Step 41	$101,205.15	$4,048.21	$105,253.36
Step 42	$102,217.41	$4,088.70	$106,306.11
Step 43	$103,229.68	$4,129.19	$107,358.87

Appendix E – Exempt Administrators

Grade	Position	Entry Rate
A2	Director - African American Student Services	$83,858.28
A2	Director - Asian Pacific American Student Services	$83,858.28
A2	Director - Family & Community Outreach	$83,858.28
A2	Director - Language Acquisition	$83,858.28
A2	Director - Mexican American Student Services	$83,858.28
A2	Director - Native American Student Services	$83,858.28
A3	Director - Recruitment & Talent Acquisition	$84,615.47
A3	Director - Employee Relations	$84,615.47
A3	Director – Exceptional Education	$84,615.47
A3	Director - Human Resources - Employment	$84,615.47
A3	Director - Purchasing Services	$84,615.47
A3	Director - Communications & Media Relations	$88,051.18
A3	Director - Culturally Responsive Pedagogy	$88,051.18
A3	Director - Financial Services	$88,051.18
A3	Director - Fine Arts	$88,051.18
A3	Director - Interscholastics	$88,051.18
A4	Director - Alternative Education	$88,846.25
A4	Director - Facilities Management	$88,846.25
A4	Director - Food Services	$88,846.25
A4	Director - Health Services	$88,846.25
A4	Director - Transportation	$88,846.25
A4	Applications and Data Services Manager, Senior	$92,453.76
A4	Risk Manager	$94,312.09
A5	Director - Information Systems	$93,288.55
A5	Director - Student Relations	$93,288.55

A5	Director - Advanced Learning Exp	$94,221.44
A5	Internal Auditor	$94,221.44
A5	Director - Professional Learning & Leadership	$94,221.44
A5	Associate General Counsel	$99,027.67
A5	Director - Information Technology Infrastructure	$102,028.33
A7	Director, Senior - Assessment & Program Evaluation	$102,850.63
A7	Director, Senior - Community School & Pre-K Prog	$102,850.63
A7	Director, Senior - Exceptional Education	$102,850.63
A7	Director, Senior - Grants & Federal Programs	$102,850.63
A7	Director, Senior – School Safety & Security	$102,850.63
A7	Senior Director	$102,850.63
A7	Director, Senior - Instr Tech & Online Education	$109,178.02
A8	Executive Director - Curriculum, Instruction, & PL	$107,993.16
A9	Assistant Supt - Curriculum & Instruction	$113,392.82
A9	Assistant Supt - Regional	$113,392.82
A10	Chief Financial Officer	$119,062.47
A10	Chief Human Capital Officer	$119,062.47
A10	Chief Operations Officer	$119,062.47
A10	Chief Technology Officer	$119,062.47
A10	General Counsel	$119,062.47
A10	Deputy Superintendent	$125,135.84

Appendix F – Exempt Administrator Salary Schedule
(Based on a 12-month schedule; prorate if less than 12 months)

Step	Grade A1 Base	Grade A1 Override	Grade A1 Total	Grade A2 Base	Grade A2 Override	Grade A2 Total
Step 1	$73,796.85	$2,951.87	$76,748.72	$77,486.68	$3,099.47	$80,586.15
Step 2	$74,534.83	$2,981.39	$77,516.22	$78,261.56	$3,130.46	$81,392.02
Step 3	$75,280.18	$3,011.21	$78,291.39	$79,044.18	$3,161.77	$82,205.95
Step 4	$76,032.96	$3,041.32	$79,074.28	$79,834.62	$3,193.38	$83,028.00
Step 5	$76,793.30	$3,071.73	$79,865.03	$80,632.96	$3,225.32	$83,858.28
Step 6	$77,561.23	$3,102.45	$80,663.68	$81,439.29	$3,257.57	$84,696.86
Step 7	$78,336.85	$3,133.47	$81,470.32	$82,253.69	$3,290.15	$85,543.84
Step 8	$79,120.22	$3,164.81	$82,285.03	$83,076.23	$3,323.05	$86,399.28

Step	Grade A1 Base	Grade A1 Override	Grade A1 Total	Grade A2 Base	Grade A2 Override	Grade A2 Total
Step 9	$79,911.42	$3,196.46	$83,107.88	$83,906.99	$3,356.28	$87,263.27
Step 10	$80,710.53	$3,228.42	$83,938.95	$84,746.06	$3,389.84	$88,135.90
Step 11	$81,517.65	$3,260.71	$84,778.36	$85,593.52	$3,423.74	$89,017.26
Step 12	$82,332.82	$3,293.31	$85,626.13	$86,449.45	$3,457.98	$89,907.43
Step 13	$83,156.14	$3,326.25	$86,482.39	$87,313.94	$3,492.56	$90,806.50
Step 14	$83,987.69	$3,359.51	$87,347.20	$88,187.08	$3,527.48	$91,714.56
Step 15	$84,827.59	$3,393.10	$88,220.69	$89,068.96	$3,562.76	$92,631.72
Step 16	$85,675.87	$3,427.03	$89,102.90	$89,959.65	$3,598.39	$93,558.04
Step 17	$86,532.61	$3,461.30	$89,993.91	$90,859.25	$3,634.37	$94,493.62
Step 18	$87,397.94	$3,495.92	$90,893.86	$91,767.84	$3,670.71	$95,438.55
Step 19	$88,271.92	$3,530.88	$91,802.80	$92,685.52	$3,707.42	$96,392.94
Step 20	$89,154.63	$3,566.19	$92,720.82	$93,612.37	$3,744.49	$97,356.86
Step 21	$90,046.18	$3,601.85	$93,648.03	$94,548.49	$3,781.94	$98,330.43
Step 22	$90,946.65	$3,637.87	$94,584.52	$95,493.97	$3,819.76	$99,313.73
Step 23	$91,856.13	$3,674.25	$95,530.38	$96,448.92	$3,857.96	$100,306.88
Step 24	$92,774.67	$3,710.99	$96,485.66	$97,413.42	$3,896.54	$101,309.96
Step 25	$93,702.42	$3,748.10	$97,450.52	$98,387.55	$3,935.50	$102,323.05
Step 26	$94,639.44	$3,785.58	$98,425.02	$99,371.42	$3,974.86	$103,346.28
Step 27	$95,585.84	$3,823.43	$99,409.27	$100,365.12	$4,014.60	$104,379.72
Step 28	$96,541.70	$3,861.67	$100,403.37	$101,368.78	$4,054.75	$105,423.53
Step 29	$97,507.12	$3,900.28	$101,407.40	$102,382.47	$4,095.30	$106,477.77
Step 30	$98,482.18	$3,939.29	$102,421.47	$103,406.29	$4,136.25	$107,542.54
Step 31	$99,467.00	$3,978.68	$103,445.68	$104,440.35	$4,177.61	$108,617.96
Step 32	$100,461.67	$4,018.47	$104,480.14	$105,484.76	$4,219.39	$109,704.15
Step 33	$101,466.30	$4,058.65	$105,524.95	$106,539.62	$4,261.58	$110,801.20
Step 34	$102,480.96	$4,099.24	$106,580.20	$107,605.01	$4,304.20	$111,909.21
Step 35	$103,505.77	$4,140.23	$107,646.00	$108,681.05	$4,347.24	$113,028.29
Step 36	$104,540.84	$4,181.63	$108,722.47	$109,767.86	$4,390.71	$114,158.57
Step 37	$105,586.23	$4,223.45	$109,809.68	$110,865.54	$4,434.62	$115,300.16
Step 38	$106,642.09	$4,265.68	$110,907.77	$111,974.20	$4,478.97	$116,453.17
Step 39	$107,708.51	$4,308.34	$112,016.85	$113,093.94	$4,523.76	$117,617.70
Step 40	$108,785.60	$4,351.42	$113,137.02	$114,224.89	$4,569.00	$118,793.89
Step 41	$109,873.46	$4,394.94	$114,268.40	$115,367.13	$4,614.69	$119,981.82
Step 42	$110,972.19	$4,438.89	$115,411.08	$116,520.80	$4,660.83	$121,181.63
Step 43	$112,081.91	$4,483.28	$116,565.19	$117,686.01	$4,707.44	$122,393.45
Step 44	$113,202.72	$4,528.11	$117,730.83	$118,862.87	$4,754.51	$123,617.38
Step 45	$114,334.76	$4,573.39	$118,908.15	$120,051.49	$4,802.06	$124,853.55

Step	Grade A3 Base	Grade A3 Override	Grade A3 Total	Grade A4 Base	Grade A4 Override	Grade A4 Total
Step 1	$81,361.03	$3,254.44	$84,615.47	$85,429.09	$3,417.16	$88,846.25
Step 2	$82,174.63	$3,286.99	$85,461.62	$86,283.37	$3,451.33	$89,734.70
Step 3	$82,996.39	$3,319.86	$86,316.25	$87,146.20	$3,485.85	$90,632.05
Step 4	$83,826.34	$3,353.05	$87,179.39	$88,017.67	$3,520.71	$91,538.38
Step 5	$84,664.60	$3,386.58	$88,051.18	$88,897.85	$3,555.91	$92,453.76
Step 6	$85,511.26	$3,420.45	$88,931.71	$89,786.83	$3,591.47	$93,378.30
Step 7	$86,366.37	$3,454.65	$89,821.02	$90,684.70	$3,627.39	$94,312.09
Step 8	$87,230.04	$3,489.20	$90,719.24	$91,591.54	$3,663.66	$95,255.20
Step 9	$88,102.34	$3,524.09	$91,626.43	$92,507.46	$3,700.30	$96,207.76
Step 10	$88,983.36	$3,559.33	$92,542.69	$93,432.53	$3,737.30	$97,169.83
Step 11	$89,873.19	$3,594.93	$93,468.12	$94,366.86	$3,774.67	$98,141.53
Step 12	$90,771.93	$3,630.88	$94,402.81	$95,310.53	$3,812.42	$99,122.95
Step 13	$91,679.65	$3,667.19	$95,346.84	$96,263.64	$3,850.55	$100,114.19
Step 14	$92,596.44	$3,703.86	$96,300.30	$97,226.27	$3,889.05	$101,115.32
Step 15	$93,522.40	$3,740.90	$97,263.30	$98,198.53	$3,927.94	$102,126.47
Step 16	$94,457.62	$3,778.30	$98,235.92	$99,180.51	$3,967.22	$103,147.73
Step 17	$95,402.21	$3,816.09	$99,218.30	$100,172.32	$4,006.89	$104,179.21
Step 18	$96,356.23	$3,854.25	$100,210.48	$101,174.03	$4,046.96	$105,220.99
Step 19	$97,319.80	$3,892.79	$101,212.59	$102,185.77	$4,087.43	$106,273.20
Step 20	$98,292.99	$3,931.72	$102,224.71	$103,207.63	$4,128.31	$107,335.94
Step 21	$99,275.92	$3,971.04	$103,246.96	$104,239.71	$4,169.59	$108,409.30
Step 22	$100,268.69	$4,010.75	$104,279.44	$105,282.12	$4,211.28	$109,493.40
Step 23	$101,271.36	$4,050.85	$105,322.21	$106,334.94	$4,253.40	$110,588.34
Step 24	$102,284.07	$4,091.36	$106,375.43	$107,398.29	$4,295.93	$111,694.22
Step 25	$103,306.92	$4,132.28	$107,439.20	$108,472.26	$4,338.89	$112,811.15
Step 26	$104,340.00	$4,173.60	$108,513.60	$109,556.98	$4,382.28	$113,939.26
Step 27	$105,383.39	$4,215.34	$109,598.73	$110,652.55	$4,426.10	$115,078.65
Step 28	$106,437.21	$4,257.49	$110,694.70	$111,759.09	$4,470.36	$116,229.45
Step 29	$107,501.58	$4,300.06	$111,801.64	$112,876.67	$4,515.07	$117,391.74
Step 30	$108,576.60	$4,343.06	$112,919.66	$114,005.45	$4,560.22	$118,565.67
Step 31	$109,662.38	$4,386.50	$114,048.88	$115,145.49	$4,605.82	$119,751.31
Step 32	$110,759.00	$4,430.36	$115,189.36	$116,296.94	$4,651.88	$120,948.82
Step 33	$111,866.59	$4,474.66	$116,341.25	$117,459.92	$4,698.40	$122,158.32
Step 34	$112,985.25	$4,519.41	$117,504.66	$118,634.53	$4,745.38	$123,379.91
Step 35	$114,115.10	$4,564.60	$118,679.70	$119,820.87	$4,792.83	$124,613.70
Step 36	$115,256.26	$4,610.25	$119,866.51	$121,019.07	$4,840.76	$125,859.83

Step	Grade A3 Base	Grade A3 Override	Grade A3 Total	Grade A4 Base	Grade A4 Override	Grade A4 Total
Step 37	$116,408.83	$4,656.35	$121,065.18	$122,229.25	$4,889.17	$127,118.42
Step 38	$117,572.91	$4,702.92	$122,275.83	$123,451.55	$4,938.06	$128,389.61
Step 39	$118,748.63	$4,749.95	$123,498.58	$124,686.08	$4,987.44	$129,673.52
Step 40	$119,936.12	$4,797.44	$124,733.56	$125,932.94	$5,037.32	$130,970.26
Step 41	$121,135.48	$4,845.42	$125,980.90	$127,192.26	$5,087.69	$132,279.95
Step 42	$122,346.84	$4,893.87	$127,240.71	$128,464.19	$5,138.57	$133,602.76
Step 43	$123,570.31	$4,942.81	$128,513.12	$129,748.83	$5,189.95	$134,938.78
Step 44	$124,806.01	$4,992.24	$129,798.25	$131,046.31	$5,241.85	$136,288.16
Step 45	$126,054.07	$5,042.16	$131,096.23	$132,356.78	$5,294.27	$137,651.05

Step	Grade A5 Base	Grade A5 Override	Grade A5 Total	Grade A6 Base	Grade A6 Override	Grade A6 Total
Step 1	$89,700.53	$3,588.02	$93,288.55	$94,185.56	$3,767.42	$97,952.98
Step 2	$90,597.54	$3,623.90	$94,221.44	$95,127.43	$3,805.10	$98,932.53
Step 3	$91,503.52	$3,660.14	$95,163.66	$96,078.69	$3,843.15	$99,921.84
Step 4	$92,418.56	$3,696.74	$96,115.30	$97,039.48	$3,881.58	$100,921.06
Step 5	$93,342.74	$3,733.71	$97,076.45	$98,009.86	$3,920.39	$101,930.25
Step 6	$94,276.16	$3,771.05	$98,047.21	$98,989.97	$3,959.60	$102,949.57
Step 7	$95,218.91	$3,808.76	$99,027.67	$99,979.87	$3,999.19	$103,979.06
Step 8	$96,171.12	$3,846.84	$100,017.96	$100,979.67	$4,039.19	$105,018.86
Step 9	$97,132.83	$3,885.31	$101,018.14	$101,989.46	$4,079.58	$106,069.04
Step 10	$98,104.16	$3,924.17	$102,028.33	$103,009.35	$4,120.37	$107,129.72
Step 11	$99,085.19	$3,963.41	$103,048.60	$104,039.45	$4,161.58	$108,201.03
Step 12	$100,076.05	$4,003.04	$104,079.09	$105,079.85	$4,203.19	$109,283.04
Step 13	$101,076.81	$4,043.07	$105,119.88	$106,130.65	$4,245.23	$110,375.88
Step 14	$102,087.58	$4,083.50	$106,171.08	$107,191.95	$4,287.68	$111,479.63
Step 15	$103,108.46	$4,124.34	$107,232.80	$108,263.87	$4,330.55	$112,594.42
Step 16	$104,139.53	$4,165.58	$108,305.11	$109,346.51	$4,373.86	$113,720.37
Step 17	$105,180.94	$4,207.24	$109,388.18	$110,439.98	$4,417.60	$114,857.58
Step 18	$106,232.75	$4,249.31	$110,482.06	$111,544.37	$4,461.77	$116,006.14
Step 19	$107,295.08	$4,291.80	$111,586.88	$112,659.81	$4,506.39	$117,166.20
Step 20	$108,368.03	$4,334.72	$112,702.75	$113,786.42	$4,551.46	$118,337.88
Step 21	$109,451.69	$4,378.07	$113,829.76	$114,924.28	$4,596.97	$119,521.25
Step 22	$110,546.21	$4,421.85	$114,968.06	$116,073.52	$4,642.94	$120,716.46
Step 23	$111,651.68	$4,466.07	$116,117.75	$117,234.26	$4,689.37	$121,923.63
Step 24	$112,768.21	$4,510.73	$117,278.94	$118,406.60	$4,736.26	$123,142.86

Step	Grade A5 Base	Grade A5 Override	Grade A5 Total	Grade A6 Base	Grade A6 Override	Grade A6 Total
Step 25	$113,895.87	$4,555.83	$118,451.70	$119,590.68	$4,783.63	$124,374.31
Step 26	$115,034.83	$4,601.39	$119,636.22	$120,786.59	$4,831.46	$125,618.05
Step 27	$116,185.19	$4,647.41	$120,832.60	$121,994.44	$4,879.78	$126,874.22
Step 28	$117,347.03	$4,693.88	$122,040.91	$123,214.38	$4,928.58	$128,142.96
Step 29	$118,520.50	$4,740.82	$123,261.32	$124,446.52	$4,977.86	$129,424.38
Step 30	$119,705.71	$4,788.23	$124,493.94	$125,691.00	$5,027.64	$130,718.64
Step 31	$120,902.77	$4,836.11	$125,738.88	$126,947.90	$5,077.92	$132,025.82
Step 32	$122,111.80	$4,884.47	$126,996.27	$128,217.38	$5,128.70	$133,346.08
Step 33	$123,332.92	$4,933.32	$128,266.24	$129,499.56	$5,179.98	$134,679.54
Step 34	$124,566.24	$4,982.65	$129,548.89	$130,794.56	$5,231.78	$136,026.34
Step 35	$125,811.91	$5,032.48	$130,844.39	$132,102.50	$5,284.10	$137,386.60
Step 36	$127,070.03	$5,082.80	$132,152.83	$133,423.53	$5,336.94	$138,760.47
Step 37	$128,340.73	$5,133.63	$133,474.36	$134,757.76	$5,390.31	$140,148.07
Step 38	$129,624.12	$5,184.96	$134,809.08	$136,105.34	$5,444.21	$141,549.55
Step 39	$130,920.37	$5,236.81	$136,157.18	$137,466.38	$5,498.66	$142,965.04
Step 40	$132,229.58	$5,289.18	$137,518.76	$138,841.05	$5,553.64	$144,394.69
Step 41	$133,551.88	$5,342.08	$138,893.96	$140,229.46	$5,609.18	$145,838.64
Step 42	$134,887.39	$5,395.50	$140,282.89	$141,631.76	$5,665.27	$147,297.03
Step 43	$136,236.26	$5,449.45	$141,685.71	$143,048.08	$5,721.92	$148,770.00
Step 44	$137,598.63	$5,503.95	$143,102.58	$144,478.55	$5,779.14	$150,257.69
Step 45	$138,974.62	$5,558.98	$144,533.60	$145,923.34	$5,836.93	$151,760.27

Step	Grade A7 Base	Grade A7 Override	Grade A7 Total	Grade A8 Base	Grade A8 Override	Grade A8 Total
Step 1	$98,894.84	$3,955.79	$102,850.63	$103,839.58	$4,153.58	$107,993.16
Step 2	$99,883.79	$3,995.35	$103,879.14	$104,877.99	$4,195.12	$109,073.11
Step 3	$100,882.64	$4,035.31	$104,917.95	$105,926.76	$4,237.07	$110,163.83
Step 4	$101,891.45	$4,075.66	$105,967.11	$106,986.04	$4,279.44	$111,265.48
Step 5	$102,910.36	$4,116.41	$107,026.77	$108,055.89	$4,322.24	$112,378.13
Step 6	$103,939.47	$4,157.58	$108,097.05	$109,136.44	$4,365.46	$113,501.90
Step 7	$104,978.87	$4,199.15	$109,178.02	$110,227.80	$4,409.11	$114,636.91
Step 8	$106,028.65	$4,241.15	$110,269.80	$111,330.09	$4,453.20	$115,783.29
Step 9	$107,088.93	$4,283.56	$111,372.49	$112,443.38	$4,497.74	$116,941.12
Step 10	$108,159.83	$4,326.39	$112,486.22	$113,567.81	$4,542.71	$118,110.52
Step 11	$109,241.43	$4,369.66	$113,611.09	$114,703.50	$4,588.14	$119,291.64
Step 12	$110,333.84	$4,413.35	$114,747.19	$115,850.54	$4,634.02	$120,484.56

Step	Grade A7 Base	Grade A7 Override	Grade A7 Total	Grade A8 Base	Grade A8 Override	Grade A8 Total
Step 13	$111,437.18	$4,457.49	$115,894.67	$117,009.04	$4,680.36	$121,689.40
Step 14	$112,551.54	$4,502.06	$117,053.60	$118,179.12	$4,727.16	$122,906.28
Step 15	$113,677.07	$4,547.08	$118,224.15	$119,360.92	$4,774.44	$124,135.36
Step 16	$114,813.84	$4,592.55	$119,406.39	$120,554.53	$4,822.18	$125,376.71
Step 17	$115,961.98	$4,638.48	$120,600.46	$121,760.08	$4,870.40	$126,630.48
Step 18	$117,121.59	$4,684.86	$121,806.45	$122,977.68	$4,919.11	$127,896.79
Step 19	$118,292.81	$4,731.71	$123,024.52	$124,207.46	$4,968.30	$129,175.76
Step 20	$119,475.74	$4,779.03	$124,254.77	$125,449.52	$5,017.98	$130,467.50
Step 21	$120,670.49	$4,826.82	$125,497.31	$126,704.02	$5,068.16	$131,772.18
Step 22	$121,877.21	$4,875.09	$126,752.30	$127,971.06	$5,118.84	$133,089.90
Step 23	$123,095.97	$4,923.84	$128,019.81	$129,250.78	$5,170.03	$134,420.81
Step 24	$124,326.93	$4,973.08	$129,300.01	$130,543.29	$5,221.73	$135,765.02
Step 25	$125,570.20	$5,022.81	$130,593.01	$131,848.70	$5,273.95	$137,122.65
Step 26	$126,825.90	$5,073.04	$131,898.94	$133,167.21	$5,326.69	$138,493.90
Step 27	$128,094.16	$5,123.77	$133,217.93	$134,498.87	$5,379.95	$139,878.82
Step 28	$129,375.10	$5,175.00	$134,550.10	$135,843.86	$5,433.75	$141,277.61
Step 29	$130,668.86	$5,226.75	$135,895.61	$137,202.31	$5,488.09	$142,690.40
Step 30	$131,975.54	$5,279.02	$137,254.56	$138,574.32	$5,542.97	$144,117.29
Step 31	$133,295.31	$5,331.81	$138,627.12	$139,960.06	$5,598.40	$145,558.46
Step 32	$134,628.25	$5,385.13	$140,013.38	$141,359.67	$5,654.39	$147,014.06
Step 33	$135,974.54	$5,438.98	$141,413.52	$142,773.27	$5,710.93	$148,484.20
Step 34	$137,334.29	$5,493.37	$142,827.66	$144,201.00	$5,768.04	$149,969.04
Step 35	$138,707.62	$5,548.30	$144,255.92	$145,643.01	$5,825.72	$151,468.73
Step 36	$140,094.70	$5,603.79	$145,698.49	$147,099.45	$5,883.98	$152,983.43
Step 37	$141,495.66	$5,659.83	$147,155.49	$148,570.42	$5,942.82	$154,513.24
Step 38	$142,910.61	$5,716.42	$148,627.03	$150,056.13	$6,002.25	$156,058.38
Step 39	$144,339.71	$5,773.59	$150,113.30	$151,556.69	$6,062.27	$157,618.96
Step 40	$145,783.11	$5,831.32	$151,614.43	$153,072.26	$6,122.89	$159,195.15
Step 41	$147,240.93	$5,889.64	$153,130.57	$154,602.98	$6,184.12	$160,787.10
Step 42	$148,713.35	$5,948.53	$154,661.88	$156,149.01	$6,245.96	$162,394.97
Step 43	$150,200.48	$6,008.02	$156,208.50	$157,710.51	$6,308.42	$164,018.93
Step 44	$151,702.48	$6,068.10	$157,770.58	$159,287.61	$6,371.50	$165,659.11
Step 45	$153,219.50	$6,128.78	$159,348.28	$160,880.49	$6,435.22	$167,315.71

Step	Grade A9 Base	Grade A9 Override	Grade A9 Total	Grade A10 Base	Grade A10 Override	Grade A10 Total
Step 1	$109,031.56	$4,361.26	$113,392.82	$114,483.14	$4,579.33	$119,062.47
Step 2	$110,121.87	$4,404.87	$114,526.74	$115,627.97	$4,625.12	$120,253.09
Step 3	$111,223.09	$4,448.92	$115,672.01	$116,784.25	$4,671.37	$121,455.62
Step 4	$112,335.33	$4,493.41	$116,828.74	$117,952.09	$4,718.08	$122,670.17
Step 5	$113,458.67	$4,538.35	$117,997.02	$119,131.61	$4,765.26	$123,896.87
Step 6	$114,593.27	$4,583.73	$119,177.00	$120,322.92	$4,812.92	$125,135.84
Step 7	$115,739.20	$4,629.57	$120,368.77	$121,526.16	$4,861.05	$126,387.21
Step 8	$116,896.59	$4,675.86	$121,572.45	$122,741.43	$4,909.66	$127,651.09
Step 9	$118,065.56	$4,722.62	$122,788.18	$123,968.82	$4,958.75	$128,927.57
Step 10	$119,246.22	$4,769.85	$124,016.07	$125,208.52	$5,008.34	$130,216.86
Step 11	$120,438.68	$4,817.55	$125,256.23	$126,460.61	$5,058.42	$131,519.03
Step 12	$121,643.06	$4,865.72	$126,508.78	$127,725.21	$5,109.01	$132,834.22
Step 13	$122,859.49	$4,914.38	$127,773.87	$129,002.47	$5,160.10	$134,162.57
Step 14	$124,088.08	$4,963.52	$129,051.60	$130,292.49	$5,211.70	$135,504.19
Step 15	$125,328.96	$5,013.16	$130,342.12	$131,595.41	$5,263.82	$136,859.23
Step 16	$126,582.25	$5,063.29	$131,645.54	$132,911.36	$5,316.45	$138,227.81
Step 17	$127,848.08	$5,113.92	$132,962.00	$134,240.48	$5,369.62	$139,610.10
Step 18	$129,126.56	$5,165.06	$134,291.62	$135,582.88	$5,423.32	$141,006.20
Step 19	$130,417.82	$5,216.71	$135,634.53	$136,938.71	$5,477.55	$142,416.26
Step 20	$131,722.00	$5,268.88	$136,990.88	$138,308.10	$5,532.32	$143,840.42
Step 21	$133,039.22	$5,321.57	$138,360.79	$139,691.18	$5,587.65	$145,278.83
Step 22	$134,369.61	$5,374.78	$139,744.39	$141,088.09	$5,643.52	$146,731.61
Step 23	$135,713.32	$5,428.53	$141,141.85	$142,498.97	$5,699.96	$148,198.93
Step 24	$137,070.45	$5,482.82	$142,553.27	$143,923.97	$5,756.96	$149,680.93
Step 25	$138,441.15	$5,537.65	$143,978.80	$145,363.21	$5,814.53	$151,177.74
Step 26	$139,825.56	$5,593.02	$145,418.58	$146,816.84	$5,872.67	$152,689.51
Step 27	$141,223.83	$5,648.95	$146,872.78	$148,285.01	$5,931.40	$154,216.41
Step 28	$142,636.06	$5,705.44	$148,341.50	$149,767.86	$5,990.71	$155,758.57
Step 29	$144,062.42	$5,762.50	$149,824.92	$151,265.53	$6,050.62	$157,316.15
Step 30	$145,503.03	$5,820.12	$151,323.15	$152,778.19	$6,111.13	$158,889.32
Step 31	$146,958.07	$5,878.32	$152,836.39	$154,305.97	$6,172.24	$160,478.21
Step 32	$148,427.65	$5,937.11	$154,364.76	$155,849.04	$6,233.96	$162,083.00
Step 33	$149,911.94	$5,996.48	$155,908.42	$157,407.52	$6,296.30	$163,703.82
Step 34	$151,411.05	$6,056.44	$157,467.49	$158,981.60	$6,359.26	$165,340.86
Step 35	$152,925.15	$6,117.01	$159,042.16	$160,571.42	$6,422.86	$166,994.28
Step 36	$154,454.40	$6,178.18	$160,632.58	$162,177.12	$6,487.08	$168,664.20
Step 37	$155,998.95	$6,239.96	$162,238.91	$163,798.89	$6,551.96	$170,350.85

Step	Grade A9 Base	Grade A9 Override	Grade A9 Total	Grade A10 Base	Grade A10 Override	Grade A10 Total
Step 38	$157,558.94	$6,302.36	$163,861.30	$165,436.88	$6,617.48	$172,054.36
Step 39	$159,134.53	$6,365.38	$165,499.91	$167,091.26	$6,683.65	$173,774.91
Step 40	$160,725.89	$6,429.04	$167,154.93	$168,762.17	$6,750.49	$175,512.66
Step 41	$162,333.14	$6,493.33	$168,826.47	$170,449.79	$6,817.99	$177,267.78
Step 42	$163,956.46	$6,558.26	$170,514.72	$172,154.29	$6,886.17	$179,040.46
Step 43	$165,596.02	$6,623.84	$172,219.86	$173,875.83	$6,955.03	$180,830.86
Step 44	$167,251.99	$6,690.08	$173,942.07	$175,614.60	$7,024.58	$182,639.18
Step 45	$168,924.51	$6,756.98	$175,681.49	$177,370.74	$7,094.83	$184,465.57

TUCSON UNIFIED SCHOOL DISTRICT

202~~6~~5-202~~7~~6

Employee Agreement for

Non-Bargaining Employees

July 1, 202~~6~~5 through June 30, 202~~7~~6

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ARTICLE ONE

DEFINITIONS

A. The term **ADMINISTRATOR** shall be defined as those persons whose pay is determined by the Exempt Administrator Salary Schedule (Appendix F) and who are listed in Appendix E.

B. The term **DAYS** shall mean working days. Working days are considered to be those exclusive of holidays and weekends. During the school year, working days shall mean teaching days plus duty days. During the summer, working days will be those when the District's Central Administrative offices are open for business with the public.

C. The term **DISTRICT** shall mean the Tucson Unified School District.

D. The term **EMERGENCY** shall mean an event which a reasonable, prudent person could not have reasonably foreseen and prepared for.

E. The term **EMPLOYEE** shall mean those individuals covered by this agreement: Exempt Administrators, Supervisory Confidential Employees and Exempt Coordinators. ~~(excluding initial probationary employees).~~

F. The term **EXEMPT COORDINATOR** shall be defined as those persons who coordinate District-wide programs and whose pay is determined by the Exempt Coordinator Salary Schedule (Appendix D).

G. The term **FAMILY** shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

H. The term **GOVERNING BOARD** shall mean the Governing Board of Tucson Unified School District.

I. The term **SUPERINTENDENT** shall mean the Superintendent appointed by the Governing Board of Tucson Unified School District.

Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, and other Federal and State non-discriminations laws and regulations.

ARTICLE TWO

WAGES

A. Salary Schedules

1. The positions list and salary schedule for Exempt Administrators are found in Appendices E and F.

2. The positions list and salary schedule for Supervisory/Confidential Employees and Exempt Coordinators are found in Appendices C and D.

3. The positions list and salary schedule for Non-Exempt Supervisory/Confidential Employees are found in Appendices A and B.

B. Exempt Administrator Educational Stipend

1. Employees with a Ph.D. or Ed.D. will receive a $1,000 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.

2. Employees with an Educational Specialist degree will receive a $700 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.

C. Supervisory/Confidential Employees Working Out of Class

An out of class assignment is one in which a supervisory confidential employee is replacing an absent employee or is assigned to and given the responsibilities of a higher level position for a minimum of five (5) days within a pay period. An out of class assignment will need to be renewed after thirty (30) days should the site supervisor/manager determine an extension is necessary upon approval by the Chief Human Capital Officer or the designee.

1. Supervisory confidential employees assigned to perform work in a higher paying classification or grade in the unit than the grade of the position in which they perform their regular duties, shall receive additional compensation of two dollars and seventy-five cents ($2.75) per hour for each day actually worked in the higher level position. The employee shall be compensated only for the actual hours worked.

2. Supervisory confidential employees assigned to perform work in the absence of a department head will be compensated at a rate established by the District after serving two days in that assignment.

D. Added Duty

Upon approval of the Superintendent or designee, an employee may be assigned additional projects, duties, assignments, or tasks.

1. All functions of the added duty assignment shall be performed for the duration of the assignment. If during the course of the added duty assignment the activity is discontinued, the obligation to continue the stipend shall cease.

2. These duties and the consideration for them, are separate and distinct from any other contractual obligations between the employee and District and are in addition to those other duties.

3. No employee will perform any added duty assignments without their consent and the written consent of the supervisor.

E. Reclassification Purpose

1. The purpose of a reclassification is to review the duties and level of responsibilities in a classification. A request for reclassification does not in any way guarantee that a position will be upgraded. Reclassifications can result in one of the following: upgrade, downgrade, frozen in current rate of pay, or

no change. When an employee is reclassified the employee's pay shall be commensurate with the market average, responsibilities, and experience.

2. Procedure

a. An employee who feels that their duties have undergone a significant change in the kinds of duties and level of responsibility shall submit a request for review of their position by filling out a Position Analysis Form available from the Human Resources Department.

b. If the Human Resources Department performs an independent position audit, the employee may also appeal the allocation as defined in three below.

c. An employee's position will not be reviewed more than once every two (2) years.

d. The definition of classifications or the assignment of a classification to a pay grade on the wage schedules are matters left to the sole discretion of the District.

e. Within thirty (30) days of receipt of the analysis form, Human Resources shall inform the employee of receipt. A meeting will be scheduled within thirty (30) days of notification to review their classification. The review may include but not be limited to:

a. Position Description Questionnaire;
b. Interviews;
c. Work Observation.

3. Appeal

If the employee disagrees with Human Resources' decision, the employee shall within twenty (20) days appeal the decision by corresponding with the Chief Human Capital Officer, specifically stating the reasons for an appeal. The Chief Human Capital Officer shall refer the appeal to the Classification Appeal Board composed of three (3) members appointed by the District, including one (1) employee randomly selected from the unit. However, no District appointee who has conducted the evaluation in the reclassification will serve as a voting member on the appeals committee. The Appeal Board shall review the appeal and within thirty (30) days of its receipt render a recommendation to the Chief Human Capital Officer. The Chief Human Capital Officer shall, within ten (10) days of the Appeal Board's recommendation, correspond with the appealing employee informing the employee of the final decision.

The final decision by the Chief Human Capital Officer is not subject to appeal.

ARTICLE THREE

CONTRACTS FOR EXEMPT ADMINISTRATORS

A. Distribution of Contracts

The District shall distribute annual contracts to all exempt administrators to whom it intends to offer employment. Said contract will have an effective date of July 1. Exempt administrators who hold a certificate issued by the Arizona Department of Education must receive the annual contract no later than May 15 of the current contract year. Exempt administrators who do not hold a certificate issued by the Arizona Department of Education must receive the annual contract prior to July 1.

B. Notice of Non-Renewal of Contract

1. Certificated Administrators. In accordance with A.R.S. 15-503(D), the District must provide notice of its intent not to renew the contract of an administrator on or before April 15 of the current contract year for any exempt administrator who holds a certificate issued by the Arizona Department of Education.

2. Non-Certificated Administrators. The District must provide notice of its intent not to renew the contract of a non-certificated exempt administrator, who does not qualify under Article 3(B)(1), no later than May 15 of the current contract year.

3. Notice of intention not to re-employ an administrator shall be delivered personally to the administrator or sent by certified mail directed to the employee at their place of residence.

C. Contract Offer Acceptance

1. An exempt administrator offered a contract for the following school year must indicate acceptance of the contract within thirty (30) days from the date of the written contract or the offer is revoked.

2. Release from Contract: An exempt administrator under contract will be released from the obligations of the contract upon request, under the following conditions:

a. a release from contract, prior to July 1, will be granted provided a letter of resignation is submitted prior to that date.

b. a release from contract will be granted in case of illness or a life changing situation (in accord with Family Medical Leave Act).

D. Administrators covered by this Agreement are employed by individual contracts on an annual basis, or pro-rata annual basis, as applicable. They receive no "tenure" rights, and all such contracts are subject to non-renewal in accordance with the terms of this Agreement and the Governing Board and District policies and regulations. This provision shall not be construed to abrogate any rights afforded to an administrator under Arizona Revised Statutes, Title 15.

ARTICLE FOUR

REDUCTION IN FORCE

A. District notification of administrators (certificated and non-certificated), in the event of a reduction in force, shall be in accordance with the notice of non-renewal provisions of Article 3(B).

B. All other employees whose positions are not subject to the provisions set forth in Article 4(A) are entitled to no less than 30 days' notice in the event of a Reduction in Force.

ARTICLE FIVE

PROFESSIONAL DEVELOPMENT

The professional development fund is suspended unless and until the governing board determines, in its sole discretion, that funds exist for professional development at a future date.

ARTICLE SIX

FRINGE BENEFITS

Medical Insurance

1. For the duration of this agreement, the medical premiums shall reflect the affordability contribution percentage determined by the requirements of the Affordable Care Act.

2. The following optional insurance programs are available for an employee at their own expense:
   a. Medical Insurance (administrator);
   b. Dental Insurance (administrator);
   c. Dependent coverage for medical and/or dental care;
   d. Life Insurance (up to three times salary or a maximum of $300,000);
   e. Vision;
   f. Group Universal Life;
   g. Short-Term Disability insurance.

3. If the full-time employee works less than their full contract year, the District contribution will be prorated based on the portion of the contract year worked.

4. Employees who terminate before the last duty day in the school year shall terminate the District's further contribution to District-sponsored single coverage medical insurance.

Life Insurance

All benefit eligible employees that elect insurance coverage shall be provided at District expense with a term life insurance policy equal to the employee's base salary as of July 1, but not less than $10,000. Employees shall have the option of purchasing additional term life insurance at their own expense.

Mileage Allowance

Reimbursements for mileage will be made in accordance with Governing Board Regulation EEB-R1.

Holidays

1. 9-, 9-1/2, 10-, 10-1/2 and 12-month employees shall be granted the following paid holidays, as designated in the district-approved calendar, provided they were on-pay status during any portion of their regular work day of their assignment immediately preceding and succeeding the holiday. If an employee utilizes leave prior to, or after a holiday, and is out of leave balances, they will not be considered on-pay status and thus will not be eligible to receive holiday pay.

a) Nine (9), Nine and a half (9-1/2), Ten (10), and Ten and a half (10-1/2) Month

i)	Labor Day	1
ii)	Veterans' Day	1
iii)	Thanksgiving	3~~2~~
iv)	Winter Break	10

v)	Martin Luther King Day	1
vi)	Rodeo Break	2
vii)	Spring Break	~~2~~3

b) Twelve (12) Month

i)	Independence Day	1
ii)	Labor Day	1
iii)	Veterans' Day	1
iv)	Thanksgiving	~~3~~2
v)	Winter Break	10
vi)	Martin Luther King Day	1
vii)	Rodeo Break	2
~~viii)~~	~~Spring Break~~	~~1~~
~~ix)~~viii)	Memorial Day	1
~~x)~~ix)	Juneteenth	1

2. A non-exempt employee required to work on a holiday shall be compensated at one and a half (1.5x) times the employee's normal rate of pay.

ARTICLE SEVEN

LEAVES OF ABSENCE WITH PAY

Sick Leave

1. All regular full-time employees shall be eligible for sick leave benefits which will accrue without limit at the following rate:

Classification	Sick Leave
12-month	8 days a year
10-1/2 month	5 days a year
10-month	5 days a year
9-1/2-month	5 days a year
9-month	5 days a year

2. Employees may not utilize sick leave during their initial sixty days of employment. Sick leave hours as identified above are credited every two weeks in conjunction with the pay period.

3. Employees are required to notify their immediate supervisor(s) or designee(s) of a necessary sick leave absence at least one-half (l/2) hour prior to the start of the employee's work day.

4. Employees who need to leave their position before the work day is finished, or employees who start their work day later, will have their absence time charged to sick leave to the nearest quarter hour.

5. Employees must report absences of 1/2 day or more when they are adjusting their schedule due to excessive time worked during the pay period.

6. Sick leave may be used in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For the purposes of sick leave, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the

metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

7. A written statement from the treating physician will be required by the District to substantiate an absence due to an employee's illness or for illness within the employee's family if the absence is more than three (3) consecutive days duration. The District may require a written statement from the treating physician to substantiate any sick leave absence, including those of less than three (3) days, when there is a reasonable doubt as to the proper use of sick leave.

Personal Leave

1. All regular full-time employees shall be eligible for personal leave benefits which will be credited at the following rate:

Classification	Personal Leave
12-month	8 days a year
10-1/2 month	7 days a year
10-month	7 days a year
9-1/2-month	7 days a year
9-month	7 days a year

2. Personal leave is credited to the employee at the beginning of employee's contract year. New employees whose entry day to the District is other than July 1, will have their personal leave prorated.

3. Unused personal leave shall be made part of the employee's accumulated sick leave at the end of each fiscal year.

4. An employee planning to use a personal day or days shall notify their immediate supervisor at least one day in advance, except in cases of emergency. Use of personal leave must be approved by their supervisor.

5. Non-emergency use of personal leave should be scheduled with the immediate supervisor.

Bereavement

In the event of death in the family of an employee, the employee will be allowed up to two (2) days leave, not charged to the employee and may use accumulated paid leave balances for a maximum of eight (8) days (which may include necessary travel time), excluding weekends. Additional days may be granted at the discretion of the Superintendent or their designee. For purposes of this paragraph, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

Medical Leave Assistance Program

1. Employees who have depleted their accrued sick and personal leave as a result of a qualified medical reason may request access to the Medical Leave Assistance Program by submitting a form to the Benefits office asking to receive donations of sick leave from other employees. A serious health condition is defined as a "non-work related" qualified medical reason that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

2. The donor employee may donate a maximum of five (5) sick leave days annually and may only donate if the employee has thirty (30) or more days of accumulated sick leave. The donor employee will designate the donation in the name of the employee to receive the donation. Supervisory Confidential employees may donate to and receive donations from other TUSD classified employees in the Supervisory Professional and/or White Collar/Food Service employee units.

3. The donor employee may donate a maximum of five (5) sick leave days annually and may only donate if they have thirty (30) or more days of accumulated sick leave. The donor employee will designate the donation in the name of the employee to receive the donation. Exempt Coordinator employees may donate to and receive donations from any other TUSD employee's groups/units.

4. The recipient employee will be credited with the number of days donated, up to a maximum of one week after their projected return to work. Days donated in excess of this amount will be held in reserve and credited to the employee only if needed. If not needed, days in excess of one week beyond the original amount requested will be restored to the donor(s). Days of leave, not the actual wage of the donor employee, will be donated.

5. No employee shall be eligible for the Medical Leave Assistance Program after they qualify for long-term disability coverage.

Vacation

1. **Vacation leave eligibility –** Only 12-month employees are eligible to accrue vacation.

2. **Vacation Leave Accrual for non-administrators**

YEARS OF SERVICE	DAYS ACCRUED
1-5 YEARS	10
6-15 YEARS	15
16+ YEARS	20

a. Years of service shall be calculated from the employee's most recent date of hire in the District in a regular part-time or full-time position.

b. Exempt coordinators and supervisory/confidential employees will earn vacation during the first year; however, are not eligible to schedule accrued vacation until after completion of the first year of employment.

c. If a nine and one-half (9-1/2), ten (10), or ten and a half (10-l/2) month contract employee is transferred to a twelve (12) month position, the employee will accrue their vacation from the first day in the new assignment, at the vacation accrual rate equal to the years of service in the District.

3. **Vacation Days For Exempt Administrators**

a. Administrators receive twenty (20) days (160 hours) of vacation entitlement each year. Vacation entitlement is accrued on a bi-monthly pro-rata basis starting with the first day of employment.

b. Administrators separating from the District will receive payment for any unused vacation leave at their existing daily rate of pay at the time of separation.

4. **Vacation Leave Usage**

a. Employees having earned vacation may take vacation in increments as approved by the immediate supervisor and/or site administrator.

b. The immediate supervisor shall grant or deny vacation request in writing within ten (10) days of receipt. Denial of an employee's vacation request shall be put in writing and a copy forwarded to Human Resources.
c. Twelve (12) month employees may accumulate up to and no more than 160 hours (or prorated cap) of vacation at any given time. No more than 160 hours or four weeks of vacation may be rolled over into the next fiscal year. Vacation must be scheduled with the employee's supervisor no less than four weeks in advance, except in cases of emergency.
d. If a holiday occurs during an employee's vacation, said holiday shall not be deducted from accumulated vacation leave.

Jury Duty

Employees subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An employee may choose:

a. to keep the jury duty or witness pay and have the employee pay docked an equal amount; or,
b. in cases where jury duty pay exceeds the employee's daily rate, the employee may use a personal leave day or be docked at their daily rate instead of using a jury code for those days.

Employees subpoenaed for jury duty or as a witness, are required to submit a copy of the jury summons or subpoena to their supervisor and inform the supervisor of their choice regarding jury duty or witness pay. It is the employee's responsibility to report a jury duty or witness absence to the time clock system. No report of jury duty or witness absence need be submitted if the employee chooses to take a pay dock or a personal leave day.

Absences due to litigation while the employee is either a plaintiff, defendant, or subpoenaed as a witness outside of the course and scope of employment must be charged to personal leave, vacation, or dock.

Military Leave

In accordance with A.R.S. § 38-610, employees will receive pay for all days during which they are employed in training duty under orders with any branch of the armed forces for a period not to exceed thirty days in any two consecutive years. For purposes of this article only the term "year" means the fiscal year of the U.S. government.

Released Time

Released time may be granted to attend any approved conference or convention which would enhance an employee's work performance. First consideration will be given to employees participating or presenting in the conference. Released time must be requested at least one (1) week before in-state meetings, and out-of-state forms must be submitted for Superintendent approval prior to the conference.

ARTICLE EIGHT

UNPAID LEAVES OF ABSENCE

A. Governing Board-Approved Leave of Absence

1. The Board may grant a leave of absence to employees not to exceed one year for the purposes listed below. All requests for such leaves of absence shall be submitted in writing to Human Resources. No leaves will be granted for other employment.

- **a.** Health of employee (doctor's verification of illness is required).
- **b.** Health of immediate family, as defined in this agreement. A doctor's verification of illness or disability and projected date of return to work is required.
- **c.** New infant or childcare (birth certificate or doctor's statement required).
- **d.** Course of study, education or training, as approved by TUSD (enrollment or registration documentation required).
- **e.** Military service (military order required).
- **f.** Campaign/Serve in public office.

2. Employees must have worked the equivalent of one full school year to be eligible for an unpaid, board-approved leave of absence.

3. Employees on unpaid leave of absence shall be allowed to continue insurance coverage in the program in which they are enrolled, provided the employee notifies the District of their desire to continue coverage through COBRA, and pays the premiums for the insurance and other benefits at the employee's expense.

4. Upon granting the authorized absence, all rights of tenure, seniority, retirement, accrued leave with pay and other benefits shall be preserved and available to the applicant after the termination of the leave, provided they were earned prior to the leave.

5. Notification of intention to resume employment by the employee must be submitted in writing thirty (30) days prior to date of return, or if the employee is an Administrator, then the notification must be submitted by the earlier of either February 1 or thirty (30) days prior to the leave's expiration date.

6. An administrator on a leave of absence is subject to the provisions of Article 3, Reduction in Force.

B. Family and Medical Leave

All requests for Family Medical Leave by District employees will be processed in accordance with the corresponding Governing Board Policy.

C. Medical 30-Day Leave

Requests for medical leave shall be in writing and accompanied by a doctor's verification of the illness or disability and projected date of return to work.

When an employee is medically unable to work and is not eligible for Federal FMLA, the employee shall be allowed up to thirty (30) days on a paid status (using accruals) with a doctor's excuse. During this leave, the District will continue to pay premiums on its portion of the District sponsored insurance plans in which the employee was enrolled at the beginning of the leave. At the end of this period, the employee must return to work (pending a medical release) or go on an unpaid leave of absence if applicable.

D. Personal 30-Day Leave

A leave occasioned by urgent personal, or family reasons may be granted upon written application by the employee and approval by the District. Such leaves are not to exceed thirty (30) days and shall be approved only in unusual situations clearly requiring the presence of the employee away from work. Upon approval by the District, an additional fifteen (15) days may be granted at the expiration of this thirty (30) day period. In no event shall an employee receive more than forty-five (45) days of emergency leave in the contract year. If the employee should need additional unpaid time off during the school year, then employee shall follow the procedure identified in Article 25-2.

Employees who take emergency leave are considered to be on an off-pay status and are not compensated for time off (including holiday pay) until they return to active status.

E. Short Term Medical Leave and Family Medical Leave may not be used consecutively and will be administered In accordance with TUSD Governing Board Policy.

F. Absence Due to On-the-Job Injury

1. An employee will use accumulated paid leave for absences due to an industrial injury, not to exceed 100% of their regular pay. The District's Workers' Compensation carrier will also compensate the employee in accordance with state law. Within four weeks of returning to work, an employee may make arrangements with Payroll to buy back paid leave used to supplement Workers' Compensation benefits for an on-the-job injury or illness.

2. Employees injured on the job may be assigned to work "restricted duty" as recommended by the industrial injury treating physician.

3. A combination of paid leaves, restricted duty, and unpaid leaves of absences are not to exceed twelve (12) months for a single on-the-job injury. At twelve months, the position will be released for recruitment.

G. Variable office hours for Exempt Administrators

Variable office hours may be applied when normal work responsibilities require an administrator's presence at activities beyond the normal work day. Administrators will be given reasonable flexibility in office hours so long as 1) proper notification is given to the administrator's supervisors; 2) time away from the site/office is reasonably limited; and 3) the administrator works the required number of hours and performs their duties in a satisfactory manner.

ARTICLE NINE

SEVERANCE / SEPARATION BENEFITS

A. SEVERANCE PAY – FROZEN AS OF JULY 1, 2010 AND DISCONTINUED FOR EMPLOYEES WHO DID NOT QUALIFY AS OF JUNE 30, 2010

1. On June 30, 2010, the employee's severance stipend benefit shall be calculated as follows for those with thirteen (13) or more years of continuous service and this dollar amount will be frozen as the employee's minimum severance pay. It shall be calculated by multiplying the employees 2009-2010 annual salary by .006 and then multiplying by the employee's years of service by June 30, 2010. The service stipend shall be paid out at the time of voluntary separation. Employees with less than thirteen (13) years of continuous service as of June 30, 2010 are not eligible for this stipend.

2. If an employee has elected separation but dies before the severance pay is made, said payment shall be paid to the estate of the deceased.

B. SEPARATION BENEFIT FOR SUPERVISORY/CONFIDENTIAL – SICK LEAVE PAYOUT

1. After ten (10) consecutive years of service in the Tucson Unified School District, employees who are Supervisory/Confidential as of the effective date of the agreement, or who become Supervisory/Confidential after the effective date of the agreement, shall receive pay for unused sick leave at voluntary separation.

2. The District shall provide a payment for unused sick leave to employees upon separation in accord with the following: The amount of payment shall be 2/3rds of the base salary hourly rate of pay for Step 1 of the grade level of the employee at separation times the number of sick leave hours accrued through the date of separation up to a maximum of 500 hours. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions will be taken from the incentive payment, including the employee's contribution to the State Retirement Fund, if any. The rights contained in this paragraph are not considered vested rights.

C. SEPARATION BENEFIT FOR EXEMPT COORDINATORS – SICK LEAVE PAYOUT

1. After ten (10) consecutive years of service in Tucson Unified School District, Exempt Coordinators shall receive pay for unused sick leave.

2. The District shall provide a payment for unused sick leave to Exempt Coordinators upon separation in accord with the following: The amount of payment shall be 2/3rds of the base salary daily rate of pay for Step 1 of the grade level of the employee at separation times the number of sick leave days up to a maximum of 67 days. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions will be taken from this payment, including the employee's contribution to the State Retirement.

D. SEPARATION BENEFIT FOR EXEMPT ADMINISTRATORS – SICK LEAVE PAYOUT

1. SICK LEAVE PAY AT SEPARATION FOR ADMINISTRATORS HIRED AFTER AUGUST 16, 2005

a. After ten (10) consecutive years of full time service in the Tucson Unified School District administrators who are covered under these terms and conditions as of the effective date of agreement, or who become covered by these terms and conditions after the effective date of the agreement shall receive pay for unused sick leave.

b. The District shall provide a payment for unused sick leave to administrators upon separation in accordance with the following: The amount of payment shall be accrued up to a maximum of 67 days. The payout shall be 2/3rds of the base salary the daily rate of pay for Step 1 of the grade level of the employee at separation, times the number of sick leave days up to 67 days. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions shall be taken from the incentive payment including the administrator's contribution to the State Retirement Fund, if any. The rights contained in this paragraph are not considered vested rights.

c. If an administrator is eligible for sick leave payout but dies before the payment is made, said payment shall be paid to the estate of the deceased.

2. SICK LEAVE PAY AT SEPARATION ADMINISTRATORS ONLY HIRED PRIOR TO AUGUST 16, 2005

Voluntary Separation - 20 years of service

a. After twenty (20) years of full-time service in the Tucson Unified School District an administrator may apply for the benefits in Article Nine by giving written notice to the District's ~~Executive Director of Human Resource~~ Chief Human Capital Officer on or before January 15. Should an administrator separate at mid-year, written notice should be received by the ~~Executive Director of Human Resource~~ Chief Human Capital Officer on or before November 15. In the event state legislation concerning retirement is changed in such a way as to allow administrators benefits unavailable before the change, the date for notice of separation will be reopened for a period of fifteen (15) days following the enactment of the legislation. The notice may be withdrawn until and including the first Monday in February after notice is made.

b. For those administrators meeting the eligibility requirements in D-2-a above, the District shall provide pay for unused sick leave accrued before June 30, 1991 and not used before date of separation. Payment shall be based upon the daily rate of pay for the minimum salary on the 1991-92 administrative salary schedules, as follows:

i) Daily rate of pay for administrators on Grade I, I-A, or I-A-12 at time of separation shall be based on Class I of the 1991-92 salary schedule.

ii) Daily rate of pay for administrators on Grade II or II-12 at time of separation shall be based on Class II of the 1991-92 salary schedule.

iii) Daily rate of pay for administrators on Grade III at time of separation shall be based on Class III of the 1991-92 salary schedule.

iv) Daily rate of pay for administrators on Grade IV at time of separation shall be based on Class IV of the 1991-92 salary schedule.

v) Daily rate of pay for administrators on Grade VA or VA-12 at time of separation shall be based on Class VA of the 1991-92 salary schedule.

vi) Daily rate of pay for administrators on Grade VB or VB-12 at time of separation shall be based on Class VB of the 1991-92 salary schedule.

vii) Daily rate of pay for administrators on Grade VI at time of separation shall be based on Class VI of the 1991-92 salary schedule.

viii) Daily rate of pay for administrators on Grade VII at time of separation shall be based on Class VII of the 1991-92 salary schedule.

c. For those administrators meeting the eligibility requirements in D-2-a above, the District shall provide pay for unused sick leave accrued before June 30, 1991 and not used before date of separation. With implementation of the new salary schedule (January 5, 2003), payment for classified and certified administrators shall be, as follows:

New Class	91-92 Schedule
o All Grade 1	Class 1
o 2-A (AP, middle & dual elem)	Class 11
o 2-B (AP, middle EYOS)	Class 11
o 3-A (AP HS)	Class VI
o 4-A (princ elem)	Class VA
o 4-B (princ/elem EYOS)	Class VA

o	4-B (all others)	Class VI
o	5-A (princ/middle & dual elem)	Class VB
o	5-A (Mary Meredith)	Class VI
o	5-B (princ /middle & elem combo)	Class VI
o	5-C (princ/middle EYOS)	Class VII
o	6 (princ/HS)	Class VII

i) Rate of pay shall be multiplied by the number of sick leave days accumulated prior to June 30, 1991.

ii) Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option.

iii) All legally required deductions will be taken from the incentive payment including the employee's contribution to the State Retirement Fund, if any.

iv) Sick Leave used subsequent to July 1, 1991, will be deducted from sick leave accumulated after July 1, 1991, unless that accumulation has been depleted.

v) In addition to Section D-1, administrators are eligible to receive the benefits outlined in Section D-2-Voluntary Separation, 10 Years of Service.

d. If after twenty (20) years of full time service in the Tucson Unified School District, an administrator dies, the payment described in Section D-1-b above will be paid to the estate of the deceased.

e. An administrator shall receive the separation benefits contained herein if the effective date of the separation is at the end of a semester or at the end of a school year. Exceptions to this provision may be granted to applicants who are forced to separation because of emergency.

3. Voluntary Separation for Exempt Administrators – 10 Years of Service

Upon separation, administrators with at least ten (10) consecutive years of full-time service in TUSD are eligible to request and receive pay for ninety percent (90%) of the days of unused sick leave accumulated subsequent to **July 1, 1991**. This request will be a written application to the District's ~~Executive Director of Human Resource~~ Chief Human Capital Officer on or before November 15 for administrators separating at end of the semester, or January 15 for administrators separating at end of the school year. The rate of pay will be the daily administrative substitute rate at the time of separation.

4. No Vested Rights for Exempt Administrators

Administrators who do not serve a timely notice of separation as provided in Section D-2-a above in the school year immediately preceding their separation shall gain no vested rights through or under this Article; however, exceptions to this may be granted by the District in cases where timelines are not met due to emergency situations or other extenuating circumstances.

E. SEPARATION BENEFIT FOR EXEMPT ADMINISTRATORS, EXEMPT COORDINATORS, AND SUPERVISORY/CONFIDENTIAL EMPLOYEES – VACATION PAYOUT

1. After six (6) consecutive months of service in Tucson Unified School District, employees shall be eligible to receive pay for unused vacation leave.

ARTICLE TEN

CONFLICT RESOLUTION PROCESS

The intent of this process is to provide a method of resolving conflict in an equitable manner. As such, this process is recognized as a non-judicial, administrative process. The employee, in implementation of the process, has the right to have another employee assist them in the presentation of a problem issue.

A. The Conflict Resolution Process may be used for the following:

1. Informal Step - The employee and their immediate supervisor shall meet informally to try to resolve the issue. If resolution is not reached by such a meeting, the employee may proceed to the next step.
2. If no resolution is reached, the employee shall, within 10 days of the informal meeting, present a written summary of the issue to their immediate supervisor, with a copy to the department head. The immediate supervisor or department head shall respond in writing to the employee's complaint within 10 days. If the department head is the immediate supervisor, the matter may then proceed directly in writing to the Director of Employee Relations.
3. The employee, the Director of Employee Relations, and the department head shall then schedule a meeting to mediate the employee's issue.

ARTICLE ELEVEN

SENIORITY CREDIT/SALARY SCHEDULE PLACEMENT AS A TEACHER FOR EXEMPT ADMINISTRATORS

A. Criteria. Administrators who return to teaching will be eligible for salary placement as described in subsection (B) below if:

1. The District and an administrator reach a mutual agreement that the administrator shall return to teacher; or
2. The District notifies the administrator that the administrative contract will not be renewed and that they will be assigned to a teaching position; or
3. In the absence of an agreement or assignment, the administrator's position has been eliminated for budgetary or programmatic reasons,

And

1. The administrator acquired tenure or continuing teacher status as defined in A.R.S. Section 15-501.5 and 15-538.01, as amended, or predecessor statutes, as a certificated teacher with the District prior to going into administration; and
2. The administrator has had continuous employment, including approved leaves where taken, with the District.

B. Salary Placement

For the purposes of this paragraph, notwithstanding any provision of the Consensus Agreement with TEA or successor agreement regarding experience credit for placement on the salary schedule, administrators who return to teaching as provided in this Agreement shall be accorded one step on the salary schedule for each year of prior experience in the District up to any maximum contained within the teacher salary schedule, regardless of the years or decade in which it was earned. The salary step credits provided for in the preceding sentence shall be granted for each year step increases were granted to teachers.

C. Administrators who, in accord with Article 11, Seniority Credit as a Teacher, are reassigned to positions covered under the Consensus Agreement with the Tucson Education Association will be accorded District Initiated Transfer (DIT) status under that agreement for purposes of assignments.

ARTICLE TWELVE

EVALUATION

A. Evaluation

Employees will be evaluated according to applicable Arizona statutes and Evaluation Procedures as adopted by the Governing Board.

B. Personnel File

1. All employees in the Tucson Unified School District shall have the right to review the contents of their personnel file and to receive a copy of all material contained therein at District expense.
2. The official personnel file for all employees shall be maintained in Human Resources.
3. Following adoption of this policy, no material derogatory regarding an employee's conduct, performance, character or personality shall be placed in the personnel file unless a copy is provided to the employee for review, and unless the employee has the opportunity to submit a reply to the material. Said reply shall be attached to the original document and shall remain attached throughout the term of that employee's employment unless removed by mutual agreement between the employee and the Superintendent or designee. Such agreement shall be in writing and signed by both the employee and the Superintendent or designee.
4. Any discipline issued as a result of a criminal offense against a student shall remain in the employee's official personnel file and is not subject to removal. These offenses include, but are not limited to, criminal offenses defined by Arizona state law under Title 13, assault, hitting, striking, harassment, inappropriate touching or caressing of a student, sexual assault, or causing the student to suffer physical harm.

C. Surveillance

Eavesdropping or surveillance methods will not be used for conducting performance reviews or evaluations of employees but may be used for safety and security purposes. At no time will the District use security cameras in a location where Employees or students have a reasonable expectation for privacy.

ARTICLE THIRTEEN
ADMINISTRATIVE TRANSFERS FOR EXEMPT ADMINISTRATORS

A. Purpose

The purpose of the following provisions on administrative transfers is to ensure consistent, fair, and equitable transfer opportunities and assignments for all administrators. Transfers are not intended to replace administrative evaluations, nor are transfers to be used for punitive or disciplinary purposes.

B. Notice and Consultation

C. Written notice of all administrative vacancies occurring prior to the end of the school year will be advertised through TUSD's Human Resources Department.

All current administrators who volunteer to transfer may provide a letter of intent to the Chief Human Capital Officer and Superintendent identifying the specific position in which they may be interested. Those current administrators shall be given equal consideration with other applicants in the placement or interview and selection process.

Appendix A – Supervisory/Confidential Titles
Supervisory/Confidential Non-Exempt Titles (CCS)

Grade	Position	Entry Rate
D	Courier	~~$15.77~~$16.40
E	HR Assistant	~~$18.15~~$18.88
H	HR Assistant, Senior	~~$19.17~~$19.94
H	Custodian - Student & Public Records	~~$19.95~~$20.75
I	Audio Visual Specialist	~~$19.78~~$20.57
J	HR Associate	~~$19.81~~$20.60
J	HR Benefits Associate	~~$19.81~~$20.60
J	HR Compliance Specialist	~~$19.81~~$20.60
J	HR Recruitment & Retention Specialist	$20.60
J	Administrative Assistant, Senior	~~$20.61~~$21.43
J	Staff Assistant to the Governing Board	$21.43
J	Employee Relations Assistant	~~$21.45~~$22.31
J	Legal Secretary	~~$21.45~~$22.31
M	Staff Assistant, Sr. to the Governing Board	~~$26.30~~$27.35
M	Executive Assistant	~~$26.56~~$27.62
N	Contact Tracer	~~$23.38~~$24.32
N	Executive Assistant to the Superintendent	~~$27.41~~$28.51
O	Legal Assistant	~~$24.36~~$25.33
O	Risk Management Analyst	~~$24.36~~$25.33
O	Workers Compensation Analyst	~~$25.60~~$26.62

Appendix B – Supervisory/Confidential Non-Exempt Salary Schedule

Step	Grade D Base	Grade D Override	Grade D Total	Grade E Base	Grade E Override	Grade E Total	Grade H Base	Grade H Override	Grade H Total
Step 1	$15.45	$.62	$16.07	$16.11	$.64	$16.75	$18.24	$.73	$18.97
Step 2	$15.60	$.62	$16.22	$16.27	$.65	$16.92	$18.42	$.74	$19.16
Step 3	$15.77	$.63	$16.40	$16.43	$.66	$17.09	$18.60	$.74	$19.34
Step 4	$15.92	$.64	$16.56	$16.59	$.66	$17.25	$18.79	$.75	$19.54
Step 5	$16.08	$.64	$16.72	$16.76	$.67	$17.43	$18.98	$.76	$19.74
Step 6	$16.24	$.65	$16.89	$16.93	$.68	$17.61	$19.17	$.77	$19.94
Step 7	$16.40	$.66	$17.06	$17.10	$.68	$17.78	$19.36	$.77	$20.13
Step 8	$16.56	$.66	$17.22	$17.27	$.69	$17.96	$19.55	$.78	$20.33
Step 9	$16.74	$.67	$17.41	$17.44	$.70	$18.14	$19.75	$.79	$20.54
Step 10	$16.90	$.68	$17.58	$17.61	$.70	$18.31	$19.95	$.80	$20.75
Step 11	$17.07	$.68	$17.75	$17.80	$.71	$18.51	$20.14	$.81	$20.95
Step 12	$17.24	$.69	$17.93	$17.97	$.72	$18.69	$20.34	$.81	$21.15
Step 13	$17.41	$.70	$18.11	$18.15	$.73	$18.88	$20.55	$.82	$21.37

Step 14	$17.58	$.70	$18.28	$18.33	$.73	$19.06	$20.76	$.83	$21.59
Step 15	$17.77	$.71	$18.48	$18.51	$.74	$19.25	$20.96	$.84	$21.80
Step 16	$17.94	$.72	$18.66	$18.70	$.75	$19.45	$21.17	$.85	$22.02
Step 17	$18.12	$.72	$18.84	$18.89	$.76	$19.65	$21.38	$.86	$22.24
Step 18	$18.30	$.73	$19.03	$19.08	$.76	$19.84	$21.59	$.86	$22.45
Step 19	$18.48	$.74	$19.22	$19.26	$.77	$20.03	$21.82	$.87	$22.69
Step 20	$18.66	$.75	$19.41	$19.46	$.78	$20.24	$22.03	$.88	$22.91
Step 21	$18.86	$.75	$19.61	$19.65	$.79	$20.44	$22.25	$.89	$23.14
Step 22	$19.05	$.76	$19.81	$19.85	$.79	$20.64	$22.47	$.90	$23.37
Step 23	$19.23	$.77	$20.00	$20.05	$.80	$20.85	$22.69	$.91	$23.60
Step 24	$19.42	$.78	$20.20	$20.25	$.81	$21.06	$22.93	$.92	$23.85
Step 25	$19.62	$.78	$20.40	$20.45	$.82	$21.27	$23.16	$.93	$24.09
Step 26	$19.82	$.79	$20.61	$20.65	$.83	$21.48	$23.38	$.94	$24.32
Step 27	$20.02	$.80	$20.82	$20.86	$.83	$21.69	$23.62	$.94	$24.56
Step 28	$20.22	$.81	$21.03	$21.07	$.84	$21.91	$23.86	$.95	$24.81
Step 29	$20.42	$.82	$21.24	$21.28	$.85	$22.13	$24.10	$.96	$25.06
Step 30	$20.62	$.82	$21.44	$21.49	$.86	$22.35	$24.33	$.97	$25.30
Step 31	$20.83	$.83	$21.66	$21.70	$.87	$22.57	$24.58	$.98	$25.56
Step 32	$21.04	$.84	$21.88	$21.93	$.88	$22.81	$24.83	$.99	$25.82
Step 33	$21.25	$.85	$22.10	$22.15	$.89	$23.04	$25.07	$1.00	$26.07
Step 34	$21.46	$.86	$22.32	$22.36	$.89	$23.25	$25.32	$1.01	$26.33
Step 35	$21.67	$.87	$22.54	$22.59	$.90	$23.49	$25.57	$1.02	$26.59
Step 36	$21.89	$.88	$22.77	$22.82	$.91	$23.73	$25.84	$1.03	$26.87
Step 37	$22.11	$.88	$22.99	$23.05	$.92	$23.97	$26.09	$1.04	$27.13
Step 38	$22.33	$.89	$23.22	$23.27	$.93	$24.20	$26.35	$1.05	$27.40
Step 39	$22.55	$.90	$23.45	$23.50	$.94	$24.44	$26.61	$1.06	$27.67
Step 40	$22.78	$.91	$23.69	$23.75	$.95	$24.70	$26.89	$1.08	$27.97
Step 41	$23.01	$.92	$23.93	$23.98	$.96	$24.94	$27.15	$1.09	$28.24
Step 42	$23.24	$.93	$24.17	$24.22	$.97	$25.19	$27.42	$1.10	$28.52
Step 43	$23.47	$.94	$24.41	$24.46	$.98	$25.44	$27.69	$1.11	$28.80

Step	Grade I Base	Grade I Override	Grade I Total	Grade J Base	Grade J Override	Grade J Total	Grade M Base	Grade M Override	Grade M Total
Step 1	$19.01	$.76	$19.77	$19.81	$.79	$20.60	$22.43	$.90	$23.33
Step 2	$19.20	$.77	$19.97	$20.01	$.80	$20.81	$22.65	$.91	$23.56
Step 3	$19.39	$.78	$20.17	$20.21	$.81	$21.02	$22.88	$.92	$23.80
Step 4	$19.58	$.78	$20.36	$20.41	$.82	$21.23	$23.11	$.92	$24.03
Step 5	$19.78	$.79	$20.57	$20.61	$.82	$21.43	$23.34	$.93	$24.27
Step 6	$19.98	$.80	$20.78	$20.82	$.83	$21.65	$23.57	$.94	$24.51

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Step 7	$20.18	$.81	$20.99	$21.03	$.84	$21.87	$23.81	$.95	$24.76
Step 8	$20.38	$.82	$21.20	$21.24	$.85	$22.09	$24.05	$.96	$25.01
Step 9	$20.58	$.82	$21.40	$21.45	$.86	$22.31	$24.29	$.97	$25.26
Step 10	$20.79	$.83	$21.62	$21.66	$.87	$22.53	$24.53	$.98	$25.51
Step 11	$21.00	$.84	$21.84	$21.89	$.88	$22.77	$24.78	$.99	$25.77
Step 12	$21.20	$.85	$22.05	$22.10	$.88	$22.98	$25.03	$1.00	$26.03
Step 13	$21.41	$.86	$22.27	$22.32	$.89	$23.21	$25.27	$1.01	$26.28
Step 14	$21.63	$.87	$22.50	$22.54	$.90	$23.44	$25.52	$1.02	$26.54
Step 15	$21.85	$.87	$22.72	$22.78	$.91	$23.69	$25.79	$1.03	$26.82
Step 16	$22.07	$.88	$22.95	$23.00	$.92	$23.92	$26.04	$1.04	$27.08
Step 17	$22.29	$.89	$23.18	$23.23	$.93	$24.16	$26.30	$1.05	$27.35
Step 18	$22.51	$.90	$23.41	$23.46	$.94	$24.40	$26.56	$1.06	$27.62
Step 19	$22.74	$.91	$23.65	$23.69	$.95	$24.64	$26.83	$1.07	$27.90
Step 20	$22.96	$.92	$23.88	$23.94	$.96	$24.90	$27.10	$1.08	$28.18
Step 21	$23.19	$.93	$24.12	$24.17	$.97	$25.14	$27.37	$1.09	$28.46
Step 22	$23.42	$.94	$24.36	$24.41	$.98	$25.39	$27.64	$1.11	$28.75
Step 23	$23.65	$.95	$24.60	$24.65	$.99	$25.64	$27.92	$1.12	$29.04
Step 24	$23.90	$.96	$24.86	$24.91	$1.00	$25.91	$28.20	$1.13	$29.33
Step 25	$24.13	$.97	$25.10	$25.15	$1.01	$26.16	$28.48	$1.14	$29.62
Step 26	$24.37	$.97	$25.34	$25.40	$1.02	$26.42	$28.76	$1.15	$29.91
Step 27	$24.61	$.98	$25.59	$25.65	$1.03	$26.68	$29.05	$1.16	$30.21
Step 28	$24.87	$.99	$25.86	$25.92	$1.04	$26.96	$29.34	$1.17	$30.51
Step 29	$25.11	$1.00	$26.11	$26.18	$1.05	$27.23	$29.63	$1.19	$30.82
Step 30	$25.36	$1.01	$26.37	$26.43	$1.06	$27.49	$29.94	$1.20	$31.14
Step 31	$25.61	$1.02	$26.63	$26.70	$1.07	$27.77	$30.23	$1.21	$31.44
Step 32	$25.88	$1.04	$26.92	$26.97	$1.08	$28.05	$30.53	$1.22	$31.75
Step 33	$26.13	$1.05	$27.18	$27.24	$1.09	$28.33	$30.84	$1.23	$32.07
Step 34	$26.39	$1.06	$27.45	$27.51	$1.10	$28.61	$31.15	$1.25	$32.40
Step 35	$26.65	$1.07	$27.72	$27.79	$1.11	$28.90	$31.46	$1.26	$32.72
Step 36	$26.93	$1.08	$28.01	$28.06	$1.12	$29.18	$31.77	$1.27	$33.04
Step 37	$27.19	$1.09	$28.28	$28.34	$1.13	$29.47	$32.09	$1.28	$33.37
Step 38	$27.46	$1.10	$28.56	$28.62	$1.14	$29.76	$32.41	$1.30	$33.71
Step 39	$27.74	$1.11	$28.85	$28.92	$1.16	$30.08	$32.73	$1.31	$34.04
Step 40	$28.02	$1.12	$29.14	$29.20	$1.17	$30.37	$33.07	$1.32	$34.39
Step 41	$28.30	$1.13	$29.43	$29.49	$1.18	$30.67	$33.39	$1.34	$34.73
Step 42	$28.58	$1.14	$29.72	$29.78	$1.19	$30.97	$33.72	$1.35	$35.07
Step 43	$28.87	$1.15	$30.02	$30.09	$1.20	$31.29	$34.07	$1.36	$35.43

Step	Grade N Base	Grade N Override	Grade N Total	Grade O Base	Grade O Override	Grade O Total
Step 1	$23.38	$.94	$24.32	$24.36	$.97	$25.33
Step 2	$23.61	$.94	$24.55	$24.60	$.98	$25.58
Step 3	$23.85	$.95	$24.80	$24.86	$.99	$25.85
Step 4	$24.09	$.96	$25.05	$25.10	$1.00	$26.10
Step 5	$24.33	$.97	$25.30	$25.35	$1.01	$26.36
Step 6	$24.57	$.98	$25.55	$25.60	$1.02	$26.62
Step 7	$24.82	$.99	$25.81	$25.87	$1.03	$26.90
Step 8	$25.07	$1.00	$26.07	$26.12	$1.04	$27.16
Step 9	$25.31	$1.01	$26.32	$26.38	$1.06	$27.44
Step 10	$25.56	$1.02	$26.58	$26.64	$1.07	$27.71
Step 11	$25.83	$1.03	$26.86	$26.92	$1.08	$28.00
Step 12	$26.08	$1.04	$27.12	$27.18	$1.09	$28.27
Step 13	$26.34	$1.05	$27.39	$27.45	$1.10	$28.55
Step 14	$26.60	$1.06	$27.66	$27.73	$1.11	$28.84
Step 15	$26.88	$1.08	$27.96	$28.01	$1.12	$29.13
Step 16	$27.14	$1.09	$28.23	$28.29	$1.13	$29.42
Step 17	$27.41	$1.10	$28.51	$28.57	$1.14	$29.71
Step 18	$27.68	$1.11	$28.79	$28.86	$1.15	$30.01
Step 19	$27.97	$1.12	$29.09	$29.15	$1.17	$30.32
Step 20	$28.24	$1.13	$29.37	$29.43	$1.18	$30.61
Step 21	$28.52	$1.14	$29.66	$29.73	$1.19	$30.92
Step 22	$28.81	$1.15	$29.96	$30.03	$1.20	$31.23
Step 23	$29.10	$1.16	$30.26	$30.33	$1.21	$31.54
Step 24	$29.39	$1.18	$30.57	$30.63	$1.23	$31.86
Step 25	$29.68	$1.19	$30.87	$30.94	$1.24	$32.18
Step 26	$29.98	$1.20	$31.18	$31.25	$1.25	$32.50
Step 27	$30.28	$1.21	$31.49	$31.56	$1.26	$32.82
Step 28	$30.58	$1.22	$31.80	$31.88	$1.28	$33.16
Step 29	$30.89	$1.24	$32.13	$32.19	$1.29	$33.48
Step 30	$31.20	$1.25	$32.45	$32.51	$1.30	$33.81
Step 31	$31.51	$1.26	$32.77	$32.85	$1.31	$34.16
Step 32	$31.83	$1.27	$33.10	$33.17	$1.33	$34.50
Step 33	$32.14	$1.29	$33.43	$33.50	$1.34	$34.84
Step 34	$32.46	$1.30	$33.76	$33.84	$1.35	$35.19
Step 35	$32.78	$1.31	$34.09	$34.18	$1.37	$35.55
Step 36	$33.12	$1.32	$34.44	$34.51	$1.38	$35.89
Step 37	$33.45	$1.34	$34.79	$34.87	$1.39	$36.26

Step 38	$33.78	$1.35	$35.13	$35.21	$1.41	$36.62
Step 39	$34.12	$1.36	$35.48	$35.56	$1.42	$36.98
Step 40	$34.46	$1.38	$35.84	$35.92	$1.44	$37.36
Step 41	$34.80	$1.39	$36.19	$36.28	$1.45	$37.73
Step 42	$35.16	$1.41	$36.57	$36.64	$1.47	$38.11
Step 43	$35.50	$1.42	$36.92	$37.01	$1.48	$38.49

	~~Grade D~~	~~Grade E~~	~~Grade F~~	~~Grade G~~	~~Grade H~~	~~Grade I~~
~~Step 1~~	~~$15.45~~	~~$16.11~~	~~$16.79~~	~~$17.49~~	~~$18.24~~	~~$19.01~~
~~Step 2~~	~~$15.60~~	~~$16.27~~	~~$16.96~~	~~$17.68~~	~~$18.42~~	~~$19.20~~
~~Step 3~~	~~$15.77~~	~~$16.43~~	~~$17.12~~	~~$17.85~~	~~$18.60~~	~~$19.39~~
~~Step 4~~	~~$15.92~~	~~$16.59~~	~~$17.29~~	~~$18.03~~	~~$18.79~~	~~$19.58~~
~~Step 5~~	~~$16.08~~	~~$16.76~~	~~$17.47~~	~~$18.21~~	~~$18.98~~	~~$19.78~~
~~Step 6~~	~~$16.24~~	~~$16.93~~	~~$17.64~~	~~$18.39~~	~~$19.17~~	~~$19.98~~
~~Step 7~~	~~$16.40~~	~~$17.10~~	~~$17.82~~	~~$18.57~~	~~$19.36~~	~~$20.18~~
~~Step 8~~	~~$16.56~~	~~$17.27~~	~~$18.00~~	~~$18.76~~	~~$19.55~~	~~$20.38~~
~~Step 9~~	~~$16.74~~	~~$17.44~~	~~$18.18~~	~~$18.95~~	~~$19.75~~	~~$20.58~~
~~Step 10~~	~~$16.90~~	~~$17.61~~	~~$18.36~~	~~$19.14~~	~~$19.95~~	~~$20.79~~
	~~Grade D~~	~~Grade E~~	~~Grade F~~	~~Grade G~~	~~Grade H~~	~~Grade I~~
~~Step 11~~	~~$17.07~~	~~$17.80~~	~~$18.54~~	~~$19.33~~	~~$20.14~~	~~$21.00~~
~~Step 12~~	~~$17.24~~	~~$17.97~~	~~$18.73~~	~~$19.52~~	~~$20.34~~	~~$21.20~~
~~Step 13~~	~~$17.41~~	~~$18.15~~	~~$18.92~~	~~$19.72~~	~~$20.55~~	~~$21.41~~
~~Step 14~~	~~$17.58~~	~~$18.33~~	~~$19.11~~	~~$19.92~~	~~$20.76~~	~~$21.63~~
~~Step 15~~	~~$17.77~~	~~$18.51~~	~~$19.30~~	~~$20.11~~	~~$20.96~~	~~$21.85~~
~~Step 16~~	~~$17.94~~	~~$18.70~~	~~$19.49~~	~~$20.31~~	~~$21.17~~	~~$22.07~~
~~Step 17~~	~~$18.12~~	~~$18.89~~	~~$19.68~~	~~$20.51~~	~~$21.38~~	~~$22.29~~
~~Step 18~~	~~$18.30~~	~~$19.08~~	~~$19.88~~	~~$20.73~~	~~$21.59~~	~~$22.51~~

~~**Step 19**~~	~~$18.48~~	~~$19.26~~	~~$20.08~~	~~$20.93~~	~~$21.82~~	~~$22.74~~
~~**Step 20**~~	~~$18.66~~	~~$19.46~~	~~$20.28~~	~~$21.14~~	~~$22.03~~	~~$22.96~~
~~**Step 21**~~	~~$18.86~~	~~$19.65~~	~~$20.48~~	~~$21.35~~	~~$22.25~~	~~$23.19~~
~~**Step 22**~~	~~$19.05~~	~~$19.85~~	~~$20.68~~	~~$21.56~~	~~$22.47~~	~~$23.42~~
~~**Step 23**~~	~~$19.23~~	~~$20.05~~	~~$20.90~~	~~$21.78~~	~~$22.69~~	~~$23.65~~
~~**Step 24**~~	~~$19.42~~	~~$20.25~~	~~$21.10~~	~~$22.00~~	~~$22.93~~	~~$23.90~~
~~**Step 25**~~	~~$19.62~~	~~$20.45~~	~~$21.31~~	~~$22.22~~	~~$23.16~~	~~$24.13~~
~~**Step 26**~~	~~$19.82~~	~~$20.65~~	~~$21.52~~	~~$22.44~~	~~$23.38~~	~~$24.37~~
~~**Step 27**~~	~~$20.02~~	~~$20.86~~	~~$21.75~~	~~$22.66~~	~~$23.62~~	~~$24.61~~
~~**Step 28**~~	~~$20.22~~	~~$21.07~~	~~$21.96~~	~~$22.89~~	~~$23.86~~	~~$24.87~~
~~**Step 29**~~	~~$20.42~~	~~$21.28~~	~~$22.18~~	~~$23.12~~	~~$24.10~~	~~$25.11~~
~~**Step 30**~~	~~$20.62~~	~~$21.49~~	~~$22.40~~	~~$23.35~~	~~$24.33~~	~~$25.36~~
~~**Step 31**~~	~~$20.83~~	~~$21.70~~	~~$22.62~~	~~$23.58~~	~~$24.58~~	~~$25.61~~
~~**Step 32**~~	~~$21.04~~	~~$21.93~~	~~$22.86~~	~~$23.82~~	~~$24.83~~	~~$25.88~~
~~**Step 33**~~	~~$21.25~~	~~$22.15~~	~~$23.08~~	~~$24.06~~	~~$25.07~~	~~$26.13~~
~~**Step 34**~~	~~$21.46~~	~~$22.36~~	~~$23.31~~	~~$24.30~~	~~$25.32~~	~~$26.39~~
	~~**Grade D**~~	~~**Grade E**~~	~~**Grade F**~~	~~**Grade G**~~	~~**Grade H**~~	~~**Grade I**~~
~~**Step 35**~~	~~$21.67~~	~~$22.59~~	~~$23.54~~	~~$24.54~~	~~$25.57~~	~~$26.65~~
~~**Step 36**~~	~~$21.89~~	~~$22.82~~	~~$23.78~~	~~$24.79~~	~~$25.84~~	~~$26.93~~
~~**Step 37**~~	~~$22.11~~	~~$23.05~~	~~$24.02~~	~~$25.04~~	~~$26.09~~	~~$27.19~~
~~**Step 38**~~	~~$22.33~~	~~$23.27~~	~~$24.26~~	~~$25.28~~	~~$26.35~~	~~$27.46~~
~~**Step 39**~~	~~$22.55~~	~~$23.50~~	~~$24.50~~	~~$25.53~~	~~$26.61~~	~~$27.74~~
~~**Step 40**~~	~~$22.78~~	~~$23.75~~	~~$24.75~~	~~$25.80~~	~~$26.89~~	~~$28.02~~
~~**Step 41**~~	~~$23.01~~	~~$23.98~~	~~$25.00~~	~~$26.05~~	~~$27.15~~	~~$28.30~~
~~**Step 42**~~	~~$23.24~~	~~$24.22~~	~~$25.24~~	~~$26.31~~	~~$27.42~~	~~$28.58~~

~~**Step 43**~~	~~$23.47~~	~~$24.46~~	~~$25.49~~	~~$26.57~~	~~$27.69~~	~~$28.87~~

	~~**Grade J**~~	~~**Grade K**~~	~~**Grade L**~~	~~**Grade M**~~	~~**Grade N**~~	~~**Grade O**~~
~~**Step 1**~~	~~$19.81~~	~~$20.64~~	~~$21.52~~	~~$22.43~~	~~$23.38~~	~~$24.36~~
~~**Step 2**~~	~~$20.01~~	~~$20.86~~	~~$21.74~~	~~$22.65~~	~~$23.61~~	~~$24.60~~
~~**Step 3**~~	~~$20.21~~	~~$21.06~~	~~$21.95~~	~~$22.88~~	~~$23.85~~	~~$24.86~~
~~**Step 4**~~	~~$20.41~~	~~$21.27~~	~~$22.17~~	~~$23.11~~	~~$24.09~~	~~$25.10~~
~~**Step 5**~~	~~$20.61~~	~~$21.48~~	~~$22.39~~	~~$23.34~~	~~$24.33~~	~~$25.35~~
~~**Step 6**~~	~~$20.82~~	~~$21.70~~	~~$22.61~~	~~$23.57~~	~~$24.57~~	~~$25.60~~
~~**Step 7**~~	~~$21.03~~	~~$21.92~~	~~$22.85~~	~~$23.81~~	~~$24.82~~	~~$25.87~~
~~**Step 8**~~	~~$21.24~~	~~$22.14~~	~~$23.07~~	~~$24.05~~	~~$25.07~~	~~$26.12~~
~~**Step 9**~~	~~$21.45~~	~~$22.36~~	~~$23.30~~	~~$24.29~~	~~$25.31~~	~~$26.38~~
~~**Step 10**~~	~~$21.66~~	~~$22.58~~	~~$23.53~~	~~$24.53~~	~~$25.56~~	~~$26.64~~
~~**Step 11**~~	~~$21.89~~	~~$22.81~~	~~$23.78~~	~~$24.78~~	~~$25.83~~	~~$26.92~~
~~**Step 12**~~	~~$22.10~~	~~$23.04~~	~~$24.01~~	~~$25.03~~	~~$26.08~~	~~$27.18~~
~~**Step 13**~~	~~$22.32~~	~~$23.27~~	~~$24.25~~	~~$25.27~~	~~$26.34~~	~~$27.45~~
	~~**Grade J**~~	~~**Grade K**~~	~~**Grade L**~~	~~**Grade M**~~	~~**Grade N**~~	~~**Grade O**~~
~~**Step 14**~~	~~$22.54~~	~~$23.50~~	~~$24.49~~	~~$25.52~~	~~$26.60~~	~~$27.73~~
~~**Step 15**~~	~~$22.78~~	~~$23.74~~	~~$24.73~~	~~$25.79~~	~~$26.88~~	~~$28.01~~
~~**Step 16**~~	~~$23.00~~	~~$23.97~~	~~$24.99~~	~~$26.04~~	~~$27.14~~	~~$28.29~~
~~**Step 17**~~	~~$23.23~~	~~$24.21~~	~~$25.23~~	~~$26.30~~	~~$27.41~~	~~$28.57~~
~~**Step 18**~~	~~$23.46~~	~~$24.45~~	~~$25.48~~	~~$26.56~~	~~$27.68~~	~~$28.86~~
~~**Step 19**~~	~~$23.69~~	~~$24.69~~	~~$25.74~~	~~$26.83~~	~~$27.97~~	~~$29.15~~
~~**Step 20**~~	~~$23.94~~	~~$24.95~~	~~$26.00~~	~~$27.10~~	~~$28.24~~	~~$29.43~~
~~**Step 21**~~	~~$24.17~~	~~$25.19~~	~~$26.26~~	~~$27.37~~	~~$28.52~~	~~$29.73~~

~~**Step 22**~~	~~$24.41~~	~~$25.44~~	~~$26.52~~	~~$27.64~~	~~$28.81~~	~~$30.03~~
~~**Step 23**~~	~~$24.65~~	~~$25.70~~	~~$26.79~~	~~$27.92~~	~~$29.10~~	~~$30.33~~
~~**Step 24**~~	~~$24.91~~	~~$25.96~~	~~$27.06~~	~~$28.20~~	~~$29.39~~	~~$30.63~~
~~**Step 25**~~	~~$25.15~~	~~$26.22~~	~~$27.32~~	~~$28.48~~	~~$29.68~~	~~$30.94~~
~~**Step 26**~~	~~$25.40~~	~~$26.48~~	~~$27.59~~	~~$28.76~~	~~$29.98~~	~~$31.25~~
~~**Step 27**~~	~~$25.65~~	~~$26.74~~	~~$27.88~~	~~$29.05~~	~~$30.28~~	~~$31.56~~
~~**Step 28**~~	~~$25.92~~	~~$27.01~~	~~$28.15~~	~~$29.34~~	~~$30.58~~	~~$31.88~~
~~**Step 29**~~	~~$26.18~~	~~$27.28~~	~~$28.43~~	~~$29.63~~	~~$30.89~~	~~$32.19~~
~~**Step 30**~~	~~$26.43~~	~~$27.55~~	~~$28.71~~	~~$29.94~~	~~$31.20~~	~~$32.51~~
~~**Step 31**~~	~~$26.70~~	~~$27.83~~	~~$29.01~~	~~$30.23~~	~~$31.51~~	~~$32.85~~
~~**Step 32**~~	~~$26.97~~	~~$28.11~~	~~$29.30~~	~~$30.53~~	~~$31.83~~	~~$33.17~~
~~**Step 33**~~	~~$27.24~~	~~$28.39~~	~~$29.59~~	~~$30.84~~	~~$32.14~~	~~$33.50~~
~~**Step 34**~~	~~$27.51~~	~~$28.67~~	~~$29.89~~	~~$31.15~~	~~$32.46~~	~~$33.84~~
~~**Step 35**~~	~~$27.79~~	~~$28.96~~	~~$30.18~~	~~$31.46~~	~~$32.78~~	~~$34.18~~
~~**Step 36**~~	~~$28.06~~	~~$29.25~~	~~$30.48~~	~~$31.77~~	~~$33.12~~	~~$34.51~~
~~**Step 37**~~	~~$28.34~~	~~$29.54~~	~~$30.78~~	~~$32.09~~	~~$33.45~~	~~$34.87~~
	~~**Grade J**~~	~~**Grade K**~~	~~**Grade L**~~	~~**Grade M**~~	~~**Grade N**~~	~~**Grade O**~~
~~**Step 38**~~	~~$28.62~~	~~$29.84~~	~~$31.10~~	~~$32.41~~	~~$33.78~~	~~$35.21~~
~~**Step 39**~~	~~$28.92~~	~~$30.14~~	~~$31.41~~	~~$32.73~~	~~$34.12~~	~~$35.56~~
~~**Step 40**~~	~~$29.20~~	~~$30.43~~	~~$31.72~~	~~$33.07~~	~~$34.46~~	~~$35.92~~
~~**Step 41**~~	~~$29.49~~	~~$30.74~~	~~$32.04~~	~~$33.39~~	~~$34.80~~	~~$36.28~~
~~**Step 42**~~	~~$29.78~~	~~$31.05~~	~~$32.36~~	~~$33.72~~	~~$35.16~~	~~$36.64~~
~~**Step 43**~~	~~$30.09~~	~~$31.36~~	~~$32.68~~	~~$34.07~~	~~$35.50~~	~~$37.01~~

Appendix C -Supervisory/Confidential Exempt Titles (CCE) and Exempt Coordinators

Grade	Position	Entry Rate
M 12mo	Planner Analyst	~~$60,651.39~~$63,077.45

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M 12mo	Planning Analyst	~~$60,651.39~~$63,077.45
N 12mo	Data Analyst, Senior - Technology Services	~~$52,342.40~~$54,436.10
O 12mo	Employee Relations Analyst	~~$50,866.19~~$52,900.84
O 12mo	Cash Compliance Analyst	~~$51,372.32~~$54,501.90
O 12mo	~~Accountant~~Budget Analyst	~~$51,899.54~~$54,501.90
O 12mo	Exceptional Education HR Analyst	~~$51,899.54~~$53,975.52
O 12mo	HR Analyst	~~$51,899.54~~$53,975.52
O 12mo	Athletic Director	~~$55,632.25~~$57,857.54
~~O 12mo~~	~~Customer Support Center Coordinator~~	~~$55,632.25~~
O 12mo	Enrollment Coordinator	~~$55,632.25~~$57,857.54
O 12mo	Payroll Coordinator	~~$55,632.25~~$57,857.54
O 12mo	Accounts Payable Technician, Senior	~~$56,749.96~~$59,019.96
P 10.5mo	Multi-Tiered System of Support Facilitator (MTSS)	~~$50,817.22~~ $52,849.91
Q 12mo	Senior Systems Engineer	~~$67,441.98~~$70,139.66
R 10.5mo	Program Coordinator - Inst Data Intervention	~~$49,489.84~~$51,469.43
R 10.5mo	Program Coordinator 10.5mo	~~$49,489.84~~$51,469.43
R 10.5mo	Response to Intervention Specialist (RTI)	~~$49,489.84~~$51,469.43
R 12mo	Accounts Payable Supervisor	~~$58,184.00~~$60,511.36
R 12mo	Customer Support Center Coordinator	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Application Services	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Career Technical Education (CTE)	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - District Assets	$60,511.36
R 12mo	Program Coordinator - District Testing	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Exceptional Education	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator – GB Staff Services	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Grants	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Guidance Counselor	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Infant & Early Learning	~~$58,184.00~~$61,717.64
R 12mo	Program Coordinator - Inst Data Intervention (12mo)	~~$58,184.00~~$60,511.36
R 12mo	Program Coordinator - Interscholastics	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Library & Digital Services	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - MTSS	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Multicultural Curric Integrt	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - New Teacher Induction	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Nutrition	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Operations Solutions	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Operations Business Office	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Social Emotional Learning	$60,511.36~~$58,184.00~~
R 12mo	Program Coordinator - Substance Abuse Prevention	$60,511.36~~$58,184.00~~
~~R 12mo~~	~~Program Coordinator - Substitute Office~~	~~$58,184.00~~
R 12mo	Program Coordinator 12mo	$60,511.36~~$58,184.00~~

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R 12mo	Student Finance Supervisor	$60,511.36~~$58,184.00~~
R 9.5mo	Program Coordinator - College & Career Readiness	~~$46,145.93~~$47,991.77
R 9.5mo	Program Coordinator 9.5mo	~~$46,145.93~~$47,991.77
S 12mo	Budget Analyst, Senior	~~$60,039.81~~$62,441.40
T 10.5mo	Program Coordinator, Senior 10.5mo	~~$53,220.86~~$55,349.69
T 12mo	Computer Systems Manager	~~$62,570.47~~$65,073.29
T 12mo	Customer Support Center Manager	~~$62,570.47~~$65,073.29
T 12mo	Program Coordinator, Senior - GATE Program	~~$62,570.47~~$65,073.29
T 12mo	Program Coordinator, Senior 12mo	$65,073.29~~$62,570.47~~
T 12mo	Program Coordinator, Sr - Application Services	$65,073.29~~$62,570.47~~
T 12mo	Program Coordinator, Sr - Library & Digital Svcs	$65,073.29~~$62,570.47~~
T 12mo	Program Coordinator, Sr - School Office Services	$65,073.29~~$62,570.47~~
T 12mo	Ombudsperson	~~$65,754.88~~$68,385.08
U 12mo	Accounting Manager, Senior	~~$65,227.66~~$67,836.77
V 12mo	Payroll Manager	~~$67,969.20~~$70,687.97
V 12mo	Program Coordinator, Senior - HR	$70,687.97~~$67,969.20~~
V 12mo	Program Manager	$70,687.97~~$67,969.20~~
V 12mo	Program Manager – Exceptional Education	$70,687.97~~$67,969.20~~
V 12mo	Program Manager – CTE	$70,687.97~~$67,969.20~~
V 12mo	Program Manager – Early Childhood & Before/After	$70,687.97~~$67,969.20~~
V 12mo	Program Manager - HR Benefits	$70,687.97~~$67,969.20~~
V 12mo	Program Manager – Substance Abuse Prevention	$70,687.97~~$67,969.20~~
V 12mo	Program Manager – Teacher Development Academy	$70,687.97~~$67,969.20~~
V 12mo	Programming Manager	$70,687.97~~$67,969.20~~
V 12mo	Recruitment Manager - Human Resources	$70,687.97~~$67,969.20~~
V 12mo	Program Coordinator - TUVA	~~$68,644.04~~$71,389.80
V 12mo	Program Manager – Assessment Systems	~~$75,076.13~~$78,079.18
V 12mo	Program Manager - Bond	~~$75,076.13~~$78,079.18
V 12mo	Program Manager - Facilities Projects and Planning	~~$75,076.13~~$78,079.18
V 12mo	Program Manager – Lapan College Club	~~$75,076.13~~$78,079.18
V 12mo	Cloud Solutions Architect	~~$76,594.52~~$79,658.30
~~V 12mo~~	~~Program Coordinator, Senior - TUVA~~	~~$77,353.72~~

Appendix D – Supervisory/Confidential Salary Schedule
Exempt Coordinators Salary Schedule

Step	Grade M 12mo Base	Grade M 12mo Override	Grade M 12mo Total	Grade N 12mo Base	Grade N 12mo Override	Grade N 12mo Total
Step 1	$46,838.22	$1,873.53	$48,711.75	$48,820.57	$1,952.82	$50,773.39
Step 2	$47,302.18	$1,892.09	$49,194.27	$49,305.61	$1,972.22	$51,277.83

Step 3	$47,766.13	$1,910.65	$49,676.78	$49,790.66	$1,991.63	$51,782.29
Step 4	$48,251.17	$1,930.05	$50,181.22	$50,296.79	$2,011.87	$52,308.66
Step 5	$48,736.22	$1,949.45	$50,685.67	$50,802.92	$2,032.12	$52,835.04
Step 6	$49,221.26	$1,968.85	$51,190.11	$51,309.05	$2,052.36	$53,361.41
Step 7	$49,706.30	$1,988.25	$51,694.55	$51,815.18	$2,072.61	$53,887.79
Step 8	$50,212.43	$2,008.50	$52,220.93	$52,342.40	$2,093.70	$54,436.10
Step 9	$50,718.56	$2,028.74	$52,747.30	$52,848.53	$2,113.94	$54,962.47
Step 10	$51,224.70	$2,048.99	$53,273.69	$53,375.75	$2,135.03	$55,510.78
Step 11	$51,730.83	$2,069.23	$53,800.06	$53,924.06	$2,156.96	$56,081.02
Step 12	$52,258.05	$2,090.32	$54,348.37	$54,451.28	$2,178.05	$56,629.33
Step 13	$52,764.18	$2,110.57	$54,874.75	$54,999.59	$2,199.98	$57,199.57
Step 14	$53,291.40	$2,131.66	$55,423.06	$55,547.90	$2,221.92	$57,769.82
Step 15	$53,839.71	$2,153.59	$55,993.30	$56,117.30	$2,244.69	$58,361.99
Step 16	$54,366.93	$2,174.68	$56,541.61	$56,665.61	$2,266.62	$58,932.23
Step 17	$54,915.24	$2,196.61	$57,111.85	$57,235.00	$2,289.40	$59,524.40
Step 18	$55,463.54	$2,218.54	$57,682.08	$57,804.40	$2,312.18	$60,116.58
Step 19	$56,011.85	$2,240.47	$58,252.32	$58,394.89	$2,335.80	$60,730.69
Step 20	$56,581.25	$2,263.25	$58,844.50	$58,964.28	$2,358.57	$61,322.85
Step 21	$57,150.65	$2,286.03	$59,436.68	$59,554.77	$2,382.19	$61,936.96
Step 22	$57,720.05	$2,308.80	$60,028.85	$60,145.26	$2,405.81	$62,551.07
Step 23	$58,289.44	$2,331.58	$60,621.02	$60,756.83	$2,430.27	$63,187.10
Step 24	$58,879.93	$2,355.20	$61,235.13	$61,368.41	$2,454.74	$63,823.15
Step 25	$59,470.42	$2,378.82	$61,849.24	$61,979.98	$2,479.20	$64,459.18
Step 26	$60,060.90	$2,402.44	$62,463.34	$62,591.56	$2,503.66	$65,095.22
Step 27	$60,651.39	$2,426.06	$63,077.45	$63,224.22	$2,528.97	$65,753.19
Step 28	$61,262.96	$2,450.52	$63,713.48	$63,856.89	$2,554.28	$66,411.17
Step 29	$61,874.54	$2,474.98	$64,349.52	$64,489.55	$2,579.58	$67,069.13
Step 30	$62,507.20	$2,500.29	$65,007.49	$65,143.30	$2,605.73	$67,749.03
Step 31	$63,118.78	$2,524.75	$65,643.53	$65,797.06	$2,631.88	$68,428.94
Step 32	$63,751.44	$2,550.06	$66,301.50	$66,450.81	$2,658.03	$69,108.84
Step 33	$64,384.11	$2,575.36	$66,959.47	$67,104.56	$2,684.18	$69,788.74
Step 34	$65,037.86	$2,601.51	$67,639.37	$67,779.40	$2,711.18	$70,490.58
Step 35	$65,691.61	$2,627.66	$68,319.27	$68,454.24	$2,738.17	$71,192.41
Step 36	$66,345.36	$2,653.81	$68,999.17	$69,150.18	$2,766.01	$71,916.19
Step 37	$66,999.12	$2,679.96	$69,679.08	$69,846.11	$2,793.84	$72,639.95
Step 38	$67,673.96	$2,706.96	$70,380.92	$70,542.04	$2,821.68	$73,363.72
Step 39	$68,348.80	$2,733.95	$71,082.75	$71,237.97	$2,849.52	$74,087.49
Step 40	$69,044.73	$2,761.79	$71,806.52	$71,954.99	$2,878.20	$74,833.19
Step 41	$69,719.57	$2,788.78	$72,508.35	$72,672.00	$2,906.88	$75,578.88
Step 42	$70,415.50	$2,816.62	$73,232.12	$73,410.11	$2,936.40	$76,346.51

Step 43	$71,132.52	$2,845.30	$73,977.82	$74,127.13	$2,965.09	$77,092.22

Step	Grade O 12mo Base	Grade O 12mo Override	Grade O 12mo Total	Grade P 10.5mo Base	Grade P 10.5mo Override	Grade P 10.5mo Total
Step 1	$50,866.19	$2,034.65	$52,900.84	$45,095.13	$1,803.81	$46,898.94
Step 2	$51,372.32	$2,054.89	$53,427.21	$45,543.57	$1,821.74	$47,365.31
Step 3	$51,899.54	$2,075.98	$53,975.52	$46,009.94	$1,840.40	$47,850.34
Step 4	$52,405.67	$2,096.23	$54,501.90	$46,476.32	$1,859.05	$48,335.37
Step 5	$52,932.89	$2,117.32	$55,050.21	$46,924.76	$1,876.99	$48,801.75
Step 6	$53,460.11	$2,138.40	$55,598.51	$47,409.08	$1,896.36	$49,305.44
Step 7	$54,008.42	$2,160.34	$56,168.76	$47,875.45	$1,915.02	$49,790.47
Step 8	$54,535.64	$2,181.43	$56,717.07	$48,359.77	$1,934.39	$50,294.16
Step 9	$55,083.95	$2,203.36	$57,287.31	$48,844.08	$1,953.76	$50,797.84
Step 10	$55,632.25	$2,225.29	$57,857.54	$49,328.40	$1,973.14	$51,301.54
Step 11	$56,201.65	$2,248.07	$58,449.72	$49,812.72	$1,992.51	$51,805.23
Step 12	$56,749.96	$2,270.00	$59,019.96	$50,314.97	$2,012.60	$52,327.57
Step 13	$57,319.36	$2,292.77	$59,612.13	$50,817.22	$2,032.69	$52,849.91
Step 14	$57,909.84	$2,316.39	$60,226.23	$51,337.41	$2,053.50	$53,390.91
Step 15	$58,479.24	$2,339.17	$60,818.41	$51,839.66	$2,073.59	$53,913.25
Step 16	$59,069.73	$2,362.79	$61,432.52	$52,359.85	$2,094.39	$54,454.24
Step 17	$59,660.22	$2,386.41	$62,046.63	$52,880.04	$2,115.20	$54,995.24
Step 18	$60,250.70	$2,410.03	$62,660.73	$53,418.17	$2,136.73	$55,554.90
Step 19	$60,862.28	$2,434.49	$63,296.77	$53,956.30	$2,158.25	$56,114.55
Step 20	$61,452.76	$2,458.11	$63,910.87	$54,494.43	$2,179.78	$56,674.21
Step 21	$62,085.43	$2,483.42	$64,568.85	$55,032.56	$2,201.30	$57,233.86
Step 22	$62,697.00	$2,507.88	$65,204.88	$55,588.62	$2,223.54	$57,812.16
Step 23	$63,329.67	$2,533.19	$65,862.86	$56,144.69	$2,245.79	$58,390.48
Step 24	$63,962.33	$2,558.49	$66,520.82	$56,700.75	$2,268.03	$58,968.78
Step 25	$64,594.99	$2,583.80	$67,178.79	$57,274.76	$2,290.99	$59,565.75
Step 26	$65,248.75	$2,609.95	$67,858.70	$57,830.82	$2,313.23	$60,144.05
Step 27	$65,902.50	$2,636.10	$68,538.60	$58,422.76	$2,336.91	$60,759.67
Step 28	$66,556.25	$2,662.25	$69,218.50	$58,996.77	$2,359.87	$61,356.64
Step 29	$67,210.01	$2,688.40	$69,898.41	$59,588.71	$2,383.55	$61,972.26
Step 30	$67,884.85	$2,715.39	$70,600.24	$60,180.65	$2,407.23	$62,587.88
Step 31	$68,580.78	$2,743.23	$71,324.01	$60,790.53	$2,431.62	$63,222.15
Step 32	$69,255.62	$2,770.22	$72,025.84	$61,400.40	$2,456.02	$63,856.42
Step 33	$69,951.55	$2,798.06	$72,749.61	$62,010.28	$2,480.41	$64,490.69
Step 34	$70,647.48	$2,825.90	$73,473.38	$62,638.10	$2,505.52	$65,143.62

Step 35	$71,364.50	$2,854.58	$74,219.08	$63,265.92	$2,530.64	$65,796.56
Step 36	$72,060.43	$2,882.42	$74,942.85	$63,893.73	$2,555.75	$66,449.48
Step 37	$72,798.54	$2,911.94	$75,710.48	$64,521.55	$2,580.86	$67,102.41
Step 38	$73,515.56	$2,940.62	$76,456.18	$65,167.30	$2,606.69	$67,773.99
Step 39	$74,253.66	$2,970.15	$77,223.81	$65,830.99	$2,633.24	$68,464.23
Step 40	$74,991.77	$2,999.67	$77,991.44	$66,476.75	$2,659.07	$69,135.82
Step 41	$75,750.97	$3,030.04	$78,781.01	$67,140.44	$2,685.62	$69,826.06
Step 42	$76,510.17	$3,060.41	$79,570.58	$67,822.07	$2,712.88	$70,534.95
Step 43	$77,269.36	$3,090.77	$80,360.13	$68,503.69	$2,740.15	$71,243.84

Step	Grade Q 12mo Base	Grade Q 12mo Override	Grade Q 12mo Total	Grade R 10.5mo Base	Grade R 10.5mo Override	Grade R 10.5mo Total
Step 1	$55,273.74	$2,210.95	$57,484.69	$48,987.59	$1,959.50	$50,947.09
Step 2	$55,822.05	$2,232.88	$58,054.93	$49,489.84	$1,979.59	$51,469.43
Step 3	$56,370.36	$2,254.81	$58,625.17	$49,974.15	$1,998.97	$51,973.12
Step 4	$56,939.76	$2,277.59	$59,217.35	$50,476.41	$2,019.06	$52,495.47
Step 5	$57,509.16	$2,300.37	$59,809.53	$50,978.66	$2,039.15	$53,017.81
Step 6	$58,078.56	$2,323.14	$60,401.70	$51,498.85	$2,059.95	$53,558.80
Step 7	$58,669.04	$2,346.76	$61,015.80	$52,001.10	$2,080.04	$54,081.14
Step 8	$59,259.53	$2,370.38	$61,629.91	$52,521.29	$2,100.85	$54,622.14
Step 9	$59,850.01	$2,394.00	$62,244.01	$53,059.42	$2,122.38	$55,181.80
Step 10	$60,440.50	$2,417.62	$62,858.12	$53,579.61	$2,143.18	$55,722.79
Step 11	$61,052.08	$2,442.08	$63,494.16	$54,117.74	$2,164.71	$56,282.45
Step 12	$61,663.65	$2,466.55	$64,130.20	$54,655.87	$2,186.23	$56,842.10
Step 13	$62,275.23	$2,491.01	$64,766.24	$55,211.93	$2,208.48	$57,420.41
Step 14	$62,886.80	$2,515.47	$65,402.27	$55,768.00	$2,230.72	$57,998.72
Step 15	$63,519.47	$2,540.78	$66,060.25	$56,324.06	$2,252.96	$58,577.02
Step 16	$64,152.13	$2,566.09	$66,718.22	$56,880.13	$2,275.21	$59,155.34
Step 17	$64,805.88	$2,592.24	$67,398.12	$57,454.13	$2,298.17	$59,752.30
Step 18	$65,459.64	$2,618.39	$68,078.03	$58,028.14	$2,321.13	$60,349.27
Step 19	$66,113.39	$2,644.54	$68,757.93	$58,602.14	$2,344.09	$60,946.23
Step 20	$66,767.14	$2,670.69	$69,437.83	$59,194.08	$2,367.76	$61,561.84
Step 21	$67,441.98	$2,697.68	$70,139.66	$59,786.02	$2,391.44	$62,177.46
Step 22	$68,116.82	$2,724.67	$70,841.49	$60,377.96	$2,415.12	$62,793.08
Step 23	$68,791.67	$2,751.67	$71,543.34	$60,987.84	$2,439.51	$63,427.35
Step 24	$69,487.60	$2,779.50	$72,267.10	$61,597.72	$2,463.91	$64,061.63
Step 25	$70,162.44	$2,806.50	$72,968.94	$62,207.60	$2,488.30	$64,695.90
Step 26	$70,879.46	$2,835.18	$73,714.64	$62,835.41	$2,513.42	$65,348.83
Step 27	$71,575.39	$2,863.02	$74,438.41	$63,463.23	$2,538.53	$66,001.76

Step 28	$72,292.41	$2,891.70	$75,184.11	$64,091.04	$2,563.64	$66,654.68
Step 29	$73,030.51	$2,921.22	$75,951.73	$64,736.80	$2,589.47	$67,326.27
Step 30	$73,747.53	$2,949.90	$76,697.43	$65,382.55	$2,615.30	$67,997.85
Step 31	$74,485.64	$2,979.43	$77,465.07	$66,028.31	$2,641.13	$68,669.44
Step 32	$75,223.75	$3,008.95	$78,232.70	$66,692.00	$2,667.68	$69,359.68
Step 33	$75,982.95	$3,039.32	$79,022.27	$67,355.69	$2,694.23	$70,049.92
Step 34	$76,742.14	$3,069.69	$79,811.83	$68,037.32	$2,721.49	$70,758.81
Step 35	$77,522.43	$3,100.90	$80,623.33	$68,718.95	$2,748.76	$71,467.71
Step 36	$78,281.63	$3,131.27	$81,412.90	$69,400.57	$2,776.02	$72,176.59
Step 37	$79,061.91	$3,162.48	$82,224.39	$70,100.14	$2,804.01	$72,904.15
Step 38	$79,863.29	$3,194.53	$83,057.82	$70,799.71	$2,831.99	$73,631.70
Step 39	$80,664.66	$3,226.59	$83,891.25	$71,499.27	$2,859.97	$74,359.24
Step 40	$81,466.03	$3,258.64	$84,724.67	$72,216.78	$2,888.67	$75,105.45
Step 41	$82,288.50	$3,291.54	$85,580.04	$72,952.22	$2,918.09	$75,870.31
Step 42	$83,110.96	$3,324.44	$86,435.40	$73,669.72	$2,946.79	$76,616.51
Step 43	$83,933.42	$3,357.34	$87,290.76	$74,405.16	$2,976.21	$77,381.37

Step	Grade R 12mo Base	Grade R 12mo Override	Grade R 12mo Total	Grade R 9.5mo Base	Grade R 9.5mo Override	Grade R 9.5mo Total
Step 1	$57,593.51	$2,303.74	$59,897.25	$45,677.61	$1,827.10	$47,504.71
Step 2	$58,184.00	$2,327.36	$60,511.36	$46,145.93	$1,845.84	$47,991.77
Step 3	$58,753.40	$2,350.14	$61,103.54	$46,597.52	$1,863.90	$48,461.42
Step 4	$59,343.88	$2,373.76	$61,717.64	$47,065.84	$1,882.63	$48,948.47
Step 5	$59,934.37	$2,397.37	$62,331.74	$47,534.16	$1,901.37	$49,435.53
Step 6	$60,545.94	$2,421.84	$62,967.78	$48,019.20	$1,920.77	$49,939.97
Step 7	$61,136.43	$2,445.46	$63,581.89	$48,487.51	$1,939.50	$50,427.01
Step 8	$61,748.01	$2,469.92	$64,217.93	$48,972.56	$1,958.90	$50,931.46
Step 9	$62,380.67	$2,495.23	$64,875.90	$49,474.32	$1,978.97	$51,453.29
Step 10	$62,992.25	$2,519.69	$65,511.94	$49,959.37	$1,998.37	$51,957.74
Step 11	$63,624.91	$2,545.00	$66,169.91	$50,461.14	$2,018.45	$52,479.59
Step 12	$64,257.57	$2,570.30	$66,827.87	$50,962.90	$2,038.52	$53,001.42
Step 13	$64,911.33	$2,596.45	$67,507.78	$51,481.40	$2,059.26	$53,540.66
Step 14	$65,565.08	$2,622.60	$68,187.68	$51,999.89	$2,080.00	$54,079.89
Step 15	$66,218.83	$2,648.75	$68,867.58	$52,518.38	$2,100.74	$54,619.12
Step 16	$66,872.58	$2,674.90	$69,547.48	$53,036.88	$2,121.48	$55,158.36
Step 17	$67,547.43	$2,701.90	$70,249.33	$53,572.10	$2,142.88	$55,714.98
Step 18	$68,222.27	$2,728.89	$70,951.16	$54,107.32	$2,164.29	$56,271.61
Step 19	$68,897.11	$2,755.88	$71,652.99	$54,642.54	$2,185.70	$56,828.24

Step 20	$69,593.04	$2,783.72	$72,376.76	$55,194.48	$2,207.78	$57,402.26
Step 21	$70,288.97	$2,811.56	$73,100.53	$55,746.42	$2,229.86	$57,976.28
Step 22	$70,984.90	$2,839.40	$73,824.30	$56,298.37	$2,251.93	$58,550.30
Step 23	$71,701.92	$2,868.08	$74,570.00	$56,867.04	$2,274.68	$59,141.72
Step 24	$72,418.94	$2,896.76	$75,315.70	$57,435.71	$2,297.43	$59,733.14
Step 25	$73,135.96	$2,925.44	$76,061.40	$58,004.38	$2,320.18	$60,324.56
Step 26	$73,874.07	$2,954.96	$76,829.03	$58,589.78	$2,343.59	$60,933.37
Step 27	$74,612.17	$2,984.49	$77,596.66	$59,175.17	$2,367.01	$61,542.18
Step 28	$75,350.28	$3,014.01	$78,364.29	$59,760.57	$2,390.42	$62,150.99
Step 29	$76,109.48	$3,044.38	$79,153.86	$60,362.69	$2,414.51	$62,777.20
Step 30	$76,868.68	$3,074.75	$79,943.43	$60,964.81	$2,438.59	$63,403.40
Step 31	$77,627.87	$3,105.11	$80,732.98	$61,566.93	$2,462.68	$64,029.61
Step 32	$78,408.16	$3,136.33	$81,544.49	$62,185.78	$2,487.43	$64,673.21
Step 33	$79,188.44	$3,167.54	$82,355.98	$62,804.63	$2,512.19	$65,316.82
Step 34	$79,989.82	$3,199.59	$83,189.41	$63,440.20	$2,537.61	$65,977.81
Step 35	$80,791.19	$3,231.65	$84,022.84	$64,075.77	$2,563.03	$66,638.80
Step 36	$81,592.57	$3,263.70	$84,856.27	$64,711.35	$2,588.45	$67,299.80
Step 37	$82,415.03	$3,296.60	$85,711.63	$65,363.64	$2,614.55	$67,978.19
Step 38	$83,237.49	$3,329.50	$86,566.99	$66,015.94	$2,640.64	$68,656.58
Step 39	$84,059.96	$3,362.40	$87,422.36	$66,668.24	$2,666.73	$69,334.97
Step 40	$84,903.51	$3,396.14	$88,299.65	$67,337.27	$2,693.49	$70,030.76
Step 41	$85,768.15	$3,430.73	$89,198.88	$68,023.02	$2,720.92	$70,743.94
Step 42	$86,611.70	$3,464.47	$90,076.17	$68,692.04	$2,747.68	$71,439.72
Step 43	$87,476.34	$3,499.05	$90,975.39	$69,377.79	$2,775.11	$72,152.90

Step	Grade S 12mo Base	Grade S 12mo Override	Grade S 12mo Total	Grade T 10.5mo Base	Grade T 10.5mo Override	Grade T 10.5mo Total
Step 1	$60,039.81	$2,401.59	$62,441.40	$53,220.86	$2,128.83	$55,349.69
Step 2	$60,630.30	$2,425.21	$63,055.51	$53,758.99	$2,150.36	$55,909.35
Step 3	$61,241.88	$2,449.68	$63,691.56	$54,297.12	$2,171.88	$56,469.00
Step 4	$61,853.45	$2,474.14	$64,327.59	$54,835.24	$2,193.41	$57,028.65
Step 5	$62,465.03	$2,498.60	$64,963.63	$55,391.31	$2,215.65	$57,606.96
Step 6	$63,097.69	$2,523.91	$65,621.60	$55,929.44	$2,237.18	$58,166.62
Step 7	$63,730.35	$2,549.21	$66,279.56	$56,503.44	$2,260.14	$58,763.58
Step 8	$64,363.02	$2,574.52	$66,937.54	$57,059.51	$2,282.38	$59,341.89
Step 9	$65,016.77	$2,600.67	$67,617.44	$57,633.51	$2,305.34	$59,938.85
Step 10	$65,649.43	$2,625.98	$68,275.41	$58,207.51	$2,328.30	$60,535.81
Step 11	$66,324.28	$2,652.97	$68,977.25	$58,799.45	$2,351.98	$61,151.43
Step 12	$66,978.03	$2,679.12	$69,657.15	$59,373.46	$2,374.94	$61,748.40

Step 13	$67,652.87	$2,706.11	$70,358.98	$59,965.40	$2,398.62	$62,364.02
Step 14	$68,327.71	$2,733.11	$71,060.82	$60,575.28	$2,423.01	$62,998.29
Step 15	$69,002.55	$2,760.10	$71,762.65	$61,185.15	$2,447.41	$63,632.56
Step 16	$69,698.48	$2,787.94	$72,486.42	$61,795.03	$2,471.80	$64,266.83
Step 17	$70,394.41	$2,815.78	$73,210.19	$62,404.91	$2,496.20	$64,901.11
Step 18	$71,090.34	$2,843.61	$73,933.95	$63,032.73	$2,521.31	$65,554.04
Step 19	$71,807.36	$2,872.29	$74,679.65	$63,660.54	$2,546.42	$66,206.96
Step 20	$72,524.38	$2,900.98	$75,425.36	$64,306.30	$2,572.25	$66,878.55
Step 21	$73,262.49	$2,930.50	$76,192.99	$64,934.11	$2,597.36	$67,531.47
Step 22	$73,979.51	$2,959.18	$76,938.69	$65,597.80	$2,623.91	$68,221.71
Step 23	$74,717.62	$2,988.70	$77,706.32	$66,243.56	$2,649.74	$68,893.30
Step 24	$75,476.82	$3,019.07	$78,495.89	$66,907.25	$2,676.29	$69,583.54
Step 25	$76,236.01	$3,049.44	$79,285.45	$67,570.94	$2,702.84	$70,273.78
Step 26	$76,995.21	$3,079.81	$80,075.02	$68,252.57	$2,730.10	$70,982.67
Step 27	$77,754.41	$3,110.18	$80,864.59	$68,934.20	$2,757.37	$71,691.57
Step 28	$78,534.69	$3,141.39	$81,676.08	$69,633.76	$2,785.35	$72,419.11
Step 29	$79,314.98	$3,172.60	$82,487.58	$70,315.39	$2,812.62	$73,128.01
Step 30	$80,116.35	$3,204.65	$83,321.00	$71,032.90	$2,841.32	$73,874.22
Step 31	$80,917.73	$3,236.71	$84,154.44	$71,732.46	$2,869.30	$74,601.76
Step 32	$81,719.10	$3,268.76	$84,987.86	$72,449.97	$2,898.00	$75,347.97
Step 33	$82,541.56	$3,301.66	$85,843.22	$73,185.41	$2,927.42	$76,112.83
Step 34	$83,364.03	$3,334.56	$86,698.59	$73,902.91	$2,956.12	$76,859.03
Step 35	$84,207.58	$3,368.30	$87,575.88	$74,656.29	$2,986.25	$77,642.54
Step 36	$85,051.13	$3,402.05	$88,453.18	$75,391.73	$3,015.67	$78,407.40
Step 37	$85,894.68	$3,435.79	$89,330.47	$76,145.11	$3,045.80	$79,190.91
Step 38	$86,759.32	$3,470.37	$90,229.69	$76,916.43	$3,076.66	$79,993.09
Step 39	$87,623.96	$3,504.96	$91,128.92	$77,687.75	$3,107.51	$80,795.26
Step 40	$88,509.69	$3,540.39	$92,050.08	$78,459.06	$3,138.36	$81,597.42
Step 41	$89,374.33	$3,574.97	$92,949.30	$79,248.32	$3,169.93	$82,418.25
Step 42	$90,281.15	$3,611.25	$93,892.40	$80,037.57	$3,201.50	$83,239.07
Step 43	$91,187.97	$3,647.52	$94,835.49	$80,826.83	$3,233.07	$84,059.90

Step	Grade T 12mo Base	Grade T 12mo Override	Grade T 12mo Total	Grade U 12mo Base	Grade U 12mo Override	Grade U 12mo Total
Step 1	$62,570.47	$2,502.82	$65,073.29	$65,227.66	$2,609.11	$67,836.77
Step 2	$63,203.13	$2,528.13	$65,731.26	$65,860.32	$2,634.41	$68,494.73
Step 3	$63,835.80	$2,553.43	$66,389.23	$66,535.16	$2,661.41	$69,196.57
Step 4	$64,468.46	$2,578.74	$67,047.20	$67,188.92	$2,687.56	$69,876.48
Step 5	$65,122.21	$2,604.89	$67,727.10	$67,863.76	$2,714.55	$70,578.31

Step 6	$65,754.88	$2,630.20	$68,385.08	$68,538.60	$2,741.54	$71,280.14
Step 7	$66,429.72	$2,657.19	$69,086.91	$69,234.53	$2,769.38	$72,003.91
Step 8	$67,083.47	$2,683.34	$69,766.81	$69,930.46	$2,797.22	$72,727.68
Step 9	$67,758.31	$2,710.33	$70,468.64	$70,626.39	$2,825.06	$73,451.45
Step 10	$68,433.16	$2,737.33	$71,170.49	$71,322.32	$2,852.89	$74,175.21
Step 11	$69,129.09	$2,765.16	$71,894.25	$72,039.34	$2,881.57	$74,920.91
Step 12	$69,803.93	$2,792.16	$72,596.09	$72,756.36	$2,910.25	$75,666.61
Step 13	$70,499.86	$2,819.99	$73,319.85	$73,494.47	$2,939.78	$76,434.25
Step 14	$71,216.88	$2,848.68	$74,065.56	$74,232.58	$2,969.30	$77,201.88
Step 15	$71,933.90	$2,877.36	$74,811.26	$74,970.68	$2,998.83	$77,969.51
Step 16	$72,650.92	$2,906.04	$75,556.96	$75,708.79	$3,028.35	$78,737.14
Step 17	$73,367.94	$2,934.72	$76,302.66	$76,467.99	$3,058.72	$79,526.71
Step 18	$74,106.04	$2,964.24	$77,070.28	$77,227.19	$3,089.09	$80,316.28
Step 19	$74,844.15	$2,993.77	$77,837.92	$78,007.47	$3,120.30	$81,127.77
Step 20	$75,603.35	$3,024.13	$78,627.48	$78,787.76	$3,151.51	$81,939.27
Step 21	$76,341.46	$3,053.66	$79,395.12	$79,568.04	$3,182.72	$82,750.76
Step 22	$77,121.74	$3,084.87	$80,206.61	$80,369.42	$3,214.78	$83,584.20
Step 23	$77,880.94	$3,115.24	$80,996.18	$81,170.79	$3,246.83	$84,417.62
Step 24	$78,661.22	$3,146.45	$81,807.67	$81,993.25	$3,279.73	$85,272.98
Step 25	$79,441.51	$3,177.66	$82,619.17	$82,815.72	$3,312.63	$86,128.35
Step 26	$80,242.88	$3,209.72	$83,452.60	$83,638.18	$3,345.53	$86,983.71
Step 27	$81,044.26	$3,241.77	$84,286.03	$84,481.73	$3,379.27	$87,861.00
Step 28	$81,866.72	$3,274.67	$85,141.39	$85,325.28	$3,413.01	$88,738.29
Step 29	$82,668.10	$3,306.72	$85,974.82	$86,168.84	$3,446.75	$89,615.59
Step 30	$83,511.65	$3,340.47	$86,852.12	$87,033.48	$3,481.34	$90,514.82
Step 31	$84,334.11	$3,373.36	$87,707.47	$87,898.12	$3,515.92	$91,414.04
Step 32	$85,177.66	$3,407.11	$88,584.77	$88,783.85	$3,551.35	$92,335.20
Step 33	$86,042.30	$3,441.69	$89,483.99	$89,669.58	$3,586.78	$93,256.36
Step 34	$86,885.86	$3,475.43	$90,361.29	$90,576.40	$3,623.06	$94,199.46
Step 35	$87,771.59	$3,510.86	$91,282.45	$91,462.13	$3,658.49	$95,120.62
Step 36	$88,636.23	$3,545.45	$92,181.68	$92,390.03	$3,695.60	$96,085.63
Step 37	$89,521.96	$3,580.88	$93,102.84	$93,317.94	$3,732.72	$97,050.66
Step 38	$90,428.77	$3,617.15	$94,045.92	$94,245.85	$3,769.83	$98,015.68
Step 39	$91,335.59	$3,653.42	$94,989.01	$95,194.84	$3,807.79	$99,002.63
Step 40	$92,242.41	$3,689.70	$95,932.11	$96,143.84	$3,845.75	$99,989.59
Step 41	$93,170.32	$3,726.81	$96,897.13	$97,092.84	$3,883.71	$100,976.55
Step 42	$94,098.23	$3,763.93	$97,862.16	$98,062.92	$3,922.52	$101,985.44
Step 43	$95,026.13	$3,801.05	$98,827.18	$99,054.09	$3,962.16	$103,016.25

Step	Grade V 12mo Base	Grade V 12mo Override	Grade V 12mo Total
Step 1	$67,969.20	$2,718.77	$70,687.97
Step 2	$68,644.04	$2,745.76	$71,389.80
Step 3	$69,339.97	$2,773.60	$72,113.57
Step 4	$70,035.90	$2,801.44	$72,837.34
Step 5	$70,731.84	$2,829.27	$73,561.11
Step 6	$71,448.85	$2,857.95	$74,306.80
Step 7	$72,144.78	$2,885.79	$75,030.57
Step 8	$72,882.89	$2,915.32	$75,798.21
Step 9	$73,599.91	$2,944.00	$76,543.91
Step 10	$74,338.02	$2,973.52	$77,311.54
Step 11	$75,076.13	$3,003.05	$78,079.18
Step 12	$75,835.32	$3,033.41	$78,868.73
Step 13	$76,594.52	$3,063.78	$79,658.30
Step 14	$77,353.72	$3,094.15	$80,447.87
Step 15	$78,134.00	$3,125.36	$81,259.36
Step 16	$78,914.29	$3,156.57	$82,070.86
Step 17	$79,694.58	$3,187.78	$82,882.36
Step 18	$80,495.95	$3,219.84	$83,715.79
Step 19	$81,297.32	$3,251.89	$84,549.21
Step 20	$82,119.79	$3,284.79	$85,404.58
Step 21	$82,942.25	$3,317.69	$86,259.94
Step 22	$83,764.71	$3,350.59	$87,115.30
Step 23	$84,608.27	$3,384.33	$87,992.60
Step 24	$85,451.82	$3,418.07	$88,869.89
Step 25	$86,316.46	$3,452.66	$89,769.12
Step 26	$87,181.10	$3,487.24	$90,668.34
Step 27	$88,045.74	$3,521.83	$91,567.57
Step 28	$88,931.47	$3,557.26	$92,488.73
Step 29	$89,817.20	$3,592.69	$93,409.89
Step 30	$90,702.93	$3,628.12	$94,331.05
Step 31	$91,609.75	$3,664.39	$95,274.14
Step 32	$92,537.65	$3,701.51	$96,239.16
Step 33	$93,465.56	$3,738.62	$97,204.18
Step 34	$94,393.47	$3,775.74	$98,169.21
Step 35	$95,342.46	$3,813.70	$99,156.16
Step 36	$96,291.46	$3,851.66	$100,143.12
Step 37	$97,261.55	$3,890.46	$101,152.01

Step 38	$98,231.63	$3,929.27	$102,160.90
Step 39	$99,201.72	$3,968.07	$103,169.79
Step 40	$100,192.89	$4,007.72	$104,200.61
Step 41	$101,205.15	$4,048.21	$105,253.36
Step 42	$102,217.41	$4,088.70	$106,306.11
Step 43	$103,229.68	$4,129.19	$107,358.87

	~~Grade M 12mo~~	~~Grade N 12mo~~	~~Grade O 12mo~~	~~Grade P 10.5mo~~	~~Grade Q 12mo~~	~~Grade R 10.5mo~~
~~Step 1~~	~~$46,838.22~~	~~$48,820.57~~	~~$50,866.19~~	~~$45,095.13~~	~~$55,273.74~~	~~$48,987.59~~
~~Step 2~~	~~$47,302.18~~	~~$49,305.61~~	~~$51,372.32~~	~~$45,543.57~~	~~$55,822.05~~	~~$49,489.84~~
~~Step 3~~	~~$47,766.13~~	~~$49,790.66~~	~~$51,899.54~~	~~$46,009.94~~	~~$56,370.36~~	~~$49,974.15~~
~~Step 4~~	~~$48,251.17~~	~~$50,296.79~~	~~$52,405.67~~	~~$46,476.32~~	~~$56,939.76~~	~~$50,476.41~~
~~Step 5~~	~~$48,736.22~~	~~$50,802.92~~	~~$52,932.89~~	~~$46,924.76~~	~~$57,509.16~~	~~$50,978.66~~
~~Step 6~~	~~$49,221.26~~	~~$51,309.05~~	~~$53,460.11~~	~~$47,409.08~~	~~$58,078.56~~	~~$51,498.85~~
~~Step 7~~	~~$49,706.30~~	~~$51,815.18~~	~~$54,008.42~~	~~$47,875.45~~	~~$58,669.04~~	~~$52,001.10~~
~~Step 8~~	~~$50,212.43~~	~~$52,342.40~~	~~$54,535.64~~	~~$48,359.77~~	~~$59,259.53~~	~~$52,521.29~~
~~Step 9~~	~~$50,718.56~~	~~$52,848.53~~	~~$55,083.95~~	~~$48,844.08~~	~~$59,850.01~~	~~$53,059.42~~
~~Step 10~~	~~$51,224.70~~	~~$53,375.75~~	~~$55,632.25~~	~~$49,328.40~~	~~$60,440.50~~	~~$53,579.61~~
~~Step 11~~	~~$51,730.83~~	~~$53,924.06~~	~~$56,201.65~~	~~$49,812.72~~	~~$61,052.08~~	~~$54,117.74~~
~~Step 12~~	~~$52,258.05~~	~~$54,451.28~~	~~$56,749.96~~	~~$50,314.97~~	~~$61,663.65~~	~~$54,655.87~~
~~Step 13~~	~~$52,764.18~~	~~$54,999.59~~	~~$57,319.36~~	~~$50,817.22~~	~~$62,275.23~~	~~$55,211.93~~
~~Step 14~~	~~$53,291.40~~	~~$55,547.90~~	~~$57,909.84~~	~~$51,337.41~~	~~$62,886.80~~	~~$55,768.00~~
~~Step 15~~	~~$53,839.71~~	~~$56,117.30~~	~~$58,479.24~~	~~$51,839.66~~	~~$63,519.47~~	~~$56,324.06~~
~~Step 16~~	~~$54,366.93~~	~~$56,665.61~~	~~$59,069.73~~	~~$52,359.85~~	~~$64,152.13~~	~~$56,880.13~~
~~Step 17~~	~~$54,915.24~~	~~$57,235.00~~	~~$59,660.22~~	~~$52,880.04~~	~~$64,805.88~~	~~$57,454.13~~
~~Step 18~~	~~$55,463.54~~	~~$57,804.40~~	~~$60,250.70~~	~~$53,418.17~~	~~$65,459.64~~	~~$58,028.14~~
	~~Grade M 12mo~~	~~Grade N 12mo~~	~~Grade O 12mo~~	~~Grade P 10.5mo~~	~~Grade Q 12mo~~	~~Grade R 10.5mo~~

~~Step 19~~	~~$56,011.85~~	~~$58,394.89~~	~~$60,862.28~~	~~$53,956.30~~	~~$66,113.39~~	~~$58,602.14~~
~~Step 20~~	~~$56,581.25~~	~~$58,964.28~~	~~$61,452.76~~	~~$54,494.43~~	~~$66,767.14~~	~~$59,194.08~~
~~Step 21~~	~~$57,150.65~~	~~$59,554.77~~	~~$62,085.43~~	~~$55,032.56~~	~~$67,441.98~~	~~$59,786.02~~
~~Step 22~~	~~$57,720.05~~	~~$60,145.26~~	~~$62,697.00~~	~~$55,588.62~~	~~$68,116.82~~	~~$60,377.96~~
~~Step 23~~	~~$58,289.44~~	~~$60,756.83~~	~~$63,329.67~~	~~$56,144.69~~	~~$68,791.67~~	~~$60,987.84~~
~~Step 24~~	~~$58,879.93~~	~~$61,368.41~~	~~$63,962.33~~	~~$56,700.75~~	~~$69,487.60~~	~~$61,597.72~~
~~Step 25~~	~~$59,470.42~~	~~$61,979.98~~	~~$64,594.99~~	~~$57,274.76~~	~~$70,162.44~~	~~$62,207.60~~
~~Step 26~~	~~$60,060.90~~	~~$62,591.56~~	~~$65,248.75~~	~~$57,830.82~~	~~$70,879.46~~	~~$62,835.41~~
~~Step 27~~	~~$60,651.39~~	~~$63,224.22~~	~~$65,902.50~~	~~$58,422.76~~	~~$71,575.39~~	~~$63,463.23~~
~~Step 28~~	~~$61,262.96~~	~~$63,856.89~~	~~$66,556.25~~	~~$58,996.77~~	~~$72,292.41~~	~~$64,091.04~~
~~Step 29~~	~~$61,874.54~~	~~$64,489.55~~	~~$67,210.01~~	~~$59,588.71~~	~~$73,030.51~~	~~$64,736.80~~
~~Step 30~~	~~$62,507.20~~	~~$65,143.30~~	~~$67,884.85~~	~~$60,180.65~~	~~$73,747.53~~	~~$65,382.55~~
~~Step 31~~	~~$63,118.78~~	~~$65,797.06~~	~~$68,580.78~~	~~$60,790.53~~	~~$74,485.64~~	~~$66,028.31~~
~~Step 32~~	~~$63,751.44~~	~~$66,450.81~~	~~$69,255.62~~	~~$61,400.40~~	~~$75,223.75~~	~~$66,692.00~~
~~Step 33~~	~~$64,384.11~~	~~$67,104.56~~	~~$69,951.55~~	~~$62,010.28~~	~~$75,982.95~~	~~$67,355.69~~
~~Step 34~~	~~$65,037.86~~	~~$67,779.40~~	~~$70,647.48~~	~~$62,638.10~~	~~$76,742.14~~	~~$68,037.32~~
~~Step 35~~	~~$65,691.61~~	~~$68,454.24~~	~~$71,364.50~~	~~$63,265.92~~	~~$77,522.43~~	~~$68,718.95~~
~~Step 36~~	~~$66,345.36~~	~~$69,150.18~~	~~$72,060.43~~	~~$63,893.73~~	~~$78,281.63~~	~~$69,400.57~~
~~Step 37~~	~~$66,999.12~~	~~$69,846.11~~	~~$72,798.54~~	~~$64,521.55~~	~~$79,061.91~~	~~$70,100.14~~
~~Step 38~~	~~$67,673.96~~	~~$70,542.04~~	~~$73,515.56~~	~~$65,167.30~~	~~$79,863.29~~	~~$70,799.71~~
~~Step 39~~	~~$68,348.80~~	~~$71,237.97~~	~~$74,253.66~~	~~$65,830.99~~	~~$80,664.66~~	~~$71,499.27~~
~~Step 40~~	~~$69,044.73~~	~~$71,954.99~~	~~$74,991.77~~	~~$66,476.75~~	~~$81,466.03~~	~~$72,216.78~~
~~Step 41~~	~~$69,719.57~~	~~$72,672.00~~	~~$75,750.97~~	~~$67,140.44~~	~~$82,288.50~~	~~$72,952.22~~
	~~Grade M 12mo~~	**~~Grade N 12mo~~**	**~~Grade O 12mo~~**	**~~Grade P 10.5mo~~**	**~~Grade Q 12mo~~**	**~~Grade R 10.5mo~~**

~~**Step 42**~~	~~$70,415.50~~	~~$73,410.11~~	~~$76,510.17~~	~~$67,822.07~~	~~$83,110.96~~	~~$73,669.72~~
~~**Step 43**~~	~~$71,132.52~~	~~$74,127.13~~	~~$77,269.36~~	~~$68,503.69~~	~~$83,933.42~~	~~$74,405.16~~

	~~**Grade R 12mo**~~	~~**Grade S 12mo**~~	~~**Grade T 10.5mo**~~	~~**Grade T 12mo**~~	~~**Grade U 12mo**~~	~~**Grade V 12mo**~~
~~**Step 1**~~	~~$57,593.51~~	~~$60,039.81~~	~~$53,220.86~~	~~$62,570.47~~	~~$65,227.66~~	~~$67,969.20~~
~~**Step 2**~~	~~$58,184.00~~	~~$60,630.30~~	~~$53,758.99~~	~~$63,203.13~~	~~$65,860.32~~	~~$68,644.04~~
~~**Step 3**~~	~~$58,753.40~~	~~$61,241.88~~	~~$54,297.12~~	~~$63,835.80~~	~~$66,535.16~~	~~$69,339.97~~
~~**Step 4**~~	~~$59,343.88~~	~~$61,853.45~~	~~$54,835.24~~	~~$64,468.46~~	~~$67,188.92~~	~~$70,035.90~~
~~**Step 5**~~	~~$59,934.37~~	~~$62,465.03~~	~~$55,391.31~~	~~$65,122.21~~	~~$67,863.76~~	~~$70,731.84~~
~~**Step 6**~~	~~$60,545.94~~	~~$63,097.69~~	~~$55,929.44~~	~~$65,754.88~~	~~$68,538.60~~	~~$71,448.85~~
~~**Step 7**~~	~~$61,136.43~~	~~$63,730.35~~	~~$56,503.44~~	~~$66,429.72~~	~~$69,234.53~~	~~$72,144.78~~
~~**Step 8**~~	~~$61,748.01~~	~~$64,363.02~~	~~$57,059.51~~	~~$67,083.47~~	~~$69,930.46~~	~~$72,882.89~~
~~**Step 9**~~	~~$62,380.67~~	~~$65,016.77~~	~~$57,633.51~~	~~$67,758.31~~	~~$70,626.39~~	~~$73,599.91~~
~~**Step 10**~~	~~$62,992.25~~	~~$65,649.43~~	~~$58,207.51~~	~~$68,433.16~~	~~$71,322.32~~	~~$74,338.02~~
~~**Step 11**~~	~~$63,624.91~~	~~$66,324.28~~	~~$58,799.45~~	~~$69,129.09~~	~~$72,039.34~~	~~$75,076.13~~
~~**Step 12**~~	~~$64,257.57~~	~~$66,978.03~~	~~$59,373.46~~	~~$69,803.93~~	~~$72,756.36~~	~~$75,835.32~~
~~**Step 13**~~	~~$64,911.33~~	~~$67,652.87~~	~~$59,965.40~~	~~$70,499.86~~	~~$73,494.47~~	~~$76,594.52~~
~~**Step 14**~~	~~$65,565.08~~	~~$68,327.71~~	~~$60,575.28~~	~~$71,216.88~~	~~$74,232.58~~	~~$77,353.72~~
~~**Step 15**~~	~~$66,218.83~~	~~$69,002.55~~	~~$61,185.15~~	~~$71,933.90~~	~~$74,970.68~~	~~$78,134.00~~
~~**Step 16**~~	~~$66,872.58~~	~~$69,698.48~~	~~$61,795.03~~	~~$72,650.92~~	~~$75,708.79~~	~~$78,914.29~~
~~**Step 17**~~	~~$67,547.43~~	~~$70,394.41~~	~~$62,404.91~~	~~$73,367.94~~	~~$76,467.99~~	~~$79,694.58~~
~~**Step 18**~~	~~$68,222.27~~	~~$71,090.34~~	~~$63,032.73~~	~~$74,106.04~~	~~$77,227.19~~	~~$80,495.95~~
~~**Step 19**~~	~~$68,897.11~~	~~$71,807.36~~	~~$63,660.54~~	~~$74,844.15~~	~~$78,007.47~~	~~$81,297.32~~
	~~**Grade R 12mo**~~	~~**Grade S 12mo**~~	~~**Grade T 10.5mo**~~	~~**Grade T 12mo**~~	~~**Grade U 12mo**~~	~~**Grade V 12mo**~~

~~**Step 20**~~	~~$69,593.04~~	~~$72,524.38~~	~~$64,306.30~~	~~$75,603.35~~	~~$78,787.76~~	~~$82,119.79~~
~~**Step 21**~~	~~$70,288.97~~	~~$73,262.49~~	~~$64,934.11~~	~~$76,341.46~~	~~$79,568.04~~	~~$82,942.25~~
~~**Step 22**~~	~~$70,984.90~~	~~$73,979.51~~	~~$65,597.80~~	~~$77,121.74~~	~~$80,369.42~~	~~$83,764.71~~
~~**Step 23**~~	~~$71,701.92~~	~~$74,717.62~~	~~$66,243.56~~	~~$77,880.94~~	~~$81,170.79~~	~~$84,608.27~~
~~**Step 24**~~	~~$72,418.94~~	~~$75,476.82~~	~~$66,907.25~~	~~$78,661.22~~	~~$81,993.25~~	~~$85,451.82~~
~~**Step 25**~~	~~$73,135.96~~	~~$76,236.01~~	~~$67,570.94~~	~~$79,441.51~~	~~$82,815.72~~	~~$86,316.46~~
~~**Step 26**~~	~~$73,874.07~~	~~$76,995.21~~	~~$68,252.57~~	~~$80,242.88~~	~~$83,638.18~~	~~$87,181.10~~
~~**Step 27**~~	~~$74,612.17~~	~~$77,754.41~~	~~$68,934.20~~	~~$81,044.26~~	~~$84,481.73~~	~~$88,045.74~~
~~**Step 28**~~	~~$75,350.28~~	~~$78,534.69~~	~~$69,633.76~~	~~$81,866.72~~	~~$85,325.28~~	~~$88,931.47~~
~~**Step 29**~~	~~$76,109.48~~	~~$79,314.98~~	~~$70,315.39~~	~~$82,668.10~~	~~$86,168.84~~	~~$89,817.20~~
~~**Step 30**~~	~~$76,868.68~~	~~$80,116.35~~	~~$71,032.90~~	~~$83,511.65~~	~~$87,033.48~~	~~$90,702.93~~
~~**Step 31**~~	~~$77,627.87~~	~~$80,917.73~~	~~$71,732.46~~	~~$84,334.11~~	~~$87,898.12~~	~~$91,609.75~~
~~**Step 32**~~	~~$78,408.16~~	~~$81,719.10~~	~~$72,449.97~~	~~$85,177.66~~	~~$88,783.85~~	~~$92,537.65~~
~~**Step 33**~~	~~$79,188.44~~	~~$82,541.56~~	~~$73,185.41~~	~~$86,042.30~~	~~$89,669.58~~	~~$93,465.56~~
~~**Step 34**~~	~~$79,989.82~~	~~$83,364.03~~	~~$73,902.91~~	~~$86,885.86~~	~~$90,576.40~~	~~$94,393.47~~
~~**Step 35**~~	~~$80,791.19~~	~~$84,207.58~~	~~$74,656.29~~	~~$87,771.59~~	~~$91,462.13~~	~~$95,342.46~~
~~**Step 36**~~	~~$81,592.57~~	~~$85,051.13~~	~~$75,391.73~~	~~$88,636.23~~	~~$92,390.03~~	~~$96,291.46~~
~~**Step 37**~~	~~$82,415.03~~	~~$85,894.68~~	~~$76,145.11~~	~~$89,521.96~~	~~$93,317.94~~	~~$97,261.55~~
~~**Step 38**~~	~~$83,237.49~~	~~$86,759.32~~	~~$76,916.43~~	~~$90,428.77~~	~~$94,245.85~~	~~$98,231.63~~
~~**Step 39**~~	~~$84,059.96~~	~~$87,623.96~~	~~$77,687.75~~	~~$91,335.59~~	~~$95,194.84~~	~~$99,201.72~~
~~**Step 40**~~	~~$84,903.51~~	~~$88,509.69~~	~~$78,459.06~~	~~$92,242.41~~	~~$96,143.84~~	~~$100,192.89~~
~~**Step 41**~~	~~$85,768.15~~	~~$89,374.33~~	~~$79,248.32~~	~~$93,170.32~~	~~$97,092.84~~	~~$101,205.15~~
~~**Step 42**~~	~~$86,611.70~~	~~$90,281.15~~	~~$80,037.57~~	~~$94,098.23~~	~~$98,062.92~~	~~$102,217.41~~
	~~**Grade R 12mo**~~	~~**Grade S 12mo**~~	~~**Grade T 10.5mo**~~	~~**Grade T 12mo**~~	~~**Grade U 12mo**~~	~~**Grade V 12mo**~~

~~**Step 43**~~	~~$87,476.34~~	~~$91,187.97~~	~~$80,826.83~~	~~$95,026.13~~	~~$99,054.09~~	~~$103,229.68~~

Appendix E – Exempt Administrators

Grade	Position	Entry Rate
~~**A1**~~	~~Assistant Director Exceptional Education~~	~~$73,796.85~~
A2	Director - African American Student Services	~~$80,632.96~~$83,858.28
A2	Director - Asian Pacific American Student Services	$83,858.28~~$80,632.96~~
A2	Director - Family & Community Outreach	$83,858.28~~$80,632.96~~
A2	Director - Language Acquisition	$83,858.28~~$80,632.96~~
A2	Director - Mexican American Student Services	$83,858.28~~$80,632.96~~
A2	Director - Native American Student Services	$83,858.28~~$80,632.96~~
A3	Director - Recruitment & Talent Acquisition	~~$81,361.03~~$84,615.47
A3	Director - Employee Relations	~~$81,361.03~~$84,615.47
A3	Director – Exceptional Education	$84,615.47
A3	Director - Human Resources - Employment	~~$81,361.03~~$84,615.47
A3	Director - Purchasing Services	~~$81,361.03~~$84,615.47
A3	Director - Communications & Media Relations	~~$84,664.60~~$88,051.18
A3	Director - Culturally Responsive Pedagogy	~~$84,664.60~~$88,051.18
A3	Director - Financial Services	~~$84,664.60~~$88,051.18
A3	Director - Fine Arts	$88,051.18~~$84,664.60~~
A3	Director - Interscholastics	$88,051.18~~$84,664.60~~
~~**A3**~~	~~Director - Multicultural Curriculum~~	~~$84,664.60~~
~~**A3**~~	~~Director - Social Emotional Learning~~	~~$84,664.60~~
A4	Director - Alternative Education	~~$85,429.09~~$88,846.25
A4	Director - Facilities Management	$88,846.25~~$85,429.09~~
A4	Director - Food Services	$88,846.25~~$85,429.09~~
A4	Director - Health Services	$88,846.25~~$85,429.09~~
A4	Director - Transportation	$88,846.25~~$85,429.09~~
A4	Applications and Data Services Manager, Senior	~~$88,897.85~~$92,453.76
A4	Risk Manager	~~$90,684.70~~$94,312.09
A5	Director - Information Systems	~~$89,700.53~~$93,288.55
A5	Director - Student Relations	~~$89,700.53~~$93,288.55
A5	Director - Advanced Learning Exp	~~$90,597.54~~$94,221.44
A5	Internal Auditor	~~$90,597.54~~$94,221.44
A5	Director - Professional Learning & Leadership	$94,221.44
A5	Associate General Counsel	~~$95,218.91~~$99,027.67
A5	Director - Information Technology Infrastructure	~~$98,104.16~~$102,028.33
A7	Director, Senior - Assessment & Program Evaluation	~~$98,894.84~~$102,850.63
A7	Director, Senior - Community School & Pre-K Prog	$102,850.63~~$98,894.84~~

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~~A7~~	~~Director, Senior - Curriculum Development~~	~~$98,894.84~~
A7	Director, Senior - Exceptional Education	$102,850.63~~$98,894.84~~
A7	Director, Senior - Grants & Federal Programs	$102,850.63~~$98,894.84~~
A7	Director, Senior – School Safety & Security	$102,850.63~~$98,894.84~~
A7	Senior Director	$102,850.63~~$98,894.84~~
A7	Director, Senior - Instr Tech & Online Education	~~$104,978.87~~$109,178.02
A8	Executive Director - Curriculum, Instruction, & PL	$107,993.16
~~A8~~	~~Executive Director - Technology Services~~	~~$103,839.58~~
A9	Assistant Supt - Curriculum & Instruction	~~$109,031.56~~$113,392.82
~~A9~~	~~Assistant Supt - ED&I~~	~~$109,031.56~~
A9	Assistant Supt - Regional	~~$109,031.56~~$113,392.82
~~A10~~	~~Assistant Supt - Leadership & Student Success~~	~~$114,483.14~~
A10	Chief Financial Officer	$119,062.47~~$114,483.14~~
A10	Chief Human Capital Officer	$119,062.47~~$114,483.14~~
A10	Chief Operations Officer	$119,062.47~~$114,483.14~~
A10	Chief Technology Officer	$119,062.47
A10	General Counsel	$119,062.47~~$114,483.14~~
A10	Deputy Superintendent	$125,135.84

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Appendix F – Exempt Administrator Salary Schedule
(Based on a 12-month schedule; prorate if less than 12 months)

Step	Grade A1 Base	Grade A1 Override	Grade A1 Total	Grade A2 Base	Grade A2 Override	Grade A2 Total
Step 1	$73,796.85	$2,951.87	$76,748.72	$77,486.68	$3,099.47	$80,586.15
Step 2	$74,534.83	$2,981.39	$77,516.22	$78,261.56	$3,130.46	$81,392.02
Step 3	$75,280.18	$3,011.21	$78,291.39	$79,044.18	$3,161.77	$82,205.95
Step 4	$76,032.96	$3,041.32	$79,074.28	$79,834.62	$3,193.38	$83,028.00
Step 5	$76,793.30	$3,071.73	$79,865.03	$80,632.96	$3,225.32	$83,858.28
Step 6	$77,561.23	$3,102.45	$80,663.68	$81,439.29	$3,257.57	$84,696.86
Step 7	$78,336.85	$3,133.47	$81,470.32	$82,253.69	$3,290.15	$85,543.84
Step 8	$79,120.22	$3,164.81	$82,285.03	$83,076.23	$3,323.05	$86,399.28
Step 9	$79,911.42	$3,196.46	$83,107.88	$83,906.99	$3,356.28	$87,263.27
Step 10	$80,710.53	$3,228.42	$83,938.95	$84,746.06	$3,389.84	$88,135.90
Step 11	$81,517.65	$3,260.71	$84,778.36	$85,593.52	$3,423.74	$89,017.26
Step 12	$82,332.82	$3,293.31	$85,626.13	$86,449.45	$3,457.98	$89,907.43
Step 13	$83,156.14	$3,326.25	$86,482.39	$87,313.94	$3,492.56	$90,806.50
Step 14	$83,987.69	$3,359.51	$87,347.20	$88,187.08	$3,527.48	$91,714.56
Step 15	$84,827.59	$3,393.10	$88,220.69	$89,068.96	$3,562.76	$92,631.72

Step 16	$85,675.87	$3,427.03	$89,102.90	$89,959.65	$3,598.39	$93,558.04
Step 17	$86,532.61	$3,461.30	$89,993.91	$90,859.25	$3,634.37	$94,493.62
Step 18	$87,397.94	$3,495.92	$90,893.86	$91,767.84	$3,670.71	$95,438.55
Step 19	$88,271.92	$3,530.88	$91,802.80	$92,685.52	$3,707.42	$96,392.94
Step 20	$89,154.63	$3,566.19	$92,720.82	$93,612.37	$3,744.49	$97,356.86
Step 21	$90,046.18	$3,601.85	$93,648.03	$94,548.49	$3,781.94	$98,330.43
Step 22	$90,946.65	$3,637.87	$94,584.52	$95,493.97	$3,819.76	$99,313.73
Step 23	$91,856.13	$3,674.25	$95,530.38	$96,448.92	$3,857.96	$100,306.88
Step 24	$92,774.67	$3,710.99	$96,485.66	$97,413.42	$3,896.54	$101,309.96
Step 25	$93,702.42	$3,748.10	$97,450.52	$98,387.55	$3,935.50	$102,323.05
Step 26	$94,639.44	$3,785.58	$98,425.02	$99,371.42	$3,974.86	$103,346.28
Step 27	$95,585.84	$3,823.43	$99,409.27	$100,365.12	$4,014.60	$104,379.72
Step 28	$96,541.70	$3,861.67	$100,403.37	$101,368.78	$4,054.75	$105,423.53
Step 29	$97,507.12	$3,900.28	$101,407.40	$102,382.47	$4,095.30	$106,477.77
Step 30	$98,482.18	$3,939.29	$102,421.47	$103,406.29	$4,136.25	$107,542.54
Step 31	$99,467.00	$3,978.68	$103,445.68	$104,440.35	$4,177.61	$108,617.96
Step 32	$100,461.67	$4,018.47	$104,480.14	$105,484.76	$4,219.39	$109,704.15
Step 33	$101,466.30	$4,058.65	$105,524.95	$106,539.62	$4,261.58	$110,801.20
Step 34	$102,480.96	$4,099.24	$106,580.20	$107,605.01	$4,304.20	$111,909.21
Step 35	$103,505.77	$4,140.23	$107,646.00	$108,681.05	$4,347.24	$113,028.29
Step 36	$104,540.84	$4,181.63	$108,722.47	$109,767.86	$4,390.71	$114,158.57
Step 37	$105,586.23	$4,223.45	$109,809.68	$110,865.54	$4,434.62	$115,300.16
Step 38	$106,642.09	$4,265.68	$110,907.77	$111,974.20	$4,478.97	$116,453.17
Step 39	$107,708.51	$4,308.34	$112,016.85	$113,093.94	$4,523.76	$117,617.70
Step 40	$108,785.60	$4,351.42	$113,137.02	$114,224.89	$4,569.00	$118,793.89
Step 41	$109,873.46	$4,394.94	$114,268.40	$115,367.13	$4,614.69	$119,981.82
Step 42	$110,972.19	$4,438.89	$115,411.08	$116,520.80	$4,660.83	$121,181.63
Step 43	$112,081.91	$4,483.28	$116,565.19	$117,686.01	$4,707.44	$122,393.45
Step 44	$113,202.72	$4,528.11	$117,730.83	$118,862.87	$4,754.51	$123,617.38
Step 45	$114,334.76	$4,573.39	$118,908.15	$120,051.49	$4,802.06	$124,853.55

Step	Grade A3 Base	Grade A3 Override	Grade A3 Total	Grade A4 Base	Grade A4 Override	Grade A4 Total
Step 1	$81,361.03	$3,254.44	$84,615.47	$85,429.09	$3,417.16	$88,846.25
Step 2	$82,174.63	$3,286.99	$85,461.62	$86,283.37	$3,451.33	$89,734.70
Step 3	$82,996.39	$3,319.86	$86,316.25	$87,146.20	$3,485.85	$90,632.05
Step 4	$83,826.34	$3,353.05	$87,179.39	$88,017.67	$3,520.71	$91,538.38
Step 5	$84,664.60	$3,386.58	$88,051.18	$88,897.85	$3,555.91	$92,453.76
Step 6	$85,511.26	$3,420.45	$88,931.71	$89,786.83	$3,591.47	$93,378.30

Step 7	$86,366.37	$3,454.65	$89,821.02	$90,684.70	$3,627.39	$94,312.09
Step 8	$87,230.04	$3,489.20	$90,719.24	$91,591.54	$3,663.66	$95,255.20
Step 9	$88,102.34	$3,524.09	$91,626.43	$92,507.46	$3,700.30	$96,207.76
Step 10	$88,983.36	$3,559.33	$92,542.69	$93,432.53	$3,737.30	$97,169.83
Step 11	$89,873.19	$3,594.93	$93,468.12	$94,366.86	$3,774.67	$98,141.53
Step 12	$90,771.93	$3,630.88	$94,402.81	$95,310.53	$3,812.42	$99,122.95
Step 13	$91,679.65	$3,667.19	$95,346.84	$96,263.64	$3,850.55	$100,114.19
Step 14	$92,596.44	$3,703.86	$96,300.30	$97,226.27	$3,889.05	$101,115.32
Step 15	$93,522.40	$3,740.90	$97,263.30	$98,198.53	$3,927.94	$102,126.47
Step 16	$94,457.62	$3,778.30	$98,235.92	$99,180.51	$3,967.22	$103,147.73
Step 17	$95,402.21	$3,816.09	$99,218.30	$100,172.32	$4,006.89	$104,179.21
Step 18	$96,356.23	$3,854.25	$100,210.48	$101,174.03	$4,046.96	$105,220.99
Step 19	$97,319.80	$3,892.79	$101,212.59	$102,185.77	$4,087.43	$106,273.20
Step 20	$98,292.99	$3,931.72	$102,224.71	$103,207.63	$4,128.31	$107,335.94
Step 21	$99,275.92	$3,971.04	$103,246.96	$104,239.71	$4,169.59	$108,409.30
Step 22	$100,268.69	$4,010.75	$104,279.44	$105,282.12	$4,211.28	$109,493.40
Step 23	$101,271.36	$4,050.85	$105,322.21	$106,334.94	$4,253.40	$110,588.34
Step 24	$102,284.07	$4,091.36	$106,375.43	$107,398.29	$4,295.93	$111,694.22
Step 25	$103,306.92	$4,132.28	$107,439.20	$108,472.26	$4,338.89	$112,811.15
Step 26	$104,340.00	$4,173.60	$108,513.60	$109,556.98	$4,382.28	$113,939.26
Step 27	$105,383.39	$4,215.34	$109,598.73	$110,652.55	$4,426.10	$115,078.65
Step 28	$106,437.21	$4,257.49	$110,694.70	$111,759.09	$4,470.36	$116,229.45
Step 29	$107,501.58	$4,300.06	$111,801.64	$112,876.67	$4,515.07	$117,391.74
Step 30	$108,576.60	$4,343.06	$112,919.66	$114,005.45	$4,560.22	$118,565.67
Step 31	$109,662.38	$4,386.50	$114,048.88	$115,145.49	$4,605.82	$119,751.31
Step 32	$110,759.00	$4,430.36	$115,189.36	$116,296.94	$4,651.88	$120,948.82
Step 33	$111,866.59	$4,474.66	$116,341.25	$117,459.92	$4,698.40	$122,158.32
Step 34	$112,985.25	$4,519.41	$117,504.66	$118,634.53	$4,745.38	$123,379.91
Step 35	$114,115.10	$4,564.60	$118,679.70	$119,820.87	$4,792.83	$124,613.70
Step 36	$115,256.26	$4,610.25	$119,866.51	$121,019.07	$4,840.76	$125,859.83
Step 37	$116,408.83	$4,656.35	$121,065.18	$122,229.25	$4,889.17	$127,118.42
Step 38	$117,572.91	$4,702.92	$122,275.83	$123,451.55	$4,938.06	$128,389.61
Step 39	$118,748.63	$4,749.95	$123,498.58	$124,686.08	$4,987.44	$129,673.52
Step 40	$119,936.12	$4,797.44	$124,733.56	$125,932.94	$5,037.32	$130,970.26
Step 41	$121,135.48	$4,845.42	$125,980.90	$127,192.26	$5,087.69	$132,279.95
Step 42	$122,346.84	$4,893.87	$127,240.71	$128,464.19	$5,138.57	$133,602.76
Step 43	$123,570.31	$4,942.81	$128,513.12	$129,748.83	$5,189.95	$134,938.78
Step 44	$124,806.01	$4,992.24	$129,798.25	$131,046.31	$5,241.85	$136,288.16
Step 45	$126,054.07	$5,042.16	$131,096.23	$132,356.78	$5,294.27	$137,651.05

Step	Grade A5 Base	Grade A5 Override	Grade A5 Total	Grade A6 Base	Grade A6 Override	Grade A6 Total
Step 1	$89,700.53	$3,588.02	$93,288.55	$94,185.56	$3,767.42	$97,952.98
Step 2	$90,597.54	$3,623.90	$94,221.44	$95,127.43	$3,805.10	$98,932.53
Step 3	$91,503.52	$3,660.14	$95,163.66	$96,078.69	$3,843.15	$99,921.84
Step 4	$92,418.56	$3,696.74	$96,115.30	$97,039.48	$3,881.58	$100,921.06
Step 5	$93,342.74	$3,733.71	$97,076.45	$98,009.86	$3,920.39	$101,930.25
Step 6	$94,276.16	$3,771.05	$98,047.21	$98,989.97	$3,959.60	$102,949.57
Step 7	$95,218.91	$3,808.76	$99,027.67	$99,979.87	$3,999.19	$103,979.06
Step 8	$96,171.12	$3,846.84	$100,017.96	$100,979.67	$4,039.19	$105,018.86
Step 9	$97,132.83	$3,885.31	$101,018.14	$101,989.46	$4,079.58	$106,069.04
Step 10	$98,104.16	$3,924.17	$102,028.33	$103,009.35	$4,120.37	$107,129.72
Step 11	$99,085.19	$3,963.41	$103,048.60	$104,039.45	$4,161.58	$108,201.03
Step 12	$100,076.05	$4,003.04	$104,079.09	$105,079.85	$4,203.19	$109,283.04
Step 13	$101,076.81	$4,043.07	$105,119.88	$106,130.65	$4,245.23	$110,375.88
Step 14	$102,087.58	$4,083.50	$106,171.08	$107,191.95	$4,287.68	$111,479.63
Step 15	$103,108.46	$4,124.34	$107,232.80	$108,263.87	$4,330.55	$112,594.42
Step 16	$104,139.53	$4,165.58	$108,305.11	$109,346.51	$4,373.86	$113,720.37
Step 17	$105,180.94	$4,207.24	$109,388.18	$110,439.98	$4,417.60	$114,857.58
Step 18	$106,232.75	$4,249.31	$110,482.06	$111,544.37	$4,461.77	$116,006.14
Step 19	$107,295.08	$4,291.80	$111,586.88	$112,659.81	$4,506.39	$117,166.20
Step 20	$108,368.03	$4,334.72	$112,702.75	$113,786.42	$4,551.46	$118,337.88
Step 21	$109,451.69	$4,378.07	$113,829.76	$114,924.28	$4,596.97	$119,521.25
Step 22	$110,546.21	$4,421.85	$114,968.06	$116,073.52	$4,642.94	$120,716.46
Step 23	$111,651.68	$4,466.07	$116,117.75	$117,234.26	$4,689.37	$121,923.63
Step 24	$112,768.21	$4,510.73	$117,278.94	$118,406.60	$4,736.26	$123,142.86
Step 25	$113,895.87	$4,555.83	$118,451.70	$119,590.68	$4,783.63	$124,374.31
Step 26	$115,034.83	$4,601.39	$119,636.22	$120,786.59	$4,831.46	$125,618.05
Step 27	$116,185.19	$4,647.41	$120,832.60	$121,994.44	$4,879.78	$126,874.22
Step 28	$117,347.03	$4,693.88	$122,040.91	$123,214.38	$4,928.58	$128,142.96
Step 29	$118,520.50	$4,740.82	$123,261.32	$124,446.52	$4,977.86	$129,424.38
Step 30	$119,705.71	$4,788.23	$124,493.94	$125,691.00	$5,027.64	$130,718.64
Step 31	$120,902.77	$4,836.11	$125,738.88	$126,947.90	$5,077.92	$132,025.82
Step 32	$122,111.80	$4,884.47	$126,996.27	$128,217.38	$5,128.70	$133,346.08
Step 33	$123,332.92	$4,933.32	$128,266.24	$129,499.56	$5,179.98	$134,679.54
Step 34	$124,566.24	$4,982.65	$129,548.89	$130,794.56	$5,231.78	$136,026.34
Step 35	$125,811.91	$5,032.48	$130,844.39	$132,102.50	$5,284.10	$137,386.60
Step 36	$127,070.03	$5,082.80	$132,152.83	$133,423.53	$5,336.94	$138,760.47

Step 37	$128,340.73	$5,133.63	$133,474.36	$134,757.76	$5,390.31	$140,148.07
Step 38	$129,624.12	$5,184.96	$134,809.08	$136,105.34	$5,444.21	$141,549.55
Step 39	$130,920.37	$5,236.81	$136,157.18	$137,466.38	$5,498.66	$142,965.04
Step 40	$132,229.58	$5,289.18	$137,518.76	$138,841.05	$5,553.64	$144,394.69
Step 41	$133,551.88	$5,342.08	$138,893.96	$140,229.46	$5,609.18	$145,838.64
Step 42	$134,887.39	$5,395.50	$140,282.89	$141,631.76	$5,665.27	$147,297.03
Step 43	$136,236.26	$5,449.45	$141,685.71	$143,048.08	$5,721.92	$148,770.00
Step 44	$137,598.63	$5,503.95	$143,102.58	$144,478.55	$5,779.14	$150,257.69
Step 45	$138,974.62	$5,558.98	$144,533.60	$145,923.34	$5,836.93	$151,760.27

Step	Grade A7 Base	Grade A7 Override	Grade A7 Total	Grade A8 Base	Grade A8 Override	Grade A8 Total
Step 1	$98,894.84	$3,955.79	$102,850.63	$103,839.58	$4,153.58	$107,993.16
Step 2	$99,883.79	$3,995.35	$103,879.14	$104,877.99	$4,195.12	$109,073.11
Step 3	$100,882.64	$4,035.31	$104,917.95	$105,926.76	$4,237.07	$110,163.83
Step 4	$101,891.45	$4,075.66	$105,967.11	$106,986.04	$4,279.44	$111,265.48
Step 5	$102,910.36	$4,116.41	$107,026.77	$108,055.89	$4,322.24	$112,378.13
Step 6	$103,939.47	$4,157.58	$108,097.05	$109,136.44	$4,365.46	$113,501.90
Step 7	$104,978.87	$4,199.15	$109,178.02	$110,227.80	$4,409.11	$114,636.91
Step 8	$106,028.65	$4,241.15	$110,269.80	$111,330.09	$4,453.20	$115,783.29
Step 9	$107,088.93	$4,283.56	$111,372.49	$112,443.38	$4,497.74	$116,941.12
Step 10	$108,159.83	$4,326.39	$112,486.22	$113,567.81	$4,542.71	$118,110.52
Step 11	$109,241.43	$4,369.66	$113,611.09	$114,703.50	$4,588.14	$119,291.64
Step 12	$110,333.84	$4,413.35	$114,747.19	$115,850.54	$4,634.02	$120,484.56
Step 13	$111,437.18	$4,457.49	$115,894.67	$117,009.04	$4,680.36	$121,689.40
Step 14	$112,551.54	$4,502.06	$117,053.60	$118,179.12	$4,727.16	$122,906.28
Step 15	$113,677.07	$4,547.08	$118,224.15	$119,360.92	$4,774.44	$124,135.36
Step 16	$114,813.84	$4,592.55	$119,406.39	$120,554.53	$4,822.18	$125,376.71
Step 17	$115,961.98	$4,638.48	$120,600.46	$121,760.08	$4,870.40	$126,630.48
Step 18	$117,121.59	$4,684.86	$121,806.45	$122,977.68	$4,919.11	$127,896.79
Step 19	$118,292.81	$4,731.71	$123,024.52	$124,207.46	$4,968.30	$129,175.76
Step 20	$119,475.74	$4,779.03	$124,254.77	$125,449.52	$5,017.98	$130,467.50
Step 21	$120,670.49	$4,826.82	$125,497.31	$126,704.02	$5,068.16	$131,772.18
Step 22	$121,877.21	$4,875.09	$126,752.30	$127,971.06	$5,118.84	$133,089.90
Step 23	$123,095.97	$4,923.84	$128,019.81	$129,250.78	$5,170.03	$134,420.81
Step 24	$124,326.93	$4,973.08	$129,300.01	$130,543.29	$5,221.73	$135,765.02
Step 25	$125,570.20	$5,022.81	$130,593.01	$131,848.70	$5,273.95	$137,122.65
Step 26	$126,825.90	$5,073.04	$131,898.94	$133,167.21	$5,326.69	$138,493.90
Step 27	$128,094.16	$5,123.77	$133,217.93	$134,498.87	$5,379.95	$139,878.82

Step 28	$129,375.10	$5,175.00	$134,550.10	$135,843.86	$5,433.75	$141,277.61
Step 29	$130,668.86	$5,226.75	$135,895.61	$137,202.31	$5,488.09	$142,690.40
Step 30	$131,975.54	$5,279.02	$137,254.56	$138,574.32	$5,542.97	$144,117.29
Step 31	$133,295.31	$5,331.81	$138,627.12	$139,960.06	$5,598.40	$145,558.46
Step 32	$134,628.25	$5,385.13	$140,013.38	$141,359.67	$5,654.39	$147,014.06
Step 33	$135,974.54	$5,438.98	$141,413.52	$142,773.27	$5,710.93	$148,484.20
Step 34	$137,334.29	$5,493.37	$142,827.66	$144,201.00	$5,768.04	$149,969.04
Step 35	$138,707.62	$5,548.30	$144,255.92	$145,643.01	$5,825.72	$151,468.73
Step 36	$140,094.70	$5,603.79	$145,698.49	$147,099.45	$5,883.98	$152,983.43
Step 37	$141,495.66	$5,659.83	$147,155.49	$148,570.42	$5,942.82	$154,513.24
Step 38	$142,910.61	$5,716.42	$148,627.03	$150,056.13	$6,002.25	$156,058.38
Step 39	$144,339.71	$5,773.59	$150,113.30	$151,556.69	$6,062.27	$157,618.96
Step 40	$145,783.11	$5,831.32	$151,614.43	$153,072.26	$6,122.89	$159,195.15
Step 41	$147,240.93	$5,889.64	$153,130.57	$154,602.98	$6,184.12	$160,787.10
Step 42	$148,713.35	$5,948.53	$154,661.88	$156,149.01	$6,245.96	$162,394.97
Step 43	$150,200.48	$6,008.02	$156,208.50	$157,710.51	$6,308.42	$164,018.93
Step 44	$151,702.48	$6,068.10	$157,770.58	$159,287.61	$6,371.50	$165,659.11
Step 45	$153,219.50	$6,128.78	$159,348.28	$160,880.49	$6,435.22	$167,315.71

Step	**Grade A9 Base**	**Grade A9 Override**	**Grade A9 Total**	**Grade A10 Base**	**Grade A10 Override**	**Grade A10 Total**
Step 1	$109,031.56	$4,361.26	$113,392.82	$114,483.14	$4,579.33	$119,062.47
Step 2	$110,121.87	$4,404.87	$114,526.74	$115,627.97	$4,625.12	$120,253.09
Step 3	$111,223.09	$4,448.92	$115,672.01	$116,784.25	$4,671.37	$121,455.62
Step 4	$112,335.33	$4,493.41	$116,828.74	$117,952.09	$4,718.08	$122,670.17
Step 5	$113,458.67	$4,538.35	$117,997.02	$119,131.61	$4,765.26	$123,896.87
Step 6	$114,593.27	$4,583.73	$119,177.00	$120,322.92	$4,812.92	$125,135.84
Step 7	$115,739.20	$4,629.57	$120,368.77	$121,526.16	$4,861.05	$126,387.21
Step 8	$116,896.59	$4,675.86	$121,572.45	$122,741.43	$4,909.66	$127,651.09
Step 9	$118,065.56	$4,722.62	$122,788.18	$123,968.82	$4,958.75	$128,927.57
Step 10	$119,246.22	$4,769.85	$124,016.07	$125,208.52	$5,008.34	$130,216.86
Step 11	$120,438.68	$4,817.55	$125,256.23	$126,460.61	$5,058.42	$131,519.03
Step 12	$121,643.06	$4,865.72	$126,508.78	$127,725.21	$5,109.01	$132,834.22
Step 13	$122,859.49	$4,914.38	$127,773.87	$129,002.47	$5,160.10	$134,162.57
Step 14	$124,088.08	$4,963.52	$129,051.60	$130,292.49	$5,211.70	$135,504.19
Step 15	$125,328.96	$5,013.16	$130,342.12	$131,595.41	$5,263.82	$136,859.23
Step 16	$126,582.25	$5,063.29	$131,645.54	$132,911.36	$5,316.45	$138,227.81
Step 17	$127,848.08	$5,113.92	$132,962.00	$134,240.48	$5,369.62	$139,610.10
Step 18	$129,126.56	$5,165.06	$134,291.62	$135,582.88	$5,423.32	$141,006.20

Step 19	$130,417.82	$5,216.71	$135,634.53	$136,938.71	$5,477.55	$142,416.26
Step 20	$131,722.00	$5,268.88	$136,990.88	$138,308.10	$5,532.32	$143,840.42
Step 21	$133,039.22	$5,321.57	$138,360.79	$139,691.18	$5,587.65	$145,278.83
Step 22	$134,369.61	$5,374.78	$139,744.39	$141,088.09	$5,643.52	$146,731.61
Step 23	$135,713.32	$5,428.53	$141,141.85	$142,498.97	$5,699.96	$148,198.93
Step 24	$137,070.45	$5,482.82	$142,553.27	$143,923.97	$5,756.96	$149,680.93
Step 25	$138,441.15	$5,537.65	$143,978.80	$145,363.21	$5,814.53	$151,177.74
Step 26	$139,825.56	$5,593.02	$145,418.58	$146,816.84	$5,872.67	$152,689.51
Step 27	$141,223.83	$5,648.95	$146,872.78	$148,285.01	$5,931.40	$154,216.41
Step 28	$142,636.06	$5,705.44	$148,341.50	$149,767.86	$5,990.71	$155,758.57
Step 29	$144,062.42	$5,762.50	$149,824.92	$151,265.53	$6,050.62	$157,316.15
Step 30	$145,503.03	$5,820.12	$151,323.15	$152,778.19	$6,111.13	$158,889.32
Step 31	$146,958.07	$5,878.32	$152,836.39	$154,305.97	$6,172.24	$160,478.21
Step 32	$148,427.65	$5,937.11	$154,364.76	$155,849.04	$6,233.96	$162,083.00
Step 33	$149,911.94	$5,996.48	$155,908.42	$157,407.52	$6,296.30	$163,703.82
Step 34	$151,411.05	$6,056.44	$157,467.49	$158,981.60	$6,359.26	$165,340.86
Step 35	$152,925.15	$6,117.01	$159,042.16	$160,571.42	$6,422.86	$166,994.28
Step 36	$154,454.40	$6,178.18	$160,632.58	$162,177.12	$6,487.08	$168,664.20
Step 37	$155,998.95	$6,239.96	$162,238.91	$163,798.89	$6,551.96	$170,350.85
Step 38	$157,558.94	$6,302.36	$163,861.30	$165,436.88	$6,617.48	$172,054.36
Step 39	$159,134.53	$6,365.38	$165,499.91	$167,091.26	$6,683.65	$173,774.91
Step 40	$160,725.89	$6,429.04	$167,154.93	$168,762.17	$6,750.49	$175,512.66
Step 41	$162,333.14	$6,493.33	$168,826.47	$170,449.79	$6,817.99	$177,267.78
Step 42	$163,956.46	$6,558.26	$170,514.72	$172,154.29	$6,886.17	$179,040.46
Step 43	$165,596.02	$6,623.84	$172,219.86	$173,875.83	$6,955.03	$180,830.86
Step 44	$167,251.99	$6,690.08	$173,942.07	$175,614.60	$7,024.58	$182,639.18
Step 45	$168,924.51	$6,756.98	$175,681.49	$177,370.74	$7,094.83	$184,465.57

	~~Grade A1~~	~~Grade A2~~	~~Grade A3~~	~~Grade A4~~	~~Grade A5~~	~~Grade A6~~
~~**Step 1**~~	~~$73,796.85~~	~~$77,486.68~~	~~$81,361.03~~	~~$85,429.09~~	~~$89,700.53~~	~~$94,185.56~~
~~**Step 2**~~	~~$74,534.83~~	~~$78,261.56~~	~~$82,174.63~~	~~$86,283.37~~	~~$90,597.54~~	~~$95,127.43~~
~~**Step 3**~~	~~$75,280.18~~	~~$79,044.18~~	~~$82,996.39~~	~~$87,146.20~~	~~$91,503.52~~	~~$96,078.69~~
~~**Step 4**~~	~~$76,032.96~~	~~$79,834.62~~	~~$83,826.34~~	~~$88,017.67~~	~~$92,418.56~~	~~$97,039.48~~
~~**Step 5**~~	~~$76,793.30~~	~~$80,632.96~~	~~$84,664.60~~	~~$88,897.85~~	~~$93,342.74~~	~~$98,009.86~~
~~**Step 6**~~	~~$77,561.23~~	~~$81,439.29~~	~~$85,511.26~~	~~$89,786.83~~	~~$94,276.16~~	~~$98,989.97~~

Step 7	$78,336.85	$82,253.69	$86,366.37	$90,684.70	$95,218.91	$99,979.87
Step 8	$79,120.22	$83,076.23	$87,230.04	$91,591.54	$96,171.12	$100,979.67
Step 9	$79,911.42	$83,906.99	$88,102.34	$92,507.46	$97,132.83	$101,989.46
Step 10	$80,710.53	$84,746.06	$88,983.36	$93,432.53	$98,104.16	$103,009.35
Step 11	$81,517.65	$85,593.52	$89,873.19	$94,366.86	$99,085.19	$104,039.45
Step 12	$82,332.82	$86,449.45	$90,771.93	$95,310.53	$100,076.05	$105,079.85
	Grade A1	**Grade A2**	**Grade A3**	**Grade A4**	**Grade A5**	**Grade A6**
Step 13	$83,156.14	$87,313.94	$91,679.65	$96,263.64	$101,076.81	$106,130.65
Step 14	$83,987.69	$88,187.08	$92,596.44	$97,226.27	$102,087.58	$107,191.95
Step 15	$84,827.59	$89,068.96	$93,522.40	$98,198.53	$103,108.46	$108,263.87
Step 16	$85,675.87	$89,959.65	$94,457.62	$99,180.51	$104,139.53	$109,346.51
Step 17	$86,532.61	$90,859.25	$95,402.21	$100,172.32	$105,180.94	$110,439.98
Step 18	$87,397.94	$91,767.84	$96,356.23	$101,174.03	$106,232.75	$111,544.37
Step 19	$88,271.92	$92,685.52	$97,319.80	$102,185.77	$107,295.08	$112,659.81
Step 20	$89,154.63	$93,612.37	$98,292.99	$103,207.63	$108,368.03	$113,786.42
Step 21	$90,046.18	$94,548.49	$99,275.92	$104,239.71	$109,451.69	$114,924.28
Step 22	$90,946.65	$95,493.97	$100,268.69	$105,282.12	$110,546.21	$116,073.52
Step 23	$91,856.13	$96,448.92	$101,271.36	$106,334.94	$111,651.68	$117,234.26
Step 24	$92,774.67	$97,413.42	$102,284.07	$107,398.29	$112,768.21	$118,406.60
Step 25	$93,702.42	$98,387.55	$103,306.92	$108,472.26	$113,895.87	$119,590.68
Step 26	$94,639.44	$99,371.42	$104,340.00	$109,556.98	$115,034.83	$120,786.59
Step 27	$95,585.84	$100,365.12	$105,383.39	$110,652.55	$116,185.19	$121,994.44
Step 28	$96,541.70	$101,368.78	$106,437.21	$111,759.09	$117,347.03	$123,214.38
Step 29	$97,507.12	$102,382.47	$107,501.58	$112,876.67	$118,520.50	$124,446.52
Step 30	$98,482.18	$103,406.29	$108,576.60	$114,005.45	$119,705.71	$125,691.00

Step 31	$99,467.00	$104,440.35	$109,662.38	$115,145.49	$120,902.77	$126,947.90
Step 32	$100,461.67	$105,484.76	$110,759.00	$116,296.94	$122,111.80	$128,217.38
Step 33	$101,466.30	$106,539.62	$111,866.59	$117,459.92	$123,332.92	$129,499.56
Step 34	$102,480.96	$107,605.01	$112,985.25	$118,634.53	$124,566.24	$130,794.56
Step 35	$103,505.77	$108,681.05	$114,115.10	$119,820.87	$125,811.91	$132,102.50
Step 36	$104,540.84	$109,767.86	$115,256.26	$121,019.07	$127,070.03	$133,423.53
	Grade A1	**Grade A2**	**Grade A3**	**Grade A4**	**Grade A5**	**Grade A6**
Step 37	$105,586.23	$110,865.54	$116,408.83	$122,229.25	$128,340.73	$134,757.76
Step 38	$106,642.09	$111,974.20	$117,572.91	$123,451.55	$129,624.12	$136,105.34
Step 39	$107,708.51	$113,093.94	$118,748.63	$124,686.08	$130,920.37	$137,466.38
Step 40	$108,785.60	$114,224.89	$119,936.12	$125,932.94	$132,229.58	$138,841.05
Step 41	$109,873.46	$115,367.13	$121,135.48	$127,192.26	$133,551.88	$140,229.46
Step 42	$110,972.19	$116,520.80	$122,346.84	$128,464.19	$134,887.39	$141,631.76
Step 43	$112,081.91	$117,686.01	$123,570.31	$129,748.83	$136,236.26	$143,048.08
Step 44	$113,202.72	$118,862.87	$124,806.01	$131,046.31	$137,598.63	$144,478.55
Step 45	$114,334.76	$120,051.49	$126,054.07	$132,356.78	$138,974.62	$145,923.34

	Grade A7	**Grade A8**	**Grade A9**	**Grade A10**
Step 1	$98,894.84	$103,839.58	$109,031.56	$114,483.14
Step 2	$99,883.79	$104,877.99	$110,121.87	$115,627.97
Step 3	$100,882.64	$105,926.76	$111,223.09	$116,784.25
Step 4	$101,891.45	$106,986.04	$112,335.33	$117,952.09
Step 5	$102,910.36	$108,055.89	$113,458.67	$119,131.61
Step 6	$103,939.47	$109,136.44	$114,593.27	$120,322.92
Step 7	$104,978.87	$110,227.80	$115,739.20	$121,526.16

~~Step 8~~	~~$106,028.65~~	~~$111,330.09~~	~~$116,896.59~~	~~$122,741.43~~
~~Step 9~~	~~$107,088.93~~	~~$112,443.38~~	~~$118,065.56~~	~~$123,968.82~~
~~Step 10~~	~~$108,159.83~~	~~$113,567.81~~	~~$119,246.22~~	~~$125,208.52~~
~~Step 11~~	~~$109,241.43~~	~~$114,703.50~~	~~$120,438.68~~	~~$126,460.61~~
~~Step 12~~	~~$110,333.84~~	~~$115,850.54~~	~~$121,643.06~~	~~$127,725.21~~
~~Step 13~~	~~$111,437.18~~	~~$117,009.04~~	~~$122,859.49~~	~~$129,002.47~~
	~~Grade A7~~	**~~Grade A8~~**	**~~Grade A9~~**	**~~Grade A10~~**
~~Step 14~~	~~$112,551.54~~	~~$118,179.12~~	~~$124,088.08~~	~~$130,292.49~~
~~Step 15~~	~~$113,677.07~~	~~$119,360.92~~	~~$125,328.96~~	~~$131,595.41~~
~~Step 16~~	~~$114,813.84~~	~~$120,554.53~~	~~$126,582.25~~	~~$132,911.36~~
~~Step 17~~	~~$115,961.98~~	~~$121,760.08~~	~~$127,848.08~~	~~$134,240.48~~
~~Step 18~~	~~$117,121.59~~	~~$122,977.68~~	~~$129,126.56~~	~~$135,582.88~~
~~Step 19~~	~~$118,292.81~~	~~$124,207.46~~	~~$130,417.82~~	~~$136,938.71~~
~~Step 20~~	~~$119,475.74~~	~~$125,449.52~~	~~$131,722.00~~	~~$138,308.10~~
~~Step 21~~	~~$120,670.49~~	~~$126,704.02~~	~~$133,039.22~~	~~$139,691.18~~
~~Step 22~~	~~$121,877.21~~	~~$127,971.06~~	~~$134,369.61~~	~~$141,088.09~~
~~Step 23~~	~~$123,095.97~~	~~$129,250.78~~	~~$135,713.32~~	~~$142,498.97~~
~~Step 24~~	~~$124,326.93~~	~~$130,543.29~~	~~$137,070.45~~	~~$143,923.97~~
~~Step 25~~	~~$125,570.20~~	~~$131,848.70~~	~~$138,441.15~~	~~$145,363.21~~
~~Step 26~~	~~$126,825.90~~	~~$133,167.21~~	~~$139,825.56~~	~~$146,816.84~~
~~Step 27~~	~~$128,094.16~~	~~$134,498.87~~	~~$141,223.83~~	~~$148,285.01~~
~~Step 28~~	~~$129,375.10~~	~~$135,843.86~~	~~$142,636.06~~	~~$149,767.86~~
~~Step 29~~	~~$130,668.86~~	~~$137,202.31~~	~~$144,062.42~~	~~$151,265.53~~
~~Step 30~~	~~$131,975.54~~	~~$138,574.32~~	~~$145,503.03~~	~~$152,778.19~~
~~Step 31~~	~~$133,295.31~~	~~$139,960.06~~	~~$146,958.07~~	~~$154,305.97~~

~~**Step 32**~~	~~$134,628.25~~	~~$141,359.67~~	~~$148,427.65~~	~~$155,849.04~~
~~**Step 33**~~	~~$135,974.54~~	~~$142,773.27~~	~~$149,911.94~~	~~$157,407.52~~
~~**Step 34**~~	~~$137,334.29~~	~~$144,201.00~~	~~$151,411.05~~	~~$158,981.60~~
~~**Step 35**~~	~~$138,707.62~~	~~$145,643.01~~	~~$152,925.15~~	~~$160,571.42~~
~~**Step 36**~~	~~$140,094.70~~	~~$147,099.45~~	~~$154,454.40~~	~~$162,177.12~~
~~**Step 37**~~	~~$141,495.66~~	~~$148,570.42~~	~~$155,998.95~~	~~$163,798.89~~
	~~**Grade A7**~~	~~**Grade A8**~~	~~**Grade A9**~~	~~**Grade A10**~~
~~**Step 38**~~	~~$142,910.61~~	~~$150,056.13~~	~~$157,558.94~~	~~$165,436.88~~
~~**Step 39**~~	~~$144,339.71~~	~~$151,556.69~~	~~$159,134.53~~	~~$167,091.26~~
~~**Step 40**~~	~~$145,783.11~~	~~$153,072.26~~	~~$160,725.89~~	~~$168,762.17~~
~~**Step 41**~~	~~$147,240.93~~	~~$154,602.98~~	~~$162,333.14~~	~~$170,449.79~~
~~**Step 42**~~	~~$148,713.35~~	~~$156,149.01~~	~~$163,956.46~~	~~$172,154.29~~
~~**Step 43**~~	~~$150,200.48~~	~~$157,710.51~~	~~$165,596.02~~	~~$173,875.83~~
~~**Step 44**~~	~~$151,702.48~~	~~$159,287.61~~	~~$167,251.99~~	~~$175,614.60~~
~~**Step 45**~~	~~$153,219.50~~	~~$160,880.49~~	~~$168,924.51~~	~~$177,370.74~~

TUCSON UNIFIED SCHOOL DISTRICT

2026-2031

CWA
Supervisory/Professional
Agreement

July 1, 2026 through June 30, 2031

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ARTICLE ONE

1 DEFINITIONS

1-1 The term **BARGAINING UNIT** (also referred to as "Unit") shall mean all regularly assigned part-time and full-time employees in a classification listed in Appendix I, excluding, temporary, initial probationary employees, substitutes and other employees designated by the Board.

1-2 The term **BARGAINING UNIT SENIORITY** shall mean the total length of uninterrupted service in a regular part-time or full-time classification in the bargaining unit.

1-3 The term **BOARD** shall mean the Governing Board of the Tucson Unified School District No. One.

1-4 The term **CLASSIFICATION** shall mean a designated title for positions defined in Appendix I.

1-5 The term **CAREER LADDER** shall mean a series of classifications within TUSD in which the nature of the work in each classification is reasonably similar within each progression and the classifications held represent typical career progression within TUSD.

1-6 The term **CLASSIFICATION SENIORITY** shall mean the length of service in a regular part-time or full-time classification. Any time spent in a classification within the same career ladder as the employee's present classification shall be counted towards the total for determining classification seniority.

1-7 The term **CWA** shall mean the Communications Workers of America.

1-8 The term **DATE OF HIRE** shall mean the most recent date an individual is employed in a regular part-time or full-time budgeted position, exclusive of temporary/substitute employment.

1-9 The term **DAY(s)** shall mean working days, unless otherwise specified as calendar days.

1-10 The term **DEMOTION** shall mean a change in assignment of an employee from a position in one classification to a position in another classification having a lower salary grade.

1-11 The term **DISTRICT** shall mean the Tucson Unified School District No. One.

1-12 The term **DISTRICT SENIORITY** shall mean the length of uninterrupted service calculated from the employee's most recent date of hire with the District in a regular part-time or full-time position.

1-13 The term **EMERGENCY** shall mean an event which a reasonable, prudent person could not have reasonably prepared for and foreseen.

1-14 The term **EMPLOYEE** shall mean a person hired to fill a budgeted part-time or full-time position in a job classification listed in Appendix I, excluding temporary, initial

probationary employees, substitutes, and other employees designated by the Board.

1-15 The term **FAMILY** shall mean: all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

1-16 The term **FULL TIME** shall mean working 30 to 40 regularly assigned hours per week.

1-17 The term **HIRING OFFICIAL** shall mean the individual who will be the direct supervisor of the person being hired.

1-18 The term **INITIAL PROBATION** shall mean a period of ninety (90) continuous work days from the initial date of employment in a regular bargaining unit position with the management option of extending probation, based on written evaluation, by an additional ninety (90) continuous work days. Management may also waive the probation period.

1-19 The term **INSUBORDINATION** shall mean the willful failure of an employee to obey lawful verbal or written directives, or refusal to comply with reasonable instructions by the employee's supervisor.

1-20 The term **LAYOFF** shall mean a loss of regular employment with the District.

1-21 The term **LETTER of DIRECTION** shall mean a letter from a supervisor to an employee specifying certain directions to be followed. A Letter of Direction is not discipline.

1-22 The term **LOCAL** shall mean CWA Local 7000.

1-23 The term **LONGEVITY** shall mean the length of uninterrupted District service from date of hire with the exception of a leave of absence pursuant to Article 13-2 (Recall Rights) and Article 16-6 (Military Leave).

1-24 The term **LUNCH PERIOD** shall be defined as a duty free block of time consisting of no less than thirty minutes scheduled as near as practical to the middle of an employee's work shift.

1-25 The term **MEMBER** shall mean a union dues paying employee of the TUSD Supervisory Professional Unit.

1-26 The term **ON-CALL** shall mean availability of coverage for services during off-duty hours.

1-27 The term **PART-TIME** shall mean working 20 or more regularly assigned hours per week, but less than 30 regularly assigned hours per week.

1-28 The term **PROMOTION** shall mean a non-temporary change in job classification that would result in a higher pay grade.

1-29 The term **RECLASSIFICATION** is a process by which an employee's position is

evaluated to determine whether it is appropriately classified.

1-30 The term **SUPERVISOR'S WORKING FILE** shall mean any and all written documentation the supervisor possesses about an employee concerning accolades, minor deficiencies, or offenses.

1-31 The term **TRANSFER** shall mean a change in worksite that entails no change in rate of pay, job classification, or a change in shift. A transfer is a lateral move.

1-32 The term **UNION** shall mean the Communications Workers of America.

1-33 The term **UNION REPRESENTATIVE** shall mean any staff of the Union, or stewards, and officers who are employees of the District or Communications Workers of America.

1-34 The term **VACANCY** shall mean any bargaining unit position as set forth in Appendix 1, which is budgeted and adopted by the Governing Board and has no assigned incumbent, and which is not filled administratively through the layoff process, returning from leave (including placement of an employee released from a worker's compensation injury with or without any permanent disability), demotion, or involuntary transfer processes.

1-35 The term **WORK WEEK** shall generally mean a seven (7) consecutive calendar day period.

ARTICLE TWO

2 DISTRICT RIGHTS

2-1 It is agreed that the District retains the right to manage its business, including the right to hire, layoff, assign, discipline, transfer, promote or terminate employees, but will be subject to such regulations and restrictions governing the exercise of these rights as they are expressly provided in this Agreement.

2-2 If any provision of this Agreement should be held invalid by operation of law, current Governing Board policy, or any tribunal of competent jurisdiction, the remainder of this Agreement shall not be affected thereby.

If any tribunal of competent jurisdiction restrains compliance with or enforcement of any provision of this agreement, pending a final determination as the validity or the application of such article or provision, the remainder of this Agreement shall not be affected thereby.

2-3 In the event of such invalidation of any provision of this Agreement, the parties agree to meet and begin to negotiate within thirty (30) working days of such invalidation for the purpose of arriving at a satisfactory replacement for such provision.

2-4 Surveillance

Material from a video will not be used in employee disciplinary matters without there first being notice to the employee. When a written accusation is made against an employee, the employee and a union representative will be provided opportunity to view recordings.

Personal information may be redacted to maintain confidentiality. The video is in no way meant to supplant to be in place of a thorough investigation, which should include statements from witnesses of the alleged event. A thorough investigation shall be completed within then working days of the written complaint.

2-5 Alteration

No change, rescission, alteration or modification of this Agreement in whole or in part shall be valid unless the same is ratified by both the Board and CWA and endorsed in writing hereon.

ARTICLE THREE

3 UNION RIGHTS

3-1 Recognition

The District recognizes CWA, its representatives and agents, as the exclusive bargaining agent for this contract, and will negotiate wages, hours, terms and conditions of employment with TUSD.

3-2 Access: CWA representatives shall have the right of reasonable access to District facilities, including employee mailboxes or e-mail for the purpose of contacting employees and transacting matters. Upon arriving at a worksite, the representative shall first report to the office of the site administrator and state the intended purpose and estimated length of visit. The representative may contact employees during breaks**,** duty-free lunch periods, at orientations**,** before or after the employee's hours of work. The representative shall not interrupt any employee's duties or assignments.

3-3 Communications

A. CWA and its representatives shall have the right to post notices of activities and matters of CWA concern on a designated bulletin board at reasonably accessible places at each worksite. Documents posted may not include any defamatory material or advocate insubordinate acts. Requests a bulletin board 2x2 space on a separate bulletin board.

B. CWA shall have the right to utilize the District's mail system to communicate with members of the bargaining unit on matters authorized by a CWA representative as evidenced by CWA's logo. Likewise, the Office of Employee Relations shall provide a copy of any matters affecting the employment, compensation, or benefits of any group of employees covered by this agreement to the CWA bargaining unit VP prior to dissemination of information to the employees. Documents communicated through the District's internal mail system or email system may not include defamatory material or advocate insubordinate acts.

3-4 Facilities

A. With prior notification and approval by the site administrator, CWA and its representatives shall have the right to use District facilities at reasonable times when there is no disruption of normal activities for the purposes of conducting CWA business with small groups of 25 or less. Site administrators shall not arbitrarily and capriciously deny the use of facilities.

B. Arrangements for groups larger than 25 shall be made with the District official responsible for rentals. All regulations and appropriate charges shall be honored by CWA. In such cases, more than one (1) meeting a month may occur per site with prior approval from the site administrator.

C. No employee shall schedule, arrange, or use any school district property for non-district business or matters without complying with the requirements of Board Policy KF and its accompanying regulation.

D. An employee is prohibited, unless otherwise provided in this Agreement, to use District property, supplies and/or materials at any time for any personal political activity, or political efforts. (This does not preclude an employee from voting or using their available leave to work in local, state or federal elections.)

3-5 Release Time:

A. Designated CWA members may take release time from work during their normal work hours for joint union/district activities listed below, if permitted by law:

1. Participation as the union member on an interview committee

2. Participation as the union member on a reclassification committee

3. Participation as one of the union members of a Union / District Committee

4. Participation in a meeting called by the Superintendent or the designee

5. Participation in any other joint Union/District activities.

6. Fact finding research and meeting preparation with supervisory approval.

B. CWA members shall notify their supervisor of their planned absence at least two (2) work days in advance. CWA members, with the permission of their immediate supervisor, may be released with less than two (2) days notice, workload permitting. All release time shall be documented on each employee's time sheet. Release time does not count for the purpose of calculating overtime.

C. **Attendance at any district mandated training or conference:** If the employee is required by the District to attend a mandatory training or conference, said time shall be included in calculations for overtime/comp time. CWA and TUSD agree that time spent on activities described herein will be paid by TUSD.

D. **Excused Non-Paid Time Off**

1. CWA and TUSD agree that Union officers, stewards or other CWA authorized union members will be excused by TUSD for the purposes of attending training, executive board meetings, conferences and other Union administrative business. For such activities, the aforementioned:

a. Shall be treated fairly, with respect and shall not face retribution in any manner by their department director or any other supervisor for their union activity. Any such conduct shall be reported directly to the TUSD Employee Relations Office.

b. For emergency purposes, CWA Executive Officers may be released with reasonable notice, workload permitting.

2. CWA and TUSD agree that CWA shall make all requests for excused absences for Union activities as far in advance as possible.

3. All requests shall be submitted in writing to the Office of Employee Relations. This Union time off shall not be declined for arbitrary or capricious reasons.

3-6 Copies of Agreement

The District shall post a copy of this agreement on the TUSD website within thirty calendar days from the date of Board ratification.

3-7 Information

A. The District agrees to furnish designated CWA representatives available information concerning the financial resources of the District, including but not limited to financial reports, tentative budgetary requirements and allocations, agendas and minutes of Board meetings and seniority lists. The District also agrees to provide information needed by CWA to develop constructive negotiation proposals, provided, however, that the District shall not be required to prepare reports or surveys.

B. Designated CWA representatives shall have access to all records and files of all non-confidential information necessary to the determination and processing of any grievance.

C. Seniority Lists: Upon request to the Employee Relations Office, the district shall provide to CWA two lists of bargaining unit employees organized as follows:

1. in alpha order, including classification, worksite, grade, step, bargaining unit seniority date and number of hours worked; and

2. in alpha order by site/department, including classification, worksite, grade, step, bargaining unit seniority date and number of hours worked.

3-8 Special Committees

From time to time, the District and CWA may agree to establish ad hoc joint District-CWA committees to discuss matters of mutual concern. Such committees shall in no way be construed as bargaining committees, nor shall they be empowered to modify in any way the terms and conditions of this agreement, unless mutually agreed upon between the District and CWA.

3-9 Orientations

The District shall notify CWA at least two days prior to any Supervisory/Professional group employee orientations that are held and CWA will be allowed time after the orientation to provide union information. If no group orientation is conducted, TUSD will provide the newly hired employee with CWA's contact information. TUSD will provide CWA with the newly hired employee's information including job title, worksite and home

address**.** CWA will have the opportunity to meet for a duration of 30 minutes with each new eligible member within one week upon the employee reporting to their worksite, at the employee's discretion with the supervisor's approval of scheduled meeting time. The District shall provide CWA with a list of current eligible employees in alpha order by site/department, including classification, worksite, grade, step, bargaining unit seniority date and number of hours worked, on a quarterly basis. CWA will provide sufficient copies of contact information to be distributed to new hires to this bargaining unit during their orientation or hiring process.

3-10 Payroll Deduction

A. Upon receipt of written authorization from any employee, the District agrees to deduct from the salary of members of CWA the annual amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by CWA. Upon receipt of written authorization from any employee, the District agrees to deduct from the salary of members of CWA for the amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by CWA. The member will determine the dollar amount of the contribution to the Political Action Fund (PAF). The District further agrees to promptly transmit such monies deducted to CWA within five (5) days after deductions are made, along with a copy of the names of the employees from which dues were deducted specifying the amounts. Twelve month employees shall have dues deducted over 26 pay periods. Employees who work less than twelve months, but have elected to receive twelve month pay, will have dues deducted over 26 pays. The changes in rates of pay shall be reflected in dues deductions.

B. The individual's written authorization shall remain in effect during the term of employment of the individual unless employee revokes or cancels their authorization. If a Supervisory Professional employee changes bargaining units during the school year, employee has thirty days from the effective date to submit a revocation form; otherwise the employee's request must be received prior to August 1. Revocation/Cancellation shall be accomplished exclusively in the following manner and will only be accepted during the month of July: The individual shall initiate the requested revocation by providing written notice to CWA and TUSD'S payroll department during the month of July. CWA shall submit a list of all revocation names to the District no later than August 15 of each year. Dues deductions will cease after the August list has been submitted to the district.

C. In the event the individual's employment terminates, the District has no obligation to recover any unpaid dues amounts for CWA.

D. Hold Harmless/Indemnity

CWA shall indemnify and save harmless the Board and District from and against any and all claims, damages or suits on other forms of liability which may arise out of or by reason of any action taken by the District or CWA for the purposes of complying with Article 3-10.

3-11 Organizational Changes

In the event the District desires to make organizational changes that affect bargaining unit employees, twenty calendar days prior to implementation of the organizational changes the District will hold discussion with the affected group of employees and the union including changing a position from non-exempt to exempt. Said discussion will include the following matters:

1. The reason for the change;
2. The proposed implementation date;
3. The name and job titles of all impacted bargaining unit employees;
4. The process for transfers or lay off.

ARTICLE FOUR

4 EMPLOYEE RIGHTS

4-1 Legal Counsel

District shall, at no expense to the employee, provide legal counsel and representation in any legal action brought against the employee as a result of the employee acting within the scope of their employment. The employee shall be held harmless and indemnified from any and all demands, claims, suits, actions and legal proceedings brought against them in their official capacity as an agent of the District, provided the incident arose while the employee was acting within the scope of their employment.

4-2 Political Action

An employee shall have the liberty of political action outside of their work hours provided such action is within the laws of the United States of America and the State of Arizona.

An employee shall be free from political coercion, or the pretended necessity of making political contributions of money, or other things of value, or engaging in any political work or activity against their wishes under the assumption that failure to do so will in any way affect their status as an employee of the District.

4-3 Job Description

A description of duties for the specific classification shall be given to each new employee when hired, when an employee changes classification, or when the employee's job is reclassified. Job descriptions shall be available through Human Resources.

4-4 Personnel File

A. No material derogatory to a employee's conduct, performance, character or personality shall be placed in the employee's personnel file in Human Resources (HR) unless a copy has been provided to the employee for review, and unless the employee has an opportunity (within ten working days) to submit a reply to the material. Said reply shall be attached to the original document and shall remain attached throughout the term of that employee's employment, unless removed by mutual agreement between the employee and the District, or other provisions of this Agreement. Said agreement shall be in writing and signed by

both parties.

B. Employees shall have the right to review the contents of their Human Resources personnel file and to receive a copy of all material contained therein at District expense within ten (10) working days of the employee's request.

C. If the employee has knowledge of an additional file a request under ARS § 39-121, "Inspection of Public Records" may be filed with the District and Freedom of Information Act (FOIA) requests will be honored as well.

4-5 Supervisor's Working File

A supervisor's working file(s) shall be used to document concerns and acknowledgements or accolades. Information contained in said file cannot be used for disciplinary purposes or as derogatory material in evaluation unless the employee is notified of such information within ten (10) working days of being placed in the working file and the employee will be provided an opportunity to respond.

4-6 Representation

On request, a member has the right to representation when being warned, disciplined or notified of an investigation that has been concluded and may result in disciplinary action for any misconduct. The representative may be present and participate by asking clarifying questions. At any time the employee or the representative may request a short recess to confer. This shall not include coaching/counseling by a supervisor or issuing letters of direction. The member shall be responsible for arranging representation prior to the scheduled meeting. The District shall afford the member reasonable time to make such arrangements should representation be desired by the employee. A member has the right, upon request, to representation for the following:

1. when receiving disciplinary action**,** or being notified of an investigation that has been concluded and may result in disciplinary action

2. during reclassification appeals

3. during the grievance/arbitration process

4. during meetings reasonably requested for job-related concerns and agreed to by the District. Meetings on job-related concerns may be scheduled before, during or after the work hours at the District's discretion. In the event the meeting is held prior to or after work hours**,** participants shall be appropriately compensated.

4-7 Non-Discrimination

A. Neither the District nor CWA shall discriminate against any employee on the basis of race, religion, color, national origin, age, sex, sexual orientation, gender identity, marital status or disability.

B. Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Title IV and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, Civil

Rights Act of 1991, and other nondiscrimination laws and regulations.

4-8 Outside Employment

An employee may secure outside employment beyond their normal workday and no evaluation of performance or disciplinary action shall be predicated upon lawful, non-related employment which has no impact upon the employee's job performance. Such outside employment shall not interfere, directly or indirectly, with the employee's regularly assigned duties.

4-9 The employee shall have the right to be free from physical and/or verbal abuse, sexual and/or mental harassment, and racial or ethnic statements.

ARTICLE FIVE

5 EVALUATION PROCEDURE

5-1 Permanent employees shall be given performance evaluations at least each fiscal year. Evaluations will be conducted for the purpose of assessing employee performance and assisting employees in their job. The evaluation may provide one of the bases for administrative decisions regarding employment, promotion, demotion, transfer, or termination.

5-2 No evaluation shall be based upon derogatory materials in the employee's Supervisor's Working File, unless the employee has previously been given five days' prior notice, an opportunity to review and comment upon them, and had such comments attached to the materials.

5-3 The evaluator (immediate supervisor**/**designee) shall discuss the written performance evaluation with the employee. If a designee has been appointed prior to the evaluation, the immediate supervisor's working file shall be made available to the designee for review and input in the evaluation procedure. Both the evaluator and the employee will sign the evaluation. The signature of the employee means only that the employee has received a copy of the evaluation. The employee may attach any written comments to the evaluation at the time of the conference or within ten (10) working days of the meeting.

5-4 Annual evaluations shall be given face to face between the employee and the immediate supervisor/designee, except in instances when the employee is absent: Annual evaluations shall be given during the contract year of the employee. If the evaluation meeting is delayed and the employee's signature cannot be obtained because the employee is absent more than two scheduled evaluation meetings, the evaluation may be mailed by U.S. mail to the employee's home address.

A. If employee is brought in off contract or outside normal working hours for the evaluation, they shall be compensated at current rate of pay.

5-5 Any claim arising under this Article shall not challenge the substantive objectives, standards, or criteria determined by the evaluator of the District, nor shall it contest the judgment of the evaluator. Claims concerning evaluations filed under Article 6 (Grievance Procedure) shall be limited to a claim that the procedures of this Article have

not been followed.

5-6 Discussion between a Unit member and District supervisor concerning the employee's unsatisfactory work performance or work-related problems shall, to the extent practicable, be conducted privately.

5-7 An annual evaluation is based on overall performance throughout contract year, not based on a single day(s) performance.

5-8 Procedures

A. When an employee has been placed on notice that they have not met performance expectations, the immediate supervisor shall inform the employee they have 60 days from issuance of the rating to improve to an acceptable level. The District shall create an employee development plan of improvement. The plan shall include:

1. Identification of job assignments and performance skills for which performance is unsatisfactory;

2. A description of what the employee must do to improve the unsatisfactory performance during the 60 day period and supports the District may provide to assist the employee.

3. A statement as to how often the supervisor and the employee will meet periodically during the 60 day period to provide the employee with coaching and feedback; and

4. A statement indicating that failure to meet standards at the end of the 60 day period may result in termination

B. An employee may not receive an overall rating of less than competent on the employee's annual evaluation unless the employee has been advised in writing at least 60 days prior that they are not meeting performance standards provided such behavior was demonstrated as such prior to the 60 days**.**

ARTICLE SIX

6 GRIEVANCE PROCEDURE

6-1 **Non-member** employees shall report alleged violations of this agreement to the Office of Employee Relations.

6-2 Member grievance process

This article provides members with a process for the review of certain complaints; to assure fair and equitable treatment of all employees; to encourage the settlement of disagreements informally at the employee-supervisor level; and, to provide a timely, orderly procedure to handle grievances.

Grievable Issues

A. A violation of an expressed term of this Agreement.

B. All disciplinary action including written reprimands, suspensions and terminations.

C. Working conditions, hours, and terms and conditions of employment.

D. Departmental rules or procedures.

6-3 Grievance Procedure

A. Grievances shall be in writing, signed by the member and the authorized union representative and include the following:

1. The name of the member

2. The nature of the grievance (a brief description of the circumstances)

3. The article and section of the agreement, if any, claimed to have been violated

4. The relief requested

B. Grievances shall be processed in accordance with the following procedure/levels:

1. Level 1

Grievances shall be presented in writing to the appropriate supervisor within thirty (30) calendar days following the occurrence giving rise to the grievance, or within thirty (30) calendar days following the date upon which the facts of the grievance first became known. Within thirty (30) calendar days of receipt of the grievance, the supervisor, member and the authorized union representative(s) shall meet to resolve the grievance. The supervisor shall provide a written response to the member and Union within fifteen (15) working days of the Level 1 meeting. Level 1 may be bypassed by mutual agreement.

2. Level 2

If resolution is not reached at Level 1, the grievance may be appealed to Level 2 within fifteen (15) working days of receipt of the supervisor's response at Level 1. The grievance shall be presented in writing to the director of the department involved. Within fifteen (15) working days of receipt of the grievance, the director, member and the union representative(s) if authorized by the member shall meet to resolve the grievance. The director shall have fifteen (15) working days from the date of the Level 2 meeting to provide a written response to the member and Union.

3. Level 3

Within fifteen (15) working days of receipt of the Level 2 written response, if resolution is not reached at Level 2, the grievance may be appealed to the Director of Employee Relations. The Director of Employee Relations, member and the authorized union representative(s) shall meet within fifteen (15) working days to resolve the grievance. The Director of Employee Relations will provide a written response to the member and authorized union

representative within fifteen (15) working days of the formal Level 3 grievance meeting. Within fifteen (15) working days of receipt of the Level 3 written decision, if CWA disagrees, CWA may submit the grievance to mediation or arbitration.

C. All grievance responses shall be in writing, signed by the supervisor/director and include a clear and concise response to the grievance and the facts on which it was based. Grievance responses will include denial or acceptance of the proposed relief in whole or in part, or an alternative solution.

D. Termination shall start at a Level 3.

6-4 Information

Reasonable access shall be made available to records and files of all information necessary for processing the grievance.

6-5 Time Limits

A. Time limits may be extended by mutual written agreement of both parties.

B. Failure at any level of the grievance procedure to appeal to the next level by the Union and/or member within the time limits shall deem the grievance closed.

C. Failure at any step to communicate the District decision within the time limits shall permit the grievant to proceed to the next level of the grievance procedure.

6-6 No member shall suffer loss of pay when meeting on the grievance. Grievance meetings shall take place during the regular work day. Up to two (2) representatives selected by the union may be present for grievance meetings. The primary role of the second representative is to observe and document the meeting.

6-7 Mediation

A. At the request of either party, any grievance that has no monetary effect may be mediated with a Federal Mediation Conciliation Service mediator or another one chosen by both parties who will facilitate a resolution agreement.

B. A federal mediator may be used under the following conditions for all members of the bargaining unit:

1. All parties must sign a petition of agreement to use a federal mediator;

2. Mediation will be administered according to the Federal Mediation and Conciliation Services procedures;

3. Either party may withdraw from the proceeding at any time;

4. The grievant may attend all sessions excluding sidebars as determined by the mediator;

5. Rules of evidence do not apply;

6. All discussions are confidential to the extent allowable by law.

6-8 Arbitration

Advisory arbitration shall be available for an alleged violation of the Agreement that has a monetary effect on any member of the bargaining unit, and only upon petition of the Union.

A. All arbitration hearings will be held at times and locations mutually agreeable to both the District and the Union.

B. If the response of the Level III review does not result in resolution of the conflict, the Union on behalf of the member may request arbitration within ten (10) days of the receipt of the Level III decision.

C. The Superintendent or designee and the Union shall submit the issue and schedule a hearing date with the selected arbitrator.

6-9 Selection of Arbitrators

The selection of arbitrators to hear grievances shall be accomplished in the following manner:

CWA and TUSD shall agree on a list of arbitrators who are acceptable to both CWA and TUSD. The arbitrators shall be placed on a list in alphabetical order and assigned in that order as each conflict resolution appeal is filed. The intent is to rotate arbitrators. If an arbitrator's schedule prevents a mutually agreeable hearing date from being scheduled within forty-five (45) calendar days, then the next arbitrator on the list shall be assigned that grievance appeal.

6-10 Arbitration Process

A. The arbitrator shall be bound by the following:

1. The arbitrator shall neither add to, detract from, nor modify the language of this Agreement.

2. The arbitrator shall expressly be confined to the precise issues jointly submitted by the parties. If the parties are unable to reach agreement on the submission of issues, the arbitrator shall formulate the issues to be determined.

B. The findings and recommendations for relief of the arbitrator shall be advisory. A copy of the decision shall be submitted to both parties within thirty (30) days of the hearing. The Superintendent’s designee shall submit the arbitrator’s recommended decision to the Superintendent for review and recommendation.

C. The fees and expenses of the arbitrator shall be borne equally by the parties. All other expenses shall be borne by the incurring party.

6-11 The decision of the Governing Board regarding the arbitration recommendation shall be submitted by certified mail to the grievant and their Union representative at the last known mailing address. Said notice shall be mailed no later than three (3) working days following the Board's decision.

ARTICLE SEVEN

7 NEGOTIATIONS PROCEDURES

7-1 Procedure

A. See TUSD Governing Board Policy GCAC - Negotiation Process.

B. Any change to policy GCAC shall be discussed with CWA in a collaborative process.

7-2 Release Time for Negotiations

If permitted by law, the following language will apply: There shall be no more than six (6) negotiating team member representatives. The members designated by CWA shall be released from duty with no loss of pay for the purpose of attending negotiation meetings with the District, pursuant to this agreement.

7-3 Decertification

A. Petition

1. A petition for an election to decertify the Union may be filed with the Superintendent by an employee who is a member of the bargaining unit.

2. The petition shall contain the following information:

a. The name, address and telephone number of the petitioner and the name, address and telephone number of the agent to be contacted, if any;

b. A description of the established unit;

c. The approximate number of employees in the established unit;

d. A statement that the members in the established unit no longer desire the Union as their exclusive representative;

e. The petition shall be signed by at least thirty-five (35%) percent of the members in the established unit.

f. The petitioner shall concurrently serve a copy of the petition to the district and the union.

B. Election

1. Upon receipt of a petition for decertification, the Board may conduct an impartial representative election. The costs for such an election shall be defrayed equally by the petitioning organization and the District.

2. A petition shall not be considered whenever a representation election has been held within the twelve (12) months immediately preceding the filing of the petition. If there is an existing agreement in effect, the petition must be initiated, signed and delivered to the Board within ninety (90) to one hundred twenty (120) working days prior to expiration of the Agreement to fulfill the requirement for receipt of a valid petition for decertification.

ARTICLE EIGHT

8 HOURS OF WORK

8-1 Work-Week

The work-week of employees shall normally be Monday through Friday. The District may establish a different work-week for particular employees, classes, or shifts as required to meet the operational needs of the District.

8-2 Notification

When possible, the District shall give reasonable advance notification to the employee prior to any substantial change of an employee's work-week that is not considered permanent in nature. However, these notification rights shall not produce any stoppages or delays in the change until such notifications are made. The District shall give the employee a ten (10) work day advance notification prior to a permanent/long-term change in the employee's work week. Written notification of the permanent/long-term changes will also be provided to the local union.

8-3 Overtime

A. A non-exempt employee assigned by their supervisor to work over forty (40) hours in any work-week shall receive compensation at a rate equal to one and one-half (1-1/2) times their regular rate of pay, or shall be provided compensatory time off in a manner equal to the one and one-half the number of overtime hours the employee worked. The employee shall indicate their preference as to overtime pay or comp time when employee is authorized the extra work. The District reserves the right to pay off all accrued comp time balances in May before the end of the school year.

B. Employees changing worksites (excluding Food Service employees) shall be paid all approved compensatory time.

C. Employees separating from the District shall be paid for all approved compensatory time.

8-4 Call Back Pay

An employee called back to work after they have finished their daily work schedule and left the place of employment shall be compensated for three (3) hours time worked or the actual time worked, whichever is greater.

8-5 Show-Up Pay

If an employee reports to work and is sent home due to no fault of their own, they shall be compensated for three (3) hours of time worked.

8-6 Involuntary Overtime

To assure that in cases of emergency the District has the proper staffing to operate all school facilities, the District reserves the right to assign overtime to the first available employee qualified to perform the required services. The employee will be compensated at a rate equal to one and one-half times their regular rate of pay.

8-7 Flex Time

Employees may flex their work schedule to address incidental variations of the daily work assignment or permit flexible starting and ending times with prior notification to the employee's immediate supervisor.

ARTICLE NINE

9 RECLASSIFICATION

9-1 General Purpose

The purpose of a reclassification is to review the duties and level of responsibilities in a classification. A request for reclassification does not in any way guarantee that a position will be upgraded. Reclassifications may result in one of the following: upgrade, downgrade, or frozen at the current rate of pay, or no change.

9-2 Procedure

A. An employee who feels that their duties have undergone a meaningful change in the kinds of duties and level of responsibilities since the last reclassification of position shall submit a request for review of their position by filling out a position analysis form available from Human Resources (HR) Department.

B. If the HR Department performs an independent position audit, the employee may also appeal the allocation as defined in 9-3 below.

C. An employee's position may be reviewed once every 12 months, upon approval of the Chief Human Capital Officer or designee. Otherwise, it can be reviewed every two years.

D. The definition of classifications or the assignment of a classification to a pay grade on the wage schedule are**,** matters left to the sole discretion of the District.

E. Within thirty (30) calendar days of receipt of the analysis form, HR shall inform the employee(s) of receipt. A meeting will be scheduled within thirty (30) calendar days of notification to review their classification. The review may include, but not be limited to:

1. Position Description Questionnaire

2. Interviews

3. Work observation.

9-3 Appeal

If the employee disagrees with Human Resources' decision, they shall within twenty (20) days appeal the decision by corresponding with the Chief Human Capital Officer, specifically stating the reasons for an appeal. The Chief Human Officer shall refer the appeal to the Classification Appeal Board composed of three (3) members appointed by the District, including one (1) member selected by CWA. However, no District appointee who has conducted the evaluation in the reclassification will serve as a voting member on the appeals committee. The District appointee shall be present during the appeal hearing; however, will be excused for the deliberations by the Appeal Board. The

Appeal Board shall review the appeal and within thirty (30) days of its receipt render a decision to the Chief Human Capital Officer. The Chief Human Capital Officer shall, within ten (10) days of the Appeal Board's recommendation, correspond with the appealing employee informing the employee of the final decision.

The final decision by the Chief Human Capital Officer is not subject to appeal.

9-4 Wage Protection

A. If an employee is reclassified to a higher grade the new wage rate for the reclassified employee will be commensurate with the market average, the responsibilities of the position, job description and experience but not less than a five (5 %) percent of the employees current salary. After the results of the market survey are reached and before any changes are made, there will be a discussion between TUSD's Employee Relations Department and CWA.

B. When the employee's classification is changed to a lower grade, the member shall be placed at the step which is equivalent to the current rate of pay in the old classification or frozen at their current rate of pay in the same classification (red-circled) for a period not to exceed twelve (12) months.

ARTICLE TEN

10 COMPENSATION

10-1 Wages

A. The salary schedules shall be as listed in Appendix III for Non-Exempt and Appendix for Exempt. During the term of the Agreement, the salary schedules Appendix III and IV) shall not be changed without mutual agreement of CWA and the District.

B. All positions covered by this agreement shall be as listed in Appendix I for Non-Exempt and Appendix II for Exempt.

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

D. For the years 2020 through 2022, if additional revenues become available to the District through legislative appropriation, state sales tax revenues, payment of back revenue or inflation adjustment owed by the State of Arizona, decrease in anticipated cuts or decrease in revenue drop, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for salaries during the 2020 through 2022 contract years, the Employee may be given a raise in salary, if so approved by the Governing Board. Any such salary increase shall be apportioned to Employee in a manner that will be determined by the Governing Board, after having been approved by CWA and proposed by the District, unless the authorizing enactment specifies the method by which the increase is to be distributed. The Employee must be employed by the District in the current contract year to receive any increase.

10-2 Longevity Stipend

Beginning the 2015-16 School Year employees will no longer receive the longevity stipend. Employees who were receiving longevity stipends as of July 1, 2015 will be credited with steps to embed their longevity into their base salary.

10-3 Working Out of Class

An out of class assignment is one in which an employee is replacing an absent employee or is assigned to and given the responsibilities of the position.

A. Employees assigned by their supervisor to perform all the duties of work in a higher paying classification or grade than the grade of the position in which they perform their regular duties, shall receive additional compensation of two dollars and seventy-five cents ($2.75)

B. Employees assigned to perform work in the absence of a department head will be compensated at a rate established by the District for serving in that assignment.

C. This provision does not apply when the employee is assigned to perform duties as part of the industrial light duty program.

10-4 Mileage Allowance

Authorized employees who are required to use their vehicle(s) for District business are to be reimbursed at a rate set by the Governing Board. Employees will not be required to utilize their personal vehicle for District business unless such use is included in the job posting or job description.

10-5 Uniforms

The District shall provide standard issue uniforms and footwear upon hire to employees requiring a uniform. In addition, replacement uniform wear and web gear shall be provided as needed. Such items provided by the District shall be returned to the District upon separation.

10-6 Shift Differential

Any employee(s) scheduled to start work at or after the hour of 1:00 p.m. or before the hour of 5:00 a.m. shall have fifty-five cents ($.55) added to their hourly rate of pay. Employee(s) normally assigned to said shifts shall receive the shift differential when absent or temporarily assigned to day shift.

10-7 Pay Plan Procedure

Effective August 2007, less-than-12-month employees will have the option of selecting one of the following pay plans:

 Regular paychecks – every other Friday during the contract term of the employee.

 Twenty-six paychecks – every other Friday all year.

The paychecks during the summer months when the employee is off contract will be mailed to the address the Finance Department has on file at the end of the school year.

The paychecks will be taxed at the employee's tax rate in effect at the end of the school year. Direct deposits will be processed according to the employee's direct deposit information in effect at the end of the school year.

This option is only available for those employees employed on the first day of the contract and employees can participate in this option only if they have elected it by July 15th of each year.

ARTICLE ELEVEN

11 BENEFITS

11-1 Medical Insurance

A. For the duration of this agreement, the employee will pay up to 15% of the cost of the medical premium for district sponsored single coverage medical insurance for each employee.

B. The following options are available for purchase at the employee's expense:

1. Dental insurance

2. Vision insurance

3. Disability insurance

4. Dependent insurance premiums for health, vision, life, or dental plans

5. Life insurance (up to six times salary or a maximum of $1,000,000.00).

C. The District's contribution to an employee's district-sponsored insurance shall cease when an employee terminates or separates from the District.

11-2 Health Insurance Benefit Retention

Employees on unpaid leave may retain their insurance benefits by paying the premiums personally.

11-3 Life Insurance

All benefits eligible employees who elect the coverage shall be provided at district expense with a term life insurance policy equal to the employee's base salary as of August 11, 2011, but no less than $10,000, based on the election of benefits during Initial Employment or Annual Benefits Enrollment period. Employees shall have the option of purchasing additional term life insurance at their own expense.

ARTICLE TWELVE

12 RECRUITMENT/SELECTION PROCESS

12-1 Vacancies

It is recognized that all position vacancies within the bargaining unit may represent a promotional opportunity for some bargaining unit member. Therefore, in recognition of the fact that the District encourages internal promotions/transfers in pursuing its intent to

hire the best qualified person, the following procedures shall apply in filling all vacancies within the bargaining unit.

A. Positions held by employees on leave status lasting over twelve (12) months will be considered vacancies and will be posted. When it is known a leave will extend beyond twelve (12) months, the position may be posted after the end of the eleventh (11) month.

B. All vacancies shall be filled within thirty (30) days after the posting closes, except as provided in C below.

C. Vacancies occurring within ninety (90) days of the end of the school year may be filled by temporary/hourly employees for the balance of the school year.

D. Upon request, the district shall provide CWA, no more than once per quarter, a list of budgeted district-wide vacancies and all CWA job classifications.

E. During job fair only, sites have the ability to offer on the spot hiring providing the position has been posted for 3 days.

12-2 Job Vacancy Notices:

A. All vacancy notices shall be posted on the District web-site.

B. Vacancies shall be posted on the TUSD website and in the Human Resources Department. All vacancy notices shall be posted for at least five (5) days prior to closing.

C. Each vacancy notice shall include: position, hours, work location and closing date.

12-3 Promotion, Transfers, Voluntary Demotion

A. An employee wishing to apply for a promotion, transfer, or voluntary demotion, may apply for a vacancy by submitting an application on or before the advertised closing date and shall be interviewed for the position if eligible. No employee voluntary transfer request shall be denied arbitrarily or capriciously.

B. To be eligible to compete for a promotion, transfer, or voluntary demotion, an employee must have passed the initial and/or promotion probation period of their current position. Employees cannot be on an active plan of improvement or have pending discipline.

C. If an employee is promoted to a higher grade, the new wage rate for the promoted employee will be commensurate with the market average, the responsibilities of the position, job description and experience. The promotion shall reflect a minimum salary increase of 5%.

D. If the employee believes that previous related experience should be considered for additional compensation, they must present that information to Human Resources within five (5) days of receipt of the transfer or promotion letter. A response in writing shall be provided by Human Resources within five (5) days of receipt of the request.

E. When an employee voluntarily demotes (through the application process), the employee will be placed in the new grade and classification based on Human Resources salary placement guidelines. This action will not be utilized as an alternative to disciplinary action.

F. All promotion or transfer decisions may be grieved if the applicant believes the proper process was not followed. The employee may be charged a reasonable rate for copies of any documents requested to prepare for a grievance.

12-4 Candidate Selection

All employees who apply and meet the posting criteria, shall be forwarded for consideration to the hiring authority along with any other candidates who meet the same requirements.

12-5 Interview Process

A. The candidates selected for referral shall be interviewed by a committee composed of at least three (3) persons including:

1. One (1) employee selected from a CWA generated list; if one is not available, a Supervisory Professional employee may be used with the approval of CWA;
2. The immediate supervisor (Chairperson);
3. A gender and ethnically diversified member

B. All interview questions or applicable skills tests, if necessary, shall be job-related and approved in advance by Human Resources in consultation with the Department Head.

C. The chairman of the interview committee shall forward the name of the applicant being recommended for hire to the department director who will forward the packet to the Chief Human Capital Officer or Food Services. No selection process shall be considered completed until Human Resources has reviewed the process and validated the selection.

It is understood, however, that the Board shall have final review and approval for all employment appointments.

D. In the event that an applicant files a grievance relating to the interview process, the interview questions and final overall scores shall be made available for the grievant or representative to review in preparation for any grievance proceedings.

E. Interview panels shall be mandatory unless mutually waved with CWA.

ARTICLE THIRTEEN

13 LAY OFF

13-1 Lay Off

A. If it becomes necessary to reduce the work force of any classification in the bargaining unit, temporary and probationary employees occupying the affected classification shall be laid off first. Order of layoff of part-time and full-time employees shall be in the inverse order of District seniority within the affected classification. For the duration of this agreement, no employee hired before August 16, 2004 shall be subjected to lay-off provided the employee has no pending disciplinary matters and most recent evaluations demonstrate performance in the top two tiers and the employee will be subject to Article 9-4B if transferred to another position.

B. The District shall notify Supervisory Professional CWA and affected employee(s) of a layoff as far in advance as possible, but at least two (2) weeks in advance and provide information on benefits.

C. While on lay-off, all employees shall be eligible for COBRA benefits at the employee's own expense as permitted by law.

13-2 Recall Rights

A. Temporary assignments shall be offered to qualified laid off employees within the classification who have recall rights in the order of District seniority before any other person is offered a temporary assignment within the affected classification.

B. An employee who is recalled shall be notified by phone and by e-mail on file in Human Resources. The employee is responsible for providing/maintaining a current e-mail address on file in Human Resources. If the employee does not contact the Chief Human Capital Officer within seven (7) working days of the date stamped on the recall notice, or within two (2) working days if contacted by phone**,** employee shall be considered to have resigned from the District and lose all recall rights. If the employee accepts the offer of recall, employee shall be available to work within ten (10) working days of acceptance. An employee who, at the time of recall, has accepted another position within the District at a higher paying classification than the one from which they were laid off, shall be deemed to have no further interest and shall not be considered for recall to the previous position.

C. Employees shall retain recall rights equaling the length of service to a maximum of two years from the date of lay off. Individuals recalled shall have their date of hire and District seniority reinstated, as if they had not been laid off, and shall be placed on the salary schedule at the grade and step amount closest to, but not less than, when laid off.

D. Employees who have been involuntarily transferred from a classification because of staff reduction or lay off, shall have the right to return to that classification in inverse order of their involuntary transfer for two years from the effective date of the transfer. If this right is not exercised when offered by the district, the return

right shall terminate.

E. The Human Resources Department shall be responsible for generating computerized listing(s) of employees eligible for recall. Listing must include the employee(s) by name, worksite, classification job code, district and classification seniority, and hours per day.

13-3 Reduction or Elimination of a Bargaining Unit Classification

If the economic and efficient operation of the District makes it necessary to eliminate whole or part of a classification within the bargaining unit, the employees within the affected classification shall be permitted to select from a list of choices provided by the District, but not limited to, any vacated position previously held within any bargaining unit or any classification in which the employee meets the minimum qualifications by exercising District seniority. Employees who are moving to another classification shall not be subject to reduction of months of annual employment or reduction of regularly assigned work hours, unless agreed upon by the employee. In this instance, the employee will be subject to Article 9-4B Wage Protection. In the event there is more than one employee competing for positions as a result of lay-off, then district-wide seniority shall be utilized in determining preference for placement. Under no circumstances shall the application of this article result in a promotion of the affected employee.

13-4 Involuntary Site Transfer – All Employees

A. If it becomes necessary for the District to involuntarily transfer an employee due to staff reduction at a worksite or site closure, the employee having the lowest District seniority in the affected classification at that particular site shall be transferred by the Human Resources Department to a vacancy at another site in the same classification. Employees who are assigned to another classification shall not be subject to reduction of months of annual employment or reduction of regularly assigned work hours, unless agreed upon by the employee. In this instance, the employee will be subject to Article 9-4B Wage Protection. In the event there is more than one employee competing for positions as a result of lay-off, then district-wide seniority shall be utilized in determining preference for placement.

B. Personnel involuntarily transferred shall be given priority for placement before positions are filled by any other methods. In the case where more than one (1) person is involuntarily transferred, the most senior District employee in the classification shall have preference in placement. Each subsequent employee shall be given the same opportunity until the last person with the lowest District seniority being reassigned to the last vacant position.

C. Personnel transferred from a site because of staff reduction shall be given priority in returning to the previous site and shift if a vacancy in the same classification occurs. The Human Resources Department shall be responsible for generating computerized listing(s) to include the employee(s) by name, worksite, classification job code, District seniority, hours per day.

D. Transfer shall not be used as a substitute for evaluation or as a disciplinary measure. Transfer in no way reflects on the competency or the qualifications of any employee transferred for any reason

ARTICLE FOURTEEN

14 HOLIDAYS

14-1 Holidays

9, 9-1/2, 10,10-1/2, and 12-month employees shall be granted the following paid holidays, provided they were on-pay status during any portion of their regular work day of their assignment immediately preceding and succeeding the holiday. If an employee utilizes leave prior to, or after a holiday, and is out of leave balances, they will not be considered on-pay status and thus will not be eligible to receive holiday pay.

Nine (9), Nine and a half (9-1/2), Ten (10),

and Ten and a half (10-1/2) Month Employees

Labor Day 1
Veterans' Day 1
Thanksgiving..... 3
Winter Break..... 10
Martin Luther King Day 1
Rodeo 2
Spring Break..... 2

Twelve (12) Month Employees

Independence Day..... 1
Labor Day 1
Veterans' Day 1
Thanksgiving..... 3
Winter Break..... 10
Martin Luther King Day 1
Rodeo 2

Memorial Day..... 1
Juneteenth…… 1

A. A non-exempt employee required to work on a holiday shall be compensated at one and a half (1-1/2) times their normal rate of pay.

B. An exempt employee required to work during a holiday will earn (1) flex day for each day required to work. This flex day must be utilized within the fiscal year in which it is earned and the date of use be approved by their supervisor at least five days in advance of its use.

ARTICLE FIFTEEN

15 LEAVES OF ABSENCE WITH PAY

15-1 Sick Leave Accrual

A. All employees shall be eligible for sick leave benefits based on their normal daily hourly assignment which will be accumulated without limit and accrued at the following rate:

Sick Leave
12-Month ..... 8 Days a Year
10-1/2 Month..... 5 Days a Year
10-Month ..... 5 Days a Year
9-1/2-Month ..... 5 Days a Year
9-Month ..... 5 Days a Year

B. Employees may accumulate, but not utilize, sick leave during their initial probationary period.

C. Employees are required to notify their immediate supervisor(s) or designee(s) of a necessary sick leave absence at least one hour prior to the start of the employee's work day. It is the immediate supervisor's responsibility to implement a procedure and notify the employee of the procedure to meet this requirement.

D. Employees who need to leave their position before the work day is finished, or employees who start their work day later, will have their absence time charged to sick leave to the nearest quarter hour.

15-2 Sick Leave Usage

A. Illness

1. Sick leave may be used at the employee's discretion in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For purposes of sick leave, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

2. A written statement from the treating physician will be required by the District to substantiate an absence due to an employee's illness or for illness within the employee's family (as defined in paragraph A-1 above) if the absence is more than three (3) consecutive days' duration. The District may require a written statement from the treating physician to substantiate any sick leave absence, including those of less than three (3) days, when there is a reasonable doubt as to the proper use of sick leave.

B. Bereavement

In the event of death in the family of an employee, the employee will be allowed up to two (2) days leave, not charged to the employee and may use accumulated paid leave balances for a maximum of eight (8) days (which may include necessary travel time), excluding weekends. Additional days may be granted at the discretion of the Superintendent or the designee. For purpose of this paragraph, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

15-3 Medical Leave Assistance Program

A. Employees who have depleted their accrued sick and personal leave as a result of serious illness or injury may request access to the Medical Leave Assistance Program by submitting a form to the Chief Human Capital Officer asking to receive donations of sick leave from other employees. Serious illness or injury is defined as a "non-work related" illness or injury that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

B. The donor employee may donate a maximum of five (5) sick leave days annually and may only donate if they have thirty (30) or more days of accumulated sick leave. The donor employee will designate the donation in the name of the employee to receive the donation.

C. The recipient employee will be credited with the number of days donated, up to a maximum of one week after their projected return to work. Days donated in excess of this amount will be held in reserve and credited to the employee only if needed. If not needed, days in excess of one week beyond the original amount requested will be restored to the donor(s). Days of leave, not the actual wage of the donor employee, will be donated.

D. No employee shall be eligible for the Medical Leave Assistance Program after they qualify for long-term disability coverage.

15-4 Personal Leave Usage

A. At the beginning of every school year each employee shall be credited personal leave as defined below.

PERSONAL LEAVE
12 MONTH..... 8 DAYS A YEAR
10 ½ MONTH..... 7 DAYS A YEAR
10 MONTH..... 7 DAYS A YEAR
9 ½ MONTH..... 7 DAYS A YEAR
9 MONTH ..... 7 DAYS A YEAR

B. All unused personal leave shall be made part of the employee's accumulated sick leave at the end of each fiscal year. New employees, whose entry day to the

District is other than July 1, will have their personal leave prorated.

C. An employee planning to use a personal day or days shall notify their immediate supervisor at least one day in advance, except in cases of emergency. Use of personal leave must be approved by their immediate supervisor. It is understood that personal leave usage is a benefit meant to be utilized at the employee's discretion as needed, and so the District will attempt to honor all reasonable requests made following the guidelines.

15-5 Vacation Leave Eligibility

Employees assigned to a regular part-time or full-time twelve (12) month positions may accumulate vacation leave, but not use it during the first six months of employment.

15-6 Vacation Leave Accrual

A. Years of service shall be calculated from the employee's most recent date of hire in the District in a regular part-time or full-time position.

B. Employees covered by this agreement shall accrue vacation leave benefits based on the number of regularly assigned daily hours. Beginning 2014-2015 vacation leave shall be accrued according to the frequency established in district procedure below:

C. Employees will accrue vacation at the rate of ten (10) days annually during the first, second, third, fourth, and fifth years of service.

D. Employees will accrue fifteen (15) days annually during six through fifteen years of service.

E. Upon completion of fifteen (15) or more years of service, employees will accrue twenty (20) days annually.

F. Twelve (12) month employees may accumulate up to and no more than 160 hours (or prorated cap) of vacation at any given time. No more than 160 hours may be rolled over into the next fiscal year. Vacation must be scheduled well in advance to ensure that an employee has the opportunity to use available vacation time.

G. If a nine and one-half (9-1/2), ten (10), or ten and one-half (10-l/2) month contract employee is transferred to a twelve (12) month position, the employee will accrue their vacation from the first day in the new assignment, at the vacation accrual rate equal to the years of service in the District.

15-7 Vacation Leave Usage

A. Employees having earned vacation may take vacation in increments as approved by the immediate supervisor and/or site administrator.

It is recommended vacation be scheduled with the employee's supervisor no less than four (4) weeks in advance, except in cases of emergency, to ensure that an employee has the opportunity to use available vacation time.

B. If under this agreement vacation will be lost, the supervisor shall submit in writing a request to payout the vacation earned by any employee to the Chief Financial Officer (CFO) by March 31 of the year in question. The CFO then shall either mandate that vacation be taken by the employee or approve that the vacation leave be paid out.

C. If a holiday occurs during an employee's vacation, said holiday shall not be deducted from accumulated vacation leave.

D. A twelve (12) month employee transferring to a ten (10) month position will take accumulated vacation during the twelve (12) month assignment. If the employee is unable to take accumulated vacation during that time, time off shall be allowed in accordance with present vacation policy at the convenience of the supervisor in the new assignment. If time off is not allowed, the employee's vacation leave accrual shall be paid out at the 12 month rate no later than 2 pay periods after the transfer is completed. Under no circumstances will the employee be allowed to work and draw vacation pay at the same time.

15-8 Released Time

Released time may be granted to attend any approved conference, or convention, or District-authorized educational opportunity which would enhance an employee's work performance. First consideration will be given to employees participating or presenting at the conference. Released time must be requested at least one (1) week before in-state meetings, and out-of-state forms must be submitted before the second Tuesday of the month for Board approval prior to the conference**.**

ARTICLE SIXTEEN

16 UNPAID LEAVES OF ABSENCE

16-1 Unpaid Leaves of Absence

A. The Board may grant a leave of absence to employees not to exceed one (1) year for the purposes listed below. No leaves will be granted for other employment.

1. Health of employee (doctor's verification of illness is required)

2. Health of immediate family (as defined in 15-2-A); doctor's verification of illness or disability and projected date of return to work is required)

3. New infant or childcare (birth certificate or doctor's statement required)

4. Course of study, education or training, as approved by TUSD (enrollment or registration documentation required)

5. Military service (military order required)

6. Campaign/Serve in public office

7. Union business

B. Employees must have worked the equivalent of one full school year to be eligible for an unpaid, board-approved leave of absence, and must not be on a plan for improvement or pending discipline.

C. Employees may be granted consecutive leaves not to exceed one calendar year (ARS 15-510).

D. Upon granting the authorized absence, all rights of seniority, retirement, accrued leave with pay and other benefits shall be preserved and available to the applicant after the termination of the leave, provided they were earned prior to the leave. Only during military leave will seniority continue to accrue.

E. An employee on unpaid leave of absence shall be allowed to continue heath, vision, and dental insurance coverage in the program in which they are enrolled, provided the employee notifies the District of their desire to continue, and pays the premiums for the insurance and other benefits at the employee's expense.

F. Requests for medical leave shall be in writing and accompanied by a doctor's verification of the illness or disability and projected date of return to work.

16-2 Family Medical Leave

All requests for Family Medical Leave by District employees will be processed in accordance with the corresponding Governing Board Policy.

16-3 Medical 30-Day Leave

A. Requests for medical leave shall be in writing and accompanied by a doctor's verification of the illness or disability and projected date of return to work. When an employee leave and is medically unable to work and is not eligible for the Federal FMLA, the employee shall be allowed up to thirty (30) consecutive days on paid status (using accruals), with a doctor's excuse. During this leave, the District will continue to pay premiums on its portion of District-sponsored insurance plans in which the employee was enrolled at the beginning of their leave . At the end of this period, employee must return to work (pending a medical release), or go on an unpaid leave of absence if applicable. .

B. Personal 30-day Leave

A short-term leave for personal business may be granted; however, it shall be with loss of pay and shall not exceed thirty (30) days. At the end of this period employee may request a board-approved leave or return to work.

C. 16-3-A (Short Term Leave) and 16-2 (Family Medical Leave) may not be used consecutively.

16-4 Maintenance of Position

A. Upon termination of a board-approved leave (12-month or less) or a short-term leave, the employee, if they have not been subject to layoff, will be restored to

their previous classification, grade and step. Seniority shall not accrue during the unpaid leave of absence above, but shall be restored at the level prior to the leave of absence.

B. If the employee is affected by layoff during said leave of absence, employee shall be covered by provisions in Article 13, Lay Off.

16-5 Jury Duty

A. Employees subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An employee will keep the jury duty pay and the District will dock the amount of the daily jury duty rate form the employee's pay.

1.

2. i

B. An employee subpoenaed for jury duty or as a witness shall submit a copy of the summons or subpoena to their immediate supervisor and prior to the appearance date. It is the employee's responsibility to report a jury duty or witness absence to the time clock system. No report of jury duty or witness absence need be submitted if the employee chooses to take a pay dock or a personal leave day.

C. Absences due to litigation while the employee is either a plaintiff, defendant, or subpoenaed as a witness outside of the course and scope of employment must be charged to personal leave, vacation, or dock, and may be taken before or after a holiday.

16-6 Military Leave

Employees will receive pay for all days during which they are employed in training duty under orders with any branch of the armed forces for a period not to exceed thirty days in any two consecutive years. For purposes of this article only the term "year" means the fiscal year of the U.S. government. (A.R.S. 38-610).

16-7 Absence Due to On-the-Job Injury

A. An employee will use accumulated paid leave (sick, personal or vacation) for absences due to an industrial injury. After the seventh day of absence, the District's Self-Insured Workers' Compensation Trust Fund will begin compensating the employee in accordance with state law. The employee may utilize any remaining paid leave to supplement the Worker's Compensation payment up to 100% of their regular pay. Within four weeks of returning to work, an employee may make arrangements with Payroll to buy back paid leave used to supplement Workers' Compensation benefits for an on-the-job injury or illness.

B. When all paid leave (sick, personal or vacation) has been exhausted, the employee will be placed on an unpaid, Worker Compensation leave. During this

unpaid leave, the District shall continue to pay the premiums on its portion of the district-sponsored medical insurance in which the employee was enrolled in at the beginning of the leave.

C. Employees injured on the job may be assigned to work "restricted duty" as recommended by the industrial injury treating physician. When restricted duty will exceed six (6) months, the employee will be placed on an unpaid worker's compensation leave.

D. A combination of paid leaves, restricted duty, and unpaid leaves of absences are not to exceed twelve (12) months for a single on-the-job injury. At twelve months, the position will be released for recruitment.

E. When an employee has been awarded a permanent disability preventing him/her from performing the essential functions of their pre-injury job classification, the District will attempt to find a position for which the employee can qualify and/or in which reasonable accommodations can be made for the disability. In such a placement, regardless of any provisions elsewhere in this Agreement, the employee will be paid the appropriate rate for the new position. Placement in another position as described in this article will not be considered if the employee is pending lay-off, suspension or termination. Said employee is subject to a probationary period of 60 calendar days.

F. The District will adhere to the Arizona Workers Compensation Statute, the Family Medical Leave Act, and the Americans With Disabilities Act.

ARTICLE SEVENTEEN

17 SEPARATION

17-1 Severance Pay – discontinued as of June 30, 2010, the employee's severance pay benefit is calculated as follows for those with 13 or more years of continuous service and this dollar amount will be frozen as the employee's minimum severance pay. It is calculated at .006 times the FY 2010 salary times the employee's years of service and will be paid out at time of separation.

17-2 Sick Leave Payout

A. After ten (10) consecutive years of service in the Tucson Unified School District, employees who are Supervisory/Professional as of the effective date of the agreement, or who become Supervisory/Professional after the effective date of the agreement, shall receive pay for unused sick leave.

B. The District shall provide a payment for unused sick leave to employees upon separation in accord with the following: The amount of payment shall be 2/3rds of the base salary hourly rate of pay for Step 1 of the grade level of the employee at separation, times the number of sick leave hours accrued UP to a maximum of 500 hours. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required

deductions will be taken from the incentive payment, including the employee's contribution to the State Retirement Fund, if any. The rights contained in this paragraph are not considered vested rights.

C. If an employee is eligible for the separation incentive but dies before the payment is made, said payment shall be paid to the estate of the deceased.

17-3 Those benefits contained in this article are only available to those employees who voluntarily separate from the district.

17-4 Upon separation, employees shall receive pay at their hourly rate for all unused vacation leave.

ARTICLE EIGHTEEN

18 NON-DISCIPLINARY ACTION, DISCIPLINE AND DISMISSAL FOR MISCONDUCT

18-1 Rules

A. Violations of the rules, regulations, or policies of the Governing Board or of state and federal laws may result in disciplinary action which shall be in accordance with these rules.

B. The Governing Board or designee(s) reserves the right not to discipline an employee for a violation of the rules, regulations, or policies of the Governing Board.

C. An employee may be disciplined for just cause including, but not limited to the following reasons:

1. Conduct which is a violation of any of the applicable rules, regulations, and policies of the Governing Board.
2. Conduct which fails to comply with any applicable duties as set forth in the Arizona Revised Statutes.
3. Insubordination.
4. Unprofessional conduct including but not limited to:
    a. Physical and/or verbal abuse of a pupil.
    b. Being under the influence of or using alcohol or illegal drugs while on duty.
    c. Conduct while on duty which would constitute a criminal offense.
    d. Conviction of a felony.
    e. Unauthorized absences which result in responsibilities not being performed.
    f. Misuse or unauthorized use of District property.

D. When appropriate, discipline shall be issued as soon as practical following a letter of inquiry. It is, however, reasonable for a supervisor to await a final determination from an outside agency (such as law enforcement, a court, or other state or federal agency) before determining if discipline is appropriate. A notice of intent to impose discipline should be issued within five (5) days after receipt of the employee's response to a letter of inquiry. However, if additional time is required by either party for appropriate due process to occur, requests may be made to extend deadlines, and no such request shall be denied arbitrarily.

18-2 Non-Disciplinary Action

Supervisors will utilize non-disciplinary action as a means to counsel and instruct employees on minor infractions, behavior deficiencies or offenses to establish or clarify expectations and make necessary improvements in their behavior. It will not be used for conduct towards students that is deemed highly inappropriate by a reasonable person's standard, is unprofessional or immoral as defined in the Arizona Administrative Code and/or which may be construed as criminal.

A. Informal conference

A Supervisor will meet with employee informally via phone, in-person or via email to discuss minor behavior infractions that do not warrant discipline.

B. Letters of Direction

1. Will serve as a warning to an employee that there may be a need to take further disciplinary action should the conduct continue or repeat.
2. When an employee transfers or relocates, said letter may be transmitted to the files of the new supervisor only after the transfer or relocation has been completed.
3. After six months from the date of the letter of direction, at the written request of the employee, the letter of direction shall be removed from the files of the supervisor provided that both of the following conditions are met:
   a. The action leading to the letter of direction, or any related action, has not been repeated in the six-month period following the letter of direction;
   b. No other letter of direction has been placed in the employee's file(s) in the six-month period following the letter of direction.

18-3 Progressive Discipline

A. The District shall use progressive discipline as a means to identify and correct problems. Progressively more severe penalties may be imposed when related offenses are repeated. This does not require that each penalty be more severe than the immediate preceding one regardless of the offense involved. Progressive discipline encourages supervisors to informally counsel and instruct employees about necessary improvements in their behavior prior to taking disciplinary action (Non-Disciplinary Action).

B. The normal sequence of disciplinary action shall be as follows:

1. Written Reprimand I;
2. Written Reprimand II;
3. Suspension without pay for up to ten (10) days;
4. Termination;
5. It is recognized that some offenses may be sufficiently serious as to warrant the omission of one or more of the normal steps of discipline progression.

C. The District may forego non-disciplinary action and take immediate action if:

1. Employee is charged by criminal complaint, information or indictment of any criminal offense which would be deemed cause for dismissal.

2. The employee's offense is of such serious nature that failure to take immediate action would seriously disrupt the functioning of the workplace. Such offenses include, but are not limited to, unprofessional or immoral conduct as defined in the Arizona Administrative Code.

D. Whenever disciplinary action is taken against an employee, the employee may appeal by filing a grievance at Level III to the Employee Relations Department within ten (10) days for reprimand and 30 calendar days for suspension.

E. Any discipline of an employee by a supervisor, shall be conducted in private. No employee shall be reprimanded and/or disciplined in the presence of pupils, parents, other employees or the public.

18-4 Letters of Reprimand

Upon determination by a supervisor that there exists cause to impose discipline, the supervisor will notify the employee of the intent to impose discipline and schedule a meeting for issuance of the Written Reprimand. The reprimand will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and that failure to correct will result in more severe discipline. A copy will be placed in the employees official personnel file, one copy will be given to the employee and one copy will be retained by the supervisor.

18-5 Suspension

If infraction(s) persist(s) or if the conduct is sufficiently severe warranting further discipline, the employee will be notified and a meeting scheduled to give the employee written notification that they have failed to improve and that suspension is being issued without pay. The notification will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and state that failure to correct such behavior may result in termination. A copy will be given to the employee and a copy will be placed in the employee's official personnel file.

18-6 Pre-Termination Hearing

Prior to termination for misconduct, a pre-termination hearing will be held. The employee will be notified in writing that the employee is immediately suspended with pay and that a hearing will be scheduled. Following the hearing, the decision of the supervisor will be communicated to the employee and the Human Resources Department. If termination is initiated, this decision will be communicated to the employee by U.S. mail. The employee will be paid through the date of termination (which shall be no earlier than the day following the hearing) as specified in the letter.

18-7 Termination

If the decision is to terminate the employee, the decision will be communicated by U.S. mail. The employee will be paid through the termination date which shall be no earlier than the day following the Pre-Termination Hearing. Termination can be appealed by filing a grievance directly at Level III to the Employee Relations Department within ten (10) days of the date of the mailing, plus two days. The employee will be notified of the appeal process.

It is expected that management will follow the disciplinary steps based on the severity of the incident. Disciplinary steps may or may not be given in sequence and variations from these practices may occur including immediate termination, when in the District's sole discretion, the circumstances warrant, when an employee receives a disciplinary action they do not agree with, the grievance process may be utilized to achieve a fair and impartial outcome.

18-8 Written Reprimand Retention

At the request of the employee, a letter of reprimand shall be removed from their personnel file provided:

A. The action leading to the reprimand, or any related action, has not been repeated in an eighteen (18) month period following the reprimand;

B. No other letter of reprimand has been placed in their personnel file in an eighteen (18) month period following the reprimand.

C. Any discipline issued as a result of physical abuse against a student shall remain in the employee's official personnel file and is not subject to removal for five (5) years from the date of the Level III decision or a Memorandum of Agreement signed by the employee's respective bargaining group and TUSD has been received by the Office of Employee Relations. Removal is permitted after five (5) years at the request of the employee and provided no additional reprimands have been issued during this period.

18-9 Participation

Employees participating in the discipline and dismissal proceedings shall receive their regular rate of pay for the actual time spent during their regularly scheduled workday to attend scheduled discipline conferences.

ARTICLE NINETEEN

19 LINES OF SUPERVISION PROCEDURE

19-1 All employees have the right to be primarily responsible to only one person for the purpose of supervision and evaluation. The employee shall be notified of any change of evaluator/supervisor which will last over one month.

19-2 An employee's evaluator/supervisor cannot be related to the employee by family or marriage. No person employed by the District may be within the line of supervision of a close relative or domestic partner. This applies for summer, independent contracts, temporary, hourly or part-time work as well as for full-time employment.

19-3 When Lines of Supervision change, the District shall notify CWA and post a current copy for employees to review at affected sites.

ARTICLE TWENTY

20 PROFESSIONAL DEVELOPMENT

The professional development fund permitted by this 2014-2017 CWA Supervisory/Professional Agreement ("Agreement") is suspended for the duration of the Agreement.

20-1 A committee consisting of representatives of both TUSD and CWA shall be formed and shall meet to set guidelines for accessing the professional development fund. These guidelines shall include eligibility requirements and the application process. TUSD shall allocate 40 thousand dollars for reimbursement of tuition, conference fees and or workshops following the guidelines established by this committee. Up to ten thousand dollars not used for the 2010-2011 may be rolled over into the 2011-2012 fiscal year and added to the budgeted amount of 40 thousand dollars for a maximum of 50 thousand dollars.

ARTICLE TWENTY ONE

TERMS OF AGREEMENT

21-1 Unless specified otherwise in this Agreement, this agreement shall become effective July 1, 2026 and shall remain in full force and effect, pursuant to its terms, to and including June 30, 2031.

21-2 Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, and other Federal and State nondiscrimination laws and regulations.

21-3 Each party may re-open up to five Articles each year, including the proposal of any new Article. Should either the District or CWA desire to reconvene negotiations for a subsequent Agreement, they shall serve upon the other, no later than February 15 of each year, a written request for reconvening, for negotiation. Upon receipt of such a request, the negotiation process shall begin no later than March 1 for each year.

21-4 Economic negotiations will be re-opened annually, no later than January 15th

21-5 The above is subject to final approval by the Governing Board and hereby ratified by CWA representative(s) for the Supervisory Professional Employees of Tucson Unified School District Representative, by indication of their signature below:

RATIFICATION

ALL PROVISIONS SHALL BE EFFECTIVE JULY 1, 2026, AND SHALL REMAIN IN FULL FORCE AND EFFECT THROUGH JUNE 30, 2031.

Tucson Unified School District

_____
Dr. Ravi Shah, President
TUSD Governing Board

Date:_____

Communications Workers of America

_____
Linda Hatfield, President
Communications Workers of America

Date:_____

Approved as to form and content on this ____day of _____, 2026, by:

_____
Ricky Hernandez, Chief Financial Officer
Tucson Unified School District

APPENDIX I

Supervisory Professional Employees, 2026-2027

List of Non-Exempt Supervisory Professional Job Classifications

Grade	Position	Entry Rate
F	Food Service Assistant Site Supervisor	$19.28
G	Community Education Site Lead	$19.13
G	Media Specialist	$19.13
H	Psychology Intern	$21.20
H	Psychology Extern	$20.95
H	Food Service Site Supervisor	$21.37
H	Transportation Dispatcher	$2.24
J	Community Education Coordinator	$22.09
J	Restorative Practice Facilitator	$22.09
J	Transportation Routing & Scheduling Analyst	$22.98
K	Facilities Data Manager	$21.47
K	Educational Interpreter - Provisional	$23.56
K	Medicaid Specialist	$23.03
K	Project Technical Specialist	$23.96
K	School Safety Supervisor	$23.96
L	Food Service Staff Accountant	$22.38
L	Transportation Supervisor	$23.76
L	Crossing Guard Supervisor	$23.76
L	Procurement Specialist	$23.76
L	Traffic Safety Supervisor	$23.76
L	Warehouse/Delivery Operations Supervisor	$23.76
L	Procurement Agent	$24.97
L	Procurement Specialist - Lead	$24.23
M	Communications Specialist	$23.33
M	Communications Specialist - EDI	$23.33
M	Curator of Artifacts & Exhibits	$23.33
M	Uniformed Security Shift Sergeant	$23.33
M	Educational Interpreter	$23.56
M	Food Service Warehouse Manager	$23.56
M	Graphic Designer Comm	$23.56
M	Multi-Media Producer	$23.56
M	School Counseling Intern	$23.56
M	Translator/Interpreter	$23.56

M	Speech Language Pathologist Assistant	$25.77
M	Digital Copywriter Editor	$26.03
N	Clinician's Support Specialist	$24.32
N	Emergency Management Specialist	$24.32
N	School Safety Investigator/Trainer	$25.81
O	Graphic Designer, Senior	$25.33
O	Graphic Digital Designer and Web Content Editor	$25.33
O	Professional Development Specialist	$25.33
O	School Safety Field Lieutenant	$25.33
O	Student Equity Compliance Liaison	$25.33
P	Special Needs Aide – Adult ASL	$25.39
P	Foreman - Electrician	$27.22
P	Foreman - HVAC/EMCS	$27.22
P	Foreman - Grounds	$27.22
P	Foreman – Prevention Maint - HVAC	$27.22
P	Foreman - Carpentry	$27.22
P	Foreman – Fire Safety	$27.22
P	Foreman - Plumbing	$27.22
Q	Mechanic Supervisor	$28.36

APPENDIX II

Supervisory Professional Employees, 2026-2027

List of Exempt Supervisory Professional Job Classifications

Grade	Position	Entry Rate
L 12mo	Custodial Supervisor	$54,260.64
L 12mo	Site Appearance Supervisor	$54,260.42
M 12mo	Data Analyst - Assessment & Evaluation	$56,541.61
M 12mo	Food Service Regional Supervisor	$56,541.61
M 12mo	Print Shop Supervisor	$60,621.02
M 12mo	District Video Producer	$65,007.49
O 12mo	Application Analyst - Office Manager Mentor	$52,900.84
O 12mo	Meaningful Access Coordinator	$52,900.84
O 12mo	Food Service Facility/Equipment Manager	$53,975.052
O 12mo	Systems Integration Spec	$55,598.51
O 12mo	Technology Services (TS) Program Analyst	$55,598.51
O 12mo	Educational Technology Integration Specialist	$56,168.76
O 12mo	Cash Compliance Analyst	$54,501.90
O 12mo	District Webmaster	$59612.13
O 12mo	Program Coordinator - System Installation	$60,511.36
P 12mo	Building Maintenance Manager	$59,129.62
P 12mo	Custodial & Grounds Manager	$59,129.62
P 12mo	Energy Projects Manager	$59,129.62
P 12mo	Mechanical Systems Manager	$59,129.62
P 12mo	Project Manager - Construction	$59,129.62
Q 12mo	Programmer	$57,484.69
Q 12mo	Database Project Specialist	$58,625.17
Q 12mo	Technology Services Assurance Manager	$58,625.17
Q 12mo	Telecommunications Manager	$58,625.17
Q 12mo	Applications Engineer	$62,858.12
Q 12mo	Exceptional Education Technology Specialist	$62,858.12
Q 12mo	Facilities Systems Analyst	$62,858.62
Q 12mo	Financial Systems Analyst	$62,585.62
Q 12mo	MTSS Application Engineer	$62,585.62
Q 12mo	Exceptional Education Applications Engineer	$62,858.12
Q 12mo	School Safety Systems Analyst	$62,858.12
R 9.5mo	OMA Design Team Artist	$47,504.71
R 12mo	Educational Interpreter Supervisor	$59,897.25
R 12mo	Food Service Nutrition Coordinator	$59,897.25
R 12mo	Project Manager, Senior - Facilities & Operations	$70,687.97
R 12mo	Transportation Facilities Manager	$62,331.74

R 12mo	Transportation Routing Manager	$62,331.74
T 12mo	Programmer, Senior	$65,073.29
T 12mo	School Safety Analyst/Dispatch Supervisor	$65,073.29
T 12mo	Traffic Safety & Training Manager	$65,073.29
T 12mo	Digital Content Services Manager	$68,385.08
U 12mo	Fleet Manager	$69,876.48
V 12mo	Safety, Secrurity, and Emergency Services Mngr	$67,969.20

Appendix III – Supervisory Professional Non-Exempt Salary Schedule

July 1, 2026 through June 30, 2027

	Grade F Base	Grade F Override	Grade F Total	Grade G Base	Grade G Override	Grade G Total
Step 1	$16.79	$.67	$17.46	$17.49	$.70	$18.19
Step 2	$16.96	$.68	$17.64	$17.68	$.71	$18.39
Step 3	$17.12	$.68	$17.80	$17.85	$.71	$18.56
Step 4	$17.29	$.69	$17.98	$18.03	$.72	$18.75
Step 5	$17.47	$.70	$18.17	$18.21	$.73	$18.94
Step 6	$17.64	$.71	$18.35	$18.39	$.74	$19.13
Step 7	$17.82	$.71	$18.53	$18.57	$.74	$19.31
Step 8	$18.00	$.72	$18.72	$18.76	$.75	$19.51
Step 9	$18.18	$.73	$18.91	$18.95	$.76	$19.71
Step 10	$18.36	$.73	$19.09	$19.14	$.77	$19.91
Step 11	$18.54	$.74	$19.28	$19.33	$.77	$20.10
Step 12	$18.73	$.75	$19.48	$19.52	$.78	$20.30
Step 13	$18.92	$.76	$19.68	$19.72	$.79	$20.51
Step 14	$19.11	$.76	$19.87	$19.92	$.80	$20.72
Step 15	$19.30	$.77	$20.07	$20.11	$.80	$20.91
Step 16	$19.49	$.78	$20.27	$20.31	$.81	$21.12
Step 17	$19.68	$.79	$20.47	$20.51	$.82	$21.33
Step 18	$19.88	$.80	$20.68	$20.73	$.83	$21.56
Step 19	$20.08	$.80	$20.88	$20.93	$.84	$21.77
Step 20	$20.28	$.81	$21.09	$21.14	$.85	$21.99
Step 21	$20.48	$.82	$21.30	$21.35	$.85	$22.20
Step 22	$20.68	$.83	$21.51	$21.56	$.86	$22.42
Step 23	$20.90	$.84	$21.74	$21.78	$.87	$22.65
Step 24	$21.10	$.84	$21.94	$22.00	$.88	$22.88
Step 25	$21.31	$.85	$22.16	$22.22	$.89	$23.11

Step 26	$21.52	$.86	$22.38	$22.44	$.90	$23.34
Step 27	$21.75	$.87	$22.62	$22.66	$.91	$23.57
Step 28	$21.96	$.88	$22.84	$22.89	$.92	$23.81
Step 29	$22.18	$.89	$23.07	$23.12	$.92	$24.04
Step 30	$22.40	$.90	$23.30	$23.35	$.93	$24.28
Step 31	$22.62	$.90	$23.52	$23.58	$.94	$24.52
Step 32	$22.86	$.91	$23.77	$23.82	$.95	$24.77
Step 33	$23.08	$.92	$24.00	$24.06	$.96	$25.02
Step 34	$23.31	$.93	$24.24	$24.30	$.97	$25.27
Step 35	$23.54	$.94	$24.48	$24.54	$.98	$25.52
Step 36	$23.78	$.95	$24.73	$24.79	$.99	$25.78
Step 37	$24.02	$.96	$24.98	$25.04	$1.00	$26.04
Step 38	$24.26	$.97	$25.23	$25.28	$1.01	$26.29
Step 39	$24.50	$.98	$25.48	$25.53	$1.02	$26.55
Step 40	$24.75	$.99	$25.74	$25.80	$1.03	$26.83
Step 41	$25.00	$1.00	$26.00	$26.05	$1.04	$27.09
Step 42	$25.24	$1.01	$26.25	$26.31	$1.05	$27.36
Step 43	$25.49	$1.02	$26.51	$26.57	$1.06	$27.63

	Grade H Base	Grade H Override	Grade H Total	Grade I Base	Grade I Override	Grade I Total
Step 1	$18.24	$.73	$18.97	$19.01	$.76	$19.77
Step 2	$18.42	$.74	$19.16	$19.20	$.77	$19.97
Step 3	$18.60	$.74	$19.34	$19.39	$.78	$20.17
Step 4	$18.79	$.75	$19.54	$19.58	$.78	$20.36
Step 5	$18.98	$.76	$19.74	$19.78	$.79	$20.57
Step 6	$19.17	$.77	$19.94	$19.98	$.80	$20.78
Step 7	$19.36	$.77	$20.13	$20.18	$.81	$20.99
Step 8	$19.55	$.78	$20.33	$20.38	$.82	$21.20
Step 9	$19.75	$.79	$20.54	$20.58	$.82	$21.40
Step 10	$19.95	$.80	$20.75	$20.79	$.83	$21.62
Step 11	$20.14	$.81	$20.95	$21.00	$.84	$21.84
Step 12	$20.34	$.81	$21.15	$21.20	$.85	$22.05
Step 13	$20.55	$.82	$21.37	$21.41	$.86	$22.27
Step 14	$20.76	$.83	$21.59	$21.63	$.87	$22.50
Step 15	$20.96	$.84	$21.80	$21.85	$.87	$22.72
Step 16	$21.17	$.85	$22.02	$22.07	$.88	$22.95
Step 17	$21.38	$.86	$22.24	$22.29	$.89	$23.18
Step 18	$21.59	$.86	$22.45	$22.51	$.90	$23.41
Step 19	$21.82	$.87	$22.69	$22.74	$.91	$23.65
Step 20	$22.03	$.88	$22.91	$22.96	$.92	$23.88

Step 21	$22.25	$.89	$23.14	$23.19	$.93	$24.12
Step 22	$22.47	$.90	$23.37	$23.42	$.94	$24.36
Step 23	$22.69	$.91	$23.60	$23.65	$.95	$24.60
Step 24	$22.93	$.92	$23.85	$23.90	$.96	$24.86
Step 25	$23.16	$.93	$24.09	$24.13	$.97	$25.10
Step 26	$23.38	$.94	$24.32	$24.37	$.97	$25.34
Step 27	$23.62	$.94	$24.56	$24.61	$.98	$25.59
Step 28	$23.86	$.95	$24.81	$24.87	$.99	$25.86
Step 29	$24.10	$.96	$25.06	$25.11	$1.00	$26.11
Step 30	$24.33	$.97	$25.30	$25.36	$1.01	$26.37
Step 31	$24.58	$.98	$25.56	$25.61	$1.02	$26.63
Step 32	$24.83	$.99	$25.82	$25.88	$1.04	$26.92
Step 33	$25.07	$1.00	$26.07	$26.13	$1.05	$27.18
Step 34	$25.32	$1.01	$26.33	$26.39	$1.06	$27.45
Step 35	$25.57	$1.02	$26.59	$26.65	$1.07	$27.72
Step 36	$25.84	$1.03	$26.87	$26.93	$1.08	$28.01
Step 37	$26.09	$1.04	$27.13	$27.19	$1.09	$28.28
Step 38	$26.35	$1.05	$27.40	$27.46	$1.10	$28.56
Step 39	$26.61	$1.06	$27.67	$27.74	$1.11	$28.85
Step 40	$26.89	$1.08	$27.97	$28.02	$1.12	$29.14
Step 41	$27.15	$1.09	$28.24	$28.30	$1.13	$29.43
Step 42	$27.42	$1.10	$28.52	$28.58	$1.14	$29.72
Step 43	$27.69	$1.11	$28.80	$28.87	$1.15	$30.02

	Grade J Base	Grade J Override	Grade J Total	Grade K Base	Grade K Override	Grade K Total
Step 1	$19.81	$.79	$20.60	$20.64	$.83	$21.47
Step 2	$20.01	$.80	$20.81	$20.86	$.83	$21.69
Step 3	$20.21	$.81	$21.02	$21.06	$.84	$21.90
Step 4	$20.41	$.82	$21.23	$21.27	$.85	$22.12
Step 5	$20.61	$.82	$21.43	$21.48	$.86	$22.34
Step 6	$20.82	$.83	$21.65	$21.70	$.87	$22.57
Step 7	$21.03	$.84	$21.87	$21.92	$.88	$22.80
Step 8	$21.24	$.85	$22.09	$22.14	$.89	$23.03
Step 9	$21.45	$.86	$22.31	$22.36	$.89	$23.25
Step 10	$21.66	$.87	$22.53	$22.58	$.90	$23.48
Step 11	$21.89	$.88	$22.77	$22.81	$.91	$23.72
Step 12	$22.10	$.88	$22.98	$23.04	$.92	$23.96
Step 13	$22.32	$.89	$23.21	$23.27	$.93	$24.20
Step 14	$22.54	$.90	$23.44	$23.50	$.94	$24.44
Step 15	$22.78	$.91	$23.69	$23.74	$.95	$24.69

Step 16	$23.00	$.92	$23.92	$23.97	$.96	$24.93
Step 17	$23.23	$.93	$24.16	$24.21	$.97	$25.18
Step 18	$23.46	$.94	$24.40	$24.45	$.98	$25.43
Step 19	$23.69	$.95	$24.64	$24.69	$.99	$25.68
Step 20	$23.94	$.96	$24.90	$24.95	$1.00	$25.95
Step 21	$24.17	$.97	$25.14	$25.19	$1.01	$26.20
Step 22	$24.41	$.98	$25.39	$25.44	$1.02	$26.46
Step 23	$24.65	$.99	$25.64	$25.70	$1.03	$26.73
Step 24	$24.91	$1.00	$25.91	$25.96	$1.04	$27.00
Step 25	$25.15	$1.01	$26.16	$26.22	$1.05	$27.27
Step 26	$25.40	$1.02	$26.42	$26.48	$1.06	$27.54
Step 27	$25.65	$1.03	$26.68	$26.74	$1.07	$27.81
Step 28	$25.92	$1.04	$26.96	$27.01	$1.08	$28.09
Step 29	$26.18	$1.05	$27.23	$27.28	$1.09	$28.37
Step 30	$26.43	$1.06	$27.49	$27.55	$1.10	$28.65
Step 31	$26.70	$1.07	$27.77	$27.83	$1.11	$28.94
Step 32	$26.97	$1.08	$28.05	$28.11	$1.12	$29.23
Step 33	$27.24	$1.09	$28.33	$28.39	$1.14	$29.53
Step 34	$27.51	$1.10	$28.61	$28.67	$1.15	$29.82
Step 35	$27.79	$1.11	$28.90	$28.96	$1.16	$30.12
Step 36	$28.06	$1.12	$29.18	$29.25	$1.17	$30.42
Step 37	$28.34	$1.13	$29.47	$29.54	$1.18	$30.72
Step 38	$28.62	$1.14	$29.76	$29.84	$1.19	$31.03
Step 39	$28.92	$1.16	$30.08	$30.14	$1.21	$31.35
Step 40	$29.20	$1.17	$30.37	$30.43	$1.22	$31.65
Step 41	$29.49	$1.18	$30.67	$30.74	$1.23	$31.97
Step 42	$29.78	$1.19	$30.97	$31.05	$1.24	$32.29
Step 43	$30.09	$1.20	$31.29	$31.36	$1.25	$32.61

	Grade L Base	Grade L Override	Grade L Total	Grade M Base	Grade M Override	Grade M Total
Step 1	$21.52	$.86	$22.38	$22.43	$.90	$23.33
Step 2	$21.74	$.87	$22.61	$22.65	$.91	$23.56
Step 3	$21.95	$.88	$22.83	$22.88	$.92	$23.80
Step 4	$22.17	$.89	$23.06	$23.11	$.92	$24.03
Step 5	$22.39	$.90	$23.29	$23.34	$.93	$24.27
Step 6	$22.61	$.90	$23.51	$23.57	$.94	$24.51
Step 7	$22.85	$.91	$23.76	$23.81	$.95	$24.76
Step 8	$23.07	$.92	$23.99	$24.05	$.96	$25.01
Step 9	$23.30	$.93	$24.23	$24.29	$.97	$25.26
Step 10	$23.53	$.94	$24.47	$24.53	$.98	$25.51

Step 11	$23.78	$.95	$24.73	$24.78	$.99	$25.77
Step 12	$24.01	$.96	$24.97	$25.03	$1.00	$26.03
Step 13	$24.25	$.97	$25.22	$25.27	$1.01	$26.28
Step 14	$24.49	$.98	$25.47	$25.52	$1.02	$26.54
Step 15	$24.73	$.99	$25.72	$25.79	$1.03	$26.82
Step 16	$24.99	$1.00	$25.99	$26.04	$1.04	$27.08
Step 17	$25.23	$1.01	$26.24	$26.30	$1.05	$27.35
Step 18	$25.48	$1.02	$26.50	$26.56	$1.06	$27.62
Step 19	$25.74	$1.03	$26.77	$26.83	$1.07	$27.90
Step 20	$26.00	$1.04	$27.04	$27.10	$1.08	$28.18
Step 21	$26.26	$1.05	$27.31	$27.37	$1.09	$28.46
Step 22	$26.52	$1.06	$27.58	$27.64	$1.11	$28.75
Step 23	$26.79	$1.07	$27.86	$27.92	$1.12	$29.04
Step 24	$27.06	$1.08	$28.14	$28.20	$1.13	$29.33
Step 25	$27.32	$1.09	$28.41	$28.48	$1.14	$29.62
Step 26	$27.59	$1.10	$28.69	$28.76	$1.15	$29.91
Step 27	$27.88	$1.12	$29.00	$29.05	$1.16	$30.21
Step 28	$28.15	$1.13	$29.28	$29.34	$1.17	$30.51
Step 29	$28.43	$1.14	$29.57	$29.63	$1.19	$30.82
Step 30	$28.71	$1.15	$29.86	$29.94	$1.20	$31.14
Step 31	$29.01	$1.16	$30.17	$30.23	$1.21	$31.44
Step 32	$29.30	$1.17	$30.47	$30.53	$1.22	$31.75
Step 33	$29.59	$1.18	$30.77	$30.84	$1.23	$32.07
Step 34	$29.89	$1.20	$31.09	$31.15	$1.25	$32.40
Step 35	$30.18	$1.21	$31.39	$31.46	$1.26	$32.72
Step 36	$30.48	$1.22	$31.70	$31.77	$1.27	$33.04
Step 37	$30.78	$1.23	$32.01	$32.09	$1.28	$33.37
Step 38	$31.10	$1.24	$32.34	$32.41	$1.30	$33.71
Step 39	$31.41	$1.26	$32.67	$32.73	$1.31	$34.04
Step 40	$31.72	$1.27	$32.99	$33.07	$1.32	$34.39
Step 41	$32.04	$1.28	$33.32	$33.39	$1.34	$34.73
Step 42	$32.36	$1.29	$33.65	$33.72	$1.35	$35.07
Step 43	$32.68	$1.31	$33.99	$34.07	$1.36	$35.43

	Grade N Base	Grade N Override	Grade N Total	Grade O Base	Grade O Override	Grade O Total
Step 1	$23.38	$.94	$24.32	$24.36	$.97	$25.33
Step 2	$23.61	$.94	$24.55	$24.60	$.98	$25.58
Step 3	$23.85	$.95	$24.80	$24.86	$.99	$25.85
Step 4	$24.09	$.96	$25.05	$25.10	$1.00	$26.10
Step 5	$24.33	$.97	$25.30	$25.35	$1.01	$26.36

Step 6	$24.57	$.98	$25.55	$25.60	$1.02	$26.62
Step 7	$24.82	$.99	$25.81	$25.87	$1.03	$26.90
Step 8	$25.07	$1.00	$26.07	$26.12	$1.04	$27.16
Step 9	$25.31	$1.01	$26.32	$26.38	$1.06	$27.44
Step 10	$25.56	$1.02	$26.58	$26.64	$1.07	$27.71
Step 11	$25.83	$1.03	$26.86	$26.92	$1.08	$28.00
Step 12	$26.08	$1.04	$27.12	$27.18	$1.09	$28.27
Step 13	$26.34	$1.05	$27.39	$27.45	$1.10	$28.55
Step 14	$26.60	$1.06	$27.66	$27.73	$1.11	$28.84
Step 15	$26.88	$1.08	$27.96	$28.01	$1.12	$29.13
Step 16	$27.14	$1.09	$28.23	$28.29	$1.13	$29.42
Step 17	$27.41	$1.10	$28.51	$28.57	$1.14	$29.71
Step 18	$27.68	$1.11	$28.79	$28.86	$1.15	$30.01
Step 19	$27.97	$1.12	$29.09	$29.15	$1.17	$30.32
Step 20	$28.24	$1.13	$29.37	$29.43	$1.18	$30.61
Step 21	$28.52	$1.14	$29.66	$29.73	$1.19	$30.92
Step 22	$28.81	$1.15	$29.96	$30.03	$1.20	$31.23
Step 23	$29.10	$1.16	$30.26	$30.33	$1.21	$31.54
Step 24	$29.39	$1.18	$30.57	$30.63	$1.23	$31.86
Step 25	$29.68	$1.19	$30.87	$30.94	$1.24	$32.18
Step 26	$29.98	$1.20	$31.18	$31.25	$1.25	$32.50
Step 27	$30.28	$1.21	$31.49	$31.56	$1.26	$32.82
Step 28	$30.58	$1.22	$31.80	$31.88	$1.28	$33.16
Step 29	$30.89	$1.24	$32.13	$32.19	$1.29	$33.48
Step 30	$31.20	$1.25	$32.45	$32.51	$1.30	$33.81
Step 31	$31.51	$1.26	$32.77	$32.85	$1.31	$34.16
Step 32	$31.83	$1.27	$33.10	$33.17	$1.33	$34.50
Step 33	$32.14	$1.29	$33.43	$33.50	$1.34	$34.84
Step 34	$32.46	$1.30	$33.76	$33.84	$1.35	$35.19
Step 35	$32.78	$1.31	$34.09	$34.18	$1.37	$35.55
Step 36	$33.12	$1.32	$34.44	$34.51	$1.38	$35.89
Step 37	$33.45	$1.34	$34.79	$34.87	$1.39	$36.26
Step 38	$33.78	$1.35	$35.13	$35.21	$1.41	$36.62
Step 39	$34.12	$1.36	$35.48	$35.56	$1.42	$36.98
Step 40	$34.46	$1.38	$35.84	$35.92	$1.44	$37.36
Step 41	$34.80	$1.39	$36.19	$36.28	$1.45	$37.73
Step 42	$35.16	$1.41	$36.57	$36.64	$1.47	$38.11
Step 43	$35.50	$1.42	$36.92	$37.01	$1.48	$38.49

Grade P Base	Grade P Override	Grade P Total	Grade Q Base	Grade Q Override	Grade Q Total

Step 1	$25.39	$1.02	$26.41	$26.47	$1.06	$27.53
Step 2	$25.64	$1.03	$26.67	$26.73	$1.07	$27.80
Step 3	$25.91	$1.04	$26.95	$27.00	$1.08	$28.08
Step 4	$26.17	$1.05	$27.22	$27.27	$1.09	$28.36
Step 5	$26.42	$1.06	$27.48	$27.54	$1.10	$28.64
Step 6	$26.69	$1.07	$27.76	$27.82	$1.11	$28.93
Step 7	$26.96	$1.08	$28.04	$28.10	$1.12	$29.22
Step 8	$27.23	$1.09	$28.32	$28.38	$1.14	$29.52
Step 9	$27.50	$1.10	$28.60	$28.66	$1.15	$29.81
Step 10	$27.78	$1.11	$28.89	$28.95	$1.16	$30.11
Step 11	$28.05	$1.12	$29.17	$29.24	$1.17	$30.41
Step 12	$28.33	$1.13	$29.46	$29.53	$1.18	$30.71
Step 13	$28.61	$1.14	$29.75	$29.83	$1.19	$31.02
Step 14	$28.91	$1.16	$30.07	$30.12	$1.20	$31.32
Step 15	$29.19	$1.17	$30.36	$30.42	$1.22	$31.64
Step 16	$29.48	$1.18	$30.66	$30.72	$1.23	$31.95
Step 17	$29.77	$1.19	$30.96	$31.04	$1.24	$32.28
Step 18	$30.08	$1.20	$31.28	$31.35	$1.25	$32.60
Step 19	$30.38	$1.22	$31.60	$31.66	$1.27	$32.93
Step 20	$30.68	$1.23	$31.91	$31.98	$1.28	$33.26
Step 21	$30.99	$1.24	$32.23	$32.30	$1.29	$33.59
Step 22	$31.30	$1.25	$32.55	$32.62	$1.30	$33.92
Step 23	$31.61	$1.26	$32.87	$32.95	$1.32	$34.27
Step 24	$31.93	$1.28	$33.21	$33.28	$1.33	$34.61
Step 25	$32.25	$1.29	$33.54	$33.60	$1.34	$34.94
Step 26	$32.56	$1.30	$33.86	$33.95	$1.36	$35.31
Step 27	$32.90	$1.32	$34.22	$34.28	$1.37	$35.65
Step 28	$33.22	$1.33	$34.55	$34.62	$1.38	$36.00
Step 29	$33.55	$1.34	$34.89	$34.98	$1.40	$36.38
Step 30	$33.89	$1.36	$35.25	$35.32	$1.41	$36.73
Step 31	$34.23	$1.37	$35.60	$35.67	$1.43	$37.10
Step 32	$34.57	$1.38	$35.95	$36.03	$1.44	$37.47
Step 33	$34.92	$1.40	$36.32	$36.39	$1.46	$37.85
Step 34	$35.27	$1.41	$36.68	$36.75	$1.47	$38.22
Step 35	$35.62	$1.42	$37.04	$37.13	$1.49	$38.62
Step 36	$35.98	$1.44	$37.42	$37.49	$1.50	$38.99
Step 37	$36.33	$1.45	$37.78	$37.86	$1.51	$39.37
Step 38	$36.69	$1.47	$38.16	$38.25	$1.53	$39.78
Step 39	$37.07	$1.48	$38.55	$38.63	$1.55	$40.18
Step 40	$37.43	$1.50	$38.93	$39.02	$1.56	$40.58
Step 41	$37.80	$1.51	$39.31	$39.41	$1.58	$40.99

Step 42	$38.19	$1.53	$39.72	$39.80	$1.59	$41.39
Step 43	$38.57	$1.54	$40.11	$40.20	$1.61	$41.81

Appendix IV – Supervisory Professional Exempt Salary Schedule
(based on a 12 month schedule; prorate if less than 12 months)
July 1, 2026 through June 30, 2027

	Grade L 12mo Base	Grade L 12mo Override	Grade L 12mo Total	Grade M 12mo Base	Grade M 12mo Override	Grade M 12mo Total
Step 1	$44,940.23	$1,797.61	$46,737.84	$46,838.22	$1,873.53	$48,711.75
Step 2	$45,383.10	$1,815.32	$47,198.42	$47,302.18	$1,892.09	$49,194.27
Step 3	$45,825.96	$1,833.04	$47,659.00	$47,766.13	$1,910.65	$49,676.78
Step 4	$46,289.92	$1,851.60	$48,141.52	$48,251.17	$1,930.05	$50,181.22
Step 5	$46,753.87	$1,870.15	$48,624.02	$48,736.22	$1,949.45	$50,685.67
Step 6	$47,217.82	$1,888.71	$49,106.53	$49,221.26	$1,968.85	$51,190.11
Step 7	$47,702.87	$1,908.11	$49,610.98	$49,706.30	$1,988.25	$51,694.55
Step 8	$48,166.82	$1,926.67	$50,093.49	$50,212.43	$2,008.50	$52,220.93
Step 9	$48,651.86	$1,946.07	$50,597.93	$50,718.56	$2,028.74	$52,747.30
Step 10	$49,136.90	$1,965.48	$51,102.38	$51,224.70	$2,048.99	$53,273.69
Step 11	$49,643.04	$1,985.72	$51,628.76	$51,730.83	$2,069.23	$53,800.06
Step 12	$50,128.08	$2,005.12	$52,133.20	$52,258.05	$2,090.32	$54,348.37
Step 13	$50,634.21	$2,025.37	$52,659.58	$52,764.18	$2,110.57	$54,874.75
Step 14	$51,140.34	$2,045.61	$53,185.95	$53,291.40	$2,131.66	$55,423.06
Step 15	$51,646.47	$2,065.86	$53,712.33	$53,839.71	$2,153.59	$55,993.30
Step 16	$52,173.69	$2,086.95	$54,260.64	$54,366.93	$2,174.68	$56,541.61
Step 17	$52,679.82	$2,107.19	$54,787.01	$54,915.24	$2,196.61	$57,111.85
Step 18	$53,207.04	$2,128.28	$55,335.32	$55,463.54	$2,218.54	$57,682.08
Step 19	$53,755.35	$2,150.21	$55,905.56	$56,011.85	$2,240.47	$58,252.32
Step 20	$54,282.57	$2,171.30	$56,453.87	$56,581.25	$2,263.25	$58,844.50
Step 21	$54,830.88	$2,193.24	$57,024.12	$57,150.65	$2,286.03	$59,436.68
Step 22	$55,379.19	$2,215.17	$57,594.36	$57,720.05	$2,308.80	$60,028.85
Step 23	$55,927.50	$2,237.10	$58,164.60	$58,289.44	$2,331.58	$60,621.02
Step 24	$56,496.90	$2,259.88	$58,756.78	$58,879.93	$2,355.20	$61,235.13
Step 25	$57,045.20	$2,281.81	$59,327.01	$59,470.42	$2,378.82	$61,849.24

Step 26	$57,614.60	$2,304.58	$59,919.18	$60,060.90	$2,402.44	$62,463.34
Step 27	$58,205.09	$2,328.20	$60,533.29	$60,651.39	$2,426.06	$63,077.45
Step 28	$58,774.49	$2,350.98	$61,125.47	$61,262.96	$2,450.52	$63,713.48
Step 29	$59,364.97	$2,374.60	$61,739.57	$61,874.54	$2,474.98	$64,349.52
Step 30	$59,955.46	$2,398.22	$62,353.68	$62,507.20	$2,500.29	$65,007.49
Step 31	$60,567.03	$2,422.68	$62,989.71	$63,118.78	$2,524.75	$65,643.53
Step 32	$61,178.61	$2,447.14	$63,625.75	$63,751.44	$2,550.06	$66,301.50
Step 33	$61,790.18	$2,471.61	$64,261.79	$64,384.11	$2,575.36	$66,959.47
Step 34	$62,401.76	$2,496.07	$64,897.83	$65,037.86	$2,601.51	$67,639.37
Step 35	$63,013.33	$2,520.53	$65,533.86	$65,691.61	$2,627.66	$68,319.27
Step 36	$63,646.00	$2,545.84	$66,191.84	$66,345.36	$2,653.81	$68,999.17
Step 37	$64,278.66	$2,571.15	$66,849.81	$66,999.12	$2,679.96	$69,679.08
Step 38	$64,932.42	$2,597.30	$67,529.72	$67,673.96	$2,706.96	$70,380.92
Step 39	$65,586.17	$2,623.45	$68,209.62	$68,348.80	$2,733.95	$71,082.75
Step 40	$66,239.92	$2,649.60	$68,889.52	$69,044.73	$2,761.79	$71,806.52
Step 41	$66,893.67	$2,675.75	$69,569.42	$69,719.57	$2,788.78	$72,508.35
Step 42	$67,568.52	$2,702.74	$70,271.26	$70,415.50	$2,816.62	$73,232.12
Step 43	$68,243.36	$2,729.73	$70,973.09	$71,132.52	$2,845.30	$73,977.82

	Grade N 12mo Base	Grade N 12mo Override	Grade N 12mo Total	Grade O 12mo Base	Grade O 12mo Override	Grade O 12mo Total
Step 1	$48,820.57	$1,952.82	$50,773.39	$50,866.19	$2,034.65	$52,900.84
Step 2	$49,305.61	$1,972.22	$51,277.83	$51,372.32	$2,054.89	$53,427.21
Step 3	$49,790.66	$1,991.63	$51,782.29	$51,899.54	$2,075.98	$53,975.52
Step 4	$50,296.79	$2,011.87	$52,308.66	$52,405.67	$2,096.23	$54,501.90
Step 5	$50,802.92	$2,032.12	$52,835.04	$52,932.89	$2,117.32	$55,050.21
Step 6	$51,309.05	$2,052.36	$53,361.41	$53,460.11	$2,138.40	$55,598.51
Step 7	$51,815.18	$2,072.61	$53,887.79	$54,008.42	$2,160.34	$56,168.76
Step 8	$52,342.40	$2,093.70	$54,436.10	$54,535.64	$2,181.43	$56,717.07
Step 9	$52,848.53	$2,113.94	$54,962.47	$55,083.95	$2,203.36	$57,287.31
Step 10	$53,375.75	$2,135.03	$55,510.78	$55,632.25	$2,225.29	$57,857.54
Step 11	$53,924.06	$2,156.96	$56,081.02	$56,201.65	$2,248.07	$58,449.72
Step 12	$54,451.28	$2,178.05	$56,629.33	$56,749.96	$2,270.00	$59,019.96
Step 13	$54,999.59	$2,199.98	$57,199.57	$57,319.36	$2,292.77	$59,612.13
Step 14	$55,547.90	$2,221.92	$57,769.82	$57,909.84	$2,316.39	$60,226.23
Step 15	$56,117.30	$2,244.69	$58,361.99	$58,479.24	$2,339.17	$60,818.41
Step 16	$56,665.61	$2,266.62	$58,932.23	$59,069.73	$2,362.79	$61,432.52
Step 17	$57,235.00	$2,289.40	$59,524.40	$59,660.22	$2,386.41	$62,046.63
Step 18	$57,804.40	$2,312.18	$60,116.58	$60,250.70	$2,410.03	$62,660.73
Step 19	$58,394.89	$2,335.80	$60,730.69	$60,862.28	$2,434.49	$63,296.77

Step 20	$58,964.28	$2,358.57	$61,322.85	$61,452.76	$2,458.11	$63,910.87
Step 21	$59,554.77	$2,382.19	$61,936.96	$62,085.43	$2,483.42	$64,568.85
Step 22	$60,145.26	$2,405.81	$62,551.07	$62,697.00	$2,507.88	$65,204.88
Step 23	$60,756.83	$2,430.27	$63,187.10	$63,329.67	$2,533.19	$65,862.86
Step 24	$61,368.41	$2,454.74	$63,823.15	$63,962.33	$2,558.49	$66,520.82
Step 25	$61,979.98	$2,479.20	$64,459.18	$64,594.99	$2,583.80	$67,178.79
Step 26	$62,591.56	$2,503.66	$65,095.22	$65,248.75	$2,609.95	$67,858.70
Step 27	$63,224.22	$2,528.97	$65,753.19	$65,902.50	$2,636.10	$68,538.60
Step 28	$63,856.89	$2,554.28	$66,411.17	$66,556.25	$2,662.25	$69,218.50
Step 29	$64,489.55	$2,579.58	$67,069.13	$67,210.01	$2,688.40	$69,898.41
Step 30	$65,143.30	$2,605.73	$67,749.03	$67,884.85	$2,715.39	$70,600.24
Step 31	$65,797.06	$2,631.88	$68,428.94	$68,580.78	$2,743.23	$71,324.01
Step 32	$66,450.81	$2,658.03	$69,108.84	$69,255.62	$2,770.22	$72,025.84
Step 33	$67,104.56	$2,684.18	$69,788.74	$69,951.55	$2,798.06	$72,749.61
Step 34	$67,779.40	$2,711.18	$70,490.58	$70,647.48	$2,825.90	$73,473.38
Step 35	$68,454.24	$2,738.17	$71,192.41	$71,364.50	$2,854.58	$74,219.08
Step 36	$69,150.18	$2,766.01	$71,916.19	$72,060.43	$2,882.42	$74,942.85
Step 37	$69,846.11	$2,793.84	$72,639.95	$72,798.54	$2,911.94	$75,710.48
Step 38	$70,542.04	$2,821.68	$73,363.72	$73,515.56	$2,940.62	$76,456.18
Step 39	$71,237.97	$2,849.52	$74,087.49	$74,253.66	$2,970.15	$77,223.81
Step 40	$71,954.99	$2,878.20	$74,833.19	$74,991.77	$2,999.67	$77,991.44
Step 41	$72,672.00	$2,906.88	$75,578.88	$75,750.97	$3,030.04	$78,781.01
Step 42	$73,410.11	$2,936.40	$76,346.51	$76,510.17	$3,060.41	$79,570.58
Step 43	$74,127.13	$2,965.09	$77,092.22	$77,269.36	$3,090.77	$80,360.13

	Grade P 12mo Base	Grade P 12mo Override	Grade P 12mo Total	Grade Q 12mo Base	Grade Q 12mo Override	Grade Q 12mo Total
Step 1	$53,017.24	$2,120.69	$55,137.93	$55,273.74	$2,210.95	$57,484.69
Step 2	$53,544.46	$2,141.78	$55,686.24	$55,822.05	$2,232.88	$58,054.93
Step 3	$54,092.77	$2,163.71	$56,256.48	$56,370.36	$2,254.81	$58,625.17
Step 4	$54,641.08	$2,185.64	$56,826.72	$56,939.76	$2,277.59	$59,217.35
Step 5	$55,168.30	$2,206.73	$57,375.03	$57,509.16	$2,300.37	$59,809.53
Step 6	$55,737.70	$2,229.51	$57,967.21	$58,078.56	$2,323.14	$60,401.70
Step 7	$56,286.01	$2,251.44	$58,537.45	$58,669.04	$2,346.76	$61,015.80
Step 8	$56,855.40	$2,274.22	$59,129.62	$59,259.53	$2,370.38	$61,629.91
Step 9	$57,424.80	$2,296.99	$59,721.79	$59,850.01	$2,394.00	$62,244.01
Step 10	$57,994.20	$2,319.77	$60,313.97	$60,440.50	$2,417.62	$62,858.12
Step 11	$58,563.60	$2,342.54	$60,906.14	$61,052.08	$2,442.08	$63,494.16
Step 12	$59,154.08	$2,366.16	$61,520.24	$61,663.65	$2,466.55	$64,130.20
Step 13	$59,744.57	$2,389.78	$62,134.35	$62,275.23	$2,491.01	$64,766.24

Step 14	$60,356.15	$2,414.25	$62,770.40	$62,886.80	$2,515.47	$65,402.27
Step 15	$60,946.63	$2,437.87	$63,384.50	$63,519.47	$2,540.78	$66,060.25
Step 16	$61,558.21	$2,462.33	$64,020.54	$64,152.13	$2,566.09	$66,718.22
Step 17	$62,169.78	$2,486.79	$64,656.57	$64,805.88	$2,592.24	$67,398.12
Step 18	$62,802.45	$2,512.10	$65,314.55	$65,459.64	$2,618.39	$68,078.03
Step 19	$63,435.11	$2,537.40	$65,972.51	$66,113.39	$2,644.54	$68,757.93
Step 20	$64,067.77	$2,562.71	$66,630.48	$66,767.14	$2,670.69	$69,437.83
Step 21	$64,700.44	$2,588.02	$67,288.46	$67,441.98	$2,697.68	$70,139.66
Step 22	$65,354.19	$2,614.17	$67,968.36	$68,116.82	$2,724.67	$70,841.49
Step 23	$66,007.94	$2,640.32	$68,648.26	$68,791.67	$2,751.67	$71,543.34
Step 24	$66,661.70	$2,666.47	$69,328.17	$69,487.60	$2,779.50	$72,267.10
Step 25	$67,336.54	$2,693.46	$70,030.00	$70,162.44	$2,806.50	$72,968.94
Step 26	$67,990.29	$2,719.61	$70,709.90	$70,879.46	$2,835.18	$73,714.64
Step 27	$68,686.22	$2,747.45	$71,433.67	$71,575.39	$2,863.02	$74,438.41
Step 28	$69,361.06	$2,774.44	$72,135.50	$72,292.41	$2,891.70	$75,184.11
Step 29	$70,056.99	$2,802.28	$72,859.27	$73,030.51	$2,921.22	$75,951.73
Step 30	$70,752.92	$2,830.12	$73,583.04	$73,747.53	$2,949.90	$76,697.43
Step 31	$71,469.94	$2,858.80	$74,328.74	$74,485.64	$2,979.43	$77,465.07
Step 32	$72,186.96	$2,887.48	$75,074.44	$75,223.75	$3,008.95	$78,232.70
Step 33	$72,903.98	$2,916.16	$75,820.14	$75,982.95	$3,039.32	$79,022.27
Step 34	$73,642.09	$2,945.68	$76,587.77	$76,742.14	$3,069.69	$79,811.83
Step 35	$74,380.20	$2,975.21	$77,355.41	$77,522.43	$3,100.90	$80,623.33
Step 36	$75,118.31	$3,004.73	$78,123.04	$78,281.63	$3,131.27	$81,412.90
Step 37	$75,856.41	$3,034.26	$78,890.67	$79,061.91	$3,162.48	$82,224.39
Step 38	$76,615.61	$3,064.62	$79,680.23	$79,863.29	$3,194.53	$83,057.82
Step 39	$77,395.90	$3,095.84	$80,491.74	$80,664.66	$3,226.59	$83,891.25
Step 40	$78,155.09	$3,126.20	$81,281.29	$81,466.03	$3,258.64	$84,724.67
Step 41	$78,935.38	$3,157.42	$82,092.80	$82,288.50	$3,291.54	$85,580.04
Step 42	$79,736.75	$3,189.47	$82,926.22	$83,110.96	$3,324.44	$86,435.40
Step 43	$80,538.13	$3,221.53	$83,759.66	$83,933.42	$3,357.34	$87,290.76

	Grade R 9.5mo Base	Grade R 9.5mo Override	Grade R 9.5mo Total	Grade R 12mo Base	Grade R 12mo Override	Grade R 12mo Total
Step 1	$45,677.61	$1,827.10	$47,504.71	$57,593.51	$2,303.74	$59,897.25
Step 2	$46,145.93	$1,845.84	$47,991.77	$58,184.00	$2,327.36	$60,511.36
Step 3	$46,597.52	$1,863.90	$48,461.42	$58,753.40	$2,350.14	$61,103.54
Step 4	$47,065.84	$1,882.63	$48,948.47	$59,343.88	$2,373.76	$61,717.64
Step 5	$47,534.16	$1,901.37	$49,435.53	$59,934.37	$2,397.37	$62,331.74
Step 6	$48,019.20	$1,920.77	$49,939.97	$60,545.94	$2,421.84	$62,967.78
Step 7	$48,487.51	$1,939.50	$50,427.01	$61,136.43	$2,445.46	$63,581.89

Step 8	$48,972.56	$1,958.90	$50,931.46	$61,748.01	$2,469.92	$64,217.93
Step 9	$49,474.32	$1,978.97	$51,453.29	$62,380.67	$2,495.23	$64,875.90
Step 10	$49,959.37	$1,998.37	$51,957.74	$62,992.25	$2,519.69	$65,511.94
Step 11	$50,461.14	$2,018.45	$52,479.59	$63,624.91	$2,545.00	$66,169.91
Step 12	$50,962.90	$2,038.52	$53,001.42	$64,257.57	$2,570.30	$66,827.87
Step 13	$51,481.40	$2,059.26	$53,540.66	$64,911.33	$2,596.45	$67,507.78
Step 14	$51,999.89	$2,080.00	$54,079.89	$65,565.08	$2,622.60	$68,187.68
Step 15	$52,518.38	$2,100.74	$54,619.12	$66,218.83	$2,648.75	$68,867.58
Step 16	$53,036.88	$2,121.48	$55,158.36	$66,872.58	$2,674.90	$69,547.48
Step 17	$53,572.10	$2,142.88	$55,714.98	$67,547.43	$2,701.90	$70,249.33
Step 18	$54,107.32	$2,164.29	$56,271.61	$68,222.27	$2,728.89	$70,951.16
Step 19	$54,642.54	$2,185.70	$56,828.24	$68,897.11	$2,755.88	$71,652.99
Step 20	$55,194.48	$2,207.78	$57,402.26	$69,593.04	$2,783.72	$72,376.76
Step 21	$55,746.42	$2,229.86	$57,976.28	$70,288.97	$2,811.56	$73,100.53
Step 22	$56,298.37	$2,251.93	$58,550.30	$70,984.90	$2,839.40	$73,824.30
Step 23	$56,867.04	$2,274.68	$59,141.72	$71,701.92	$2,868.08	$74,570.00
Step 24	$57,435.71	$2,297.43	$59,733.14	$72,418.94	$2,896.76	$75,315.70
Step 25	$58,004.38	$2,320.18	$60,324.56	$73,135.96	$2,925.44	$76,061.40
Step 26	$58,589.78	$2,343.59	$60,933.37	$73,874.07	$2,954.96	$76,829.03
Step 27	$59,175.17	$2,367.01	$61,542.18	$74,612.17	$2,984.49	$77,596.66
Step 28	$59,760.57	$2,390.42	$62,150.99	$75,350.28	$3,014.01	$78,364.29
Step 29	$60,362.69	$2,414.51	$62,777.20	$76,109.48	$3,044.38	$79,153.86
Step 30	$60,964.81	$2,438.59	$63,403.40	$76,868.68	$3,074.75	$79,943.43
Step 31	$61,566.93	$2,462.68	$64,029.61	$77,627.87	$3,105.11	$80,732.98
Step 32	$62,185.78	$2,487.43	$64,673.21	$78,408.16	$3,136.33	$81,544.49
Step 33	$62,804.63	$2,512.19	$65,316.82	$79,188.44	$3,167.54	$82,355.98
Step 34	$63,440.20	$2,537.61	$65,977.81	$79,989.82	$3,199.59	$83,189.41
Step 35	$64,075.77	$2,563.03	$66,638.80	$80,791.19	$3,231.65	$84,022.84
Step 36	$64,711.35	$2,588.45	$67,299.80	$81,592.57	$3,263.70	$84,856.27
Step 37	$65,363.64	$2,614.55	$67,978.19	$82,415.03	$3,296.60	$85,711.63
Step 38	$66,015.94	$2,640.64	$68,656.58	$83,237.49	$3,329.50	$86,566.99
Step 39	$66,668.24	$2,666.73	$69,334.97	$84,059.96	$3,362.40	$87,422.36
Step 40	$67,337.27	$2,693.49	$70,030.76	$84,903.51	$3,396.14	$88,299.65
Step 41	$68,023.02	$2,720.92	$70,743.94	$85,768.15	$3,430.73	$89,198.88
Step 42	$68,692.04	$2,747.68	$71,439.72	$86,611.70	$3,464.47	$90,076.17
Step 43	$69,377.79	$2,775.11	$72,152.90	$87,476.34	$3,499.05	$90,975.39

	Grade T 12mo Base	Grade T 12mo Override	Grade T 12mo Total	Grade U 12mo Base	Grade U 12mo Override	Grade U 12mo Total
Step 1	$62,570.47	$2,502.82	$65,073.29	$65,227.66	$2,609.11	$67,836.77

Step 2	$63,203.13	$2,528.13	$65,731.26	$65,860.32	$2,634.41	$68,494.73
Step 3	$63,835.80	$2,553.43	$66,389.23	$66,535.16	$2,661.41	$69,196.57
Step 4	$64,468.46	$2,578.74	$67,047.20	$67,188.92	$2,687.56	$69,876.48
Step 5	$65,122.21	$2,604.89	$67,727.10	$67,863.76	$2,714.55	$70,578.31
Step 6	$65,754.88	$2,630.20	$68,385.08	$68,538.60	$2,741.54	$71,280.14
Step 7	$66,429.72	$2,657.19	$69,086.91	$69,234.53	$2,769.38	$72,003.91
Step 8	$67,083.47	$2,683.34	$69,766.81	$69,930.46	$2,797.22	$72,727.68
Step 9	$67,758.31	$2,710.33	$70,468.64	$70,626.39	$2,825.06	$73,451.45
Step 10	$68,433.16	$2,737.33	$71,170.49	$71,322.32	$2,852.89	$74,175.21
Step 11	$69,129.09	$2,765.16	$71,894.25	$72,039.34	$2,881.57	$74,920.91
Step 12	$69,803.93	$2,792.16	$72,596.09	$72,756.36	$2,910.25	$75,666.61
Step 13	$70,499.86	$2,819.99	$73,319.85	$73,494.47	$2,939.78	$76,434.25
Step 14	$71,216.88	$2,848.68	$74,065.56	$74,232.58	$2,969.30	$77,201.88
Step 15	$71,933.90	$2,877.36	$74,811.26	$74,970.68	$2,998.83	$77,969.51
Step 16	$72,650.92	$2,906.04	$75,556.96	$75,708.79	$3,028.35	$78,737.14
Step 17	$73,367.94	$2,934.72	$76,302.66	$76,467.99	$3,058.72	$79,526.71
Step 18	$74,106.04	$2,964.24	$77,070.28	$77,227.19	$3,089.09	$80,316.28
Step 19	$74,844.15	$2,993.77	$77,837.92	$78,007.47	$3,120.30	$81,127.77
Step 20	$75,603.35	$3,024.13	$78,627.48	$78,787.76	$3,151.51	$81,939.27
Step 21	$76,341.46	$3,053.66	$79,395.12	$79,568.04	$3,182.72	$82,750.76
Step 22	$77,121.74	$3,084.87	$80,206.61	$80,369.42	$3,214.78	$83,584.20
Step 23	$77,880.94	$3,115.24	$80,996.18	$81,170.79	$3,246.83	$84,417.62
Step 24	$78,661.22	$3,146.45	$81,807.67	$81,993.25	$3,279.73	$85,272.98
Step 25	$79,441.51	$3,177.66	$82,619.17	$82,815.72	$3,312.63	$86,128.35
Step 26	$80,242.88	$3,209.72	$83,452.60	$83,638.18	$3,345.53	$86,983.71
Step 27	$81,044.26	$3,241.77	$84,286.03	$84,481.73	$3,379.27	$87,861.00
Step 28	$81,866.72	$3,274.67	$85,141.39	$85,325.28	$3,413.01	$88,738.29
Step 29	$82,668.10	$3,306.72	$85,974.82	$86,168.84	$3,446.75	$89,615.59
Step 30	$83,511.65	$3,340.47	$86,852.12	$87,033.48	$3,481.34	$90,514.82
Step 31	$84,334.11	$3,373.36	$87,707.47	$87,898.12	$3,515.92	$91,414.04
Step 32	$85,177.66	$3,407.11	$88,584.77	$88,783.85	$3,551.35	$92,335.20
Step 33	$86,042.30	$3,441.69	$89,483.99	$89,669.58	$3,586.78	$93,256.36
Step 34	$86,885.86	$3,475.43	$90,361.29	$90,576.40	$3,623.06	$94,199.46
Step 35	$87,771.59	$3,510.86	$91,282.45	$91,462.13	$3,658.49	$95,120.62
Step 36	$88,636.23	$3,545.45	$92,181.68	$92,390.03	$3,695.60	$96,085.63
Step 37	$89,521.96	$3,580.88	$93,102.84	$93,317.94	$3,732.72	$97,050.66
Step 38	$90,428.77	$3,617.15	$94,045.92	$94,245.85	$3,769.83	$98,015.68
Step 39	$91,335.59	$3,653.42	$94,989.01	$95,194.84	$3,807.79	$99,002.63
Step 40	$92,242.41	$3,689.70	$95,932.11	$96,143.84	$3,845.75	$99,989.59
Step 41	$93,170.32	$3,726.81	$96,897.13	$97,092.84	$3,883.71	$100,976.55
Step 42	$94,098.23	$3,763.93	$97,862.16	$98,062.92	$3,922.52	$101,985.44

Step 43	$95,026.13	$3,801.05	$98,827.18	$99,054.09	$3,962.16	$103,016.25

TUCSON UNIFIED SCHOOL DISTRICT

2026~~4~~-2031~~26~~

CWA

Supervisory/Professional

Agreement

July 1, 2026~~4~~ through June 30, 2031~~26~~

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ARTICLE ONE

1 DEFINITIONS

1-1 The term **BARGAINING UNIT** (also referred to as "Unit") shall mean all regularly assigned part-time and full-time employees in a classification listed in Appendix I, excluding, temporary, initial probationary employees, substitutes and other employees designated by the Board.

1-2 The term **BARGAINING UNIT SENIORITY** shall mean the total length of uninterrupted service in a regular part-time or full-time classification in the bargaining unit.

1-3 The term **BOARD** shall mean the Governing Board of the Tucson Unified School District No. One.

1-4 The term **CLASSIFICATION** shall mean a designated title for positions defined in Appendix I.

1-5 The term **CAREER LADDER** shall mean a series of classifications within TUSD in which the nature of the work in each classification is reasonably similar within each progression and the classifications held represent typical career progression within TUSD.

1-6 The term **CLASSIFICATION SENIORITY** shall mean the length of service in a regular part-time or full-time classification. Any time spent in a classification within the same career ladder as the employee's present classification shall be counted towards the total for determining classification seniority.

1-7 The term **CWA** shall mean the Communications Workers of America.

1-8 The term **DATE OF HIRE** shall mean the most recent date an individual is employed in a regular part-time or full-time budgeted position, exclusive of temporary/substitute employment.

1-9 The term **DAY(s)** shall mean working days, unless otherwise specified as calendar days.

1-10 The term **DEMOTION** shall mean a change in assignment of an employee from a position in one classification to a position in another classification having a lower salary grade.

1-11 The term **DISTRICT** shall mean the Tucson Unified School District No. One.

1-12 The term **DISTRICT SENIORITY** shall mean the length of uninterrupted service calculated from the employee's most recent date of hire with the District in a regular part-time or full-time position.

1-13 The term **EMERGENCY** shall mean an event which a reasonable, prudent person could not have reasonably prepared for and foreseen.

1-14 The term **EMPLOYEE** shall mean a person hired to fill a budgeted part-time or full-time position in a job classification listed in Appendix I, excluding temporary, initial

probationary employees, substitutes, and other employees designated by the Board.

1-15 The term **FAMILY** shall mean: all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

1-16 The term **FULL TIME** shall mean working 30 to 40 regularly assigned hours per week.

1-17 The term **HIRING OFFICIAL** shall mean the individual who will be the direct supervisor of the person being hired.

1-18 The term **INITIAL PROBATION** shall mean a period of ninety (90) continuous work days from the initial date of employment in a regular bargaining unit position with the management option of extending probation, based on written evaluation, by an additional ninety (90) continuous work days. Management may also waive the probation period.

1-19 The term **INSUBORDINATION** shall mean the willful failure of an employee to obey lawful verbal or written directives, or refusal to comply with reasonable instructions by the employee's supervisor.

1-20 The term **LAYOFF** shall mean a loss of regular employment with the District.

1-21 The term **LETTER of DIRECTION** shall mean a letter from a supervisor to an employee specifying certain directions to be followed. A Letter of Direction is not discipline.

1-22 The term **LOCAL** shall mean CWA Local 7000.

1-23 The term **LONGEVITY** shall mean the length of uninterrupted District service from date of hire with the exception of a leave of absence pursuant to Article 13-2 (Recall Rights) and Article 16-6 (Military Leave).

1-24 The term **LUNCH PERIOD** shall be defined as a duty free block of time consisting of no less than thirty minutes scheduled as near as practical to the middle of an employee's work shift.

1-25 The term **MEMBER** shall mean a union dues paying employee of the TUSD Supervisory Professional Unit.

1-26 The term **ON-CALL** shall mean availability of coverage for services during off-duty hours.

1-27 The term **PART-TIME** shall mean working 20 or more regularly assigned hours per week, but less than 30 regularly assigned hours per week.

1-28 The term **PROMOTION** shall mean a non-temporary change in job classification that would result in a higher pay grade.

1-29 The term **RECLASSIFICATION** is a process by which an employee's position is

evaluated to determine whether it is appropriately classified.

1-30 The term **SUPERVISOR'S WORKING FILE** shall mean any and all written documentation the supervisor possesses about an employee concerning accolades, minor deficiencies, or offenses.

1-31 The term **TRANSFER** shall mean a change in worksite that entails no change in rate of pay, job classification, or a change in shift. A transfer is a lateral move.

1-32 The term **UNION** shall mean the Communications Workers of America.

1-33 The term **UNION REPRESENTATIVE** shall mean any staff of the Union, or stewards, and officers who are employees of the District or Communications Workers of America.

1-34 The term **VACANCY** shall mean any bargaining unit position as set forth in Appendix 1, which is budgeted and adopted by the Governing Board and has no assigned incumbent, and which is not filled administratively through the layoff process, returning from leave (including placement of an employee released from a worker's compensation injury with or without any permanent disability), demotion, or involuntary transfer processes.

1-35 The term **WORK WEEK** shall generally mean a seven (7) consecutive calendar day period.

ARTICLE TWO

2 DISTRICT RIGHTS

2-1 It is agreed that the District retains the right to manage its business, including the right to hire, layoff, assign, discipline, transfer, promote or terminate employees, but will be subject to such regulations and restrictions governing the exercise of these rights as they are expressly provided in this Agreement.

2-2 If any provision of this Agreement should be held invalid by operation of law, current Governing Board policy, or any tribunal of competent jurisdiction, the remainder of this Agreement shall not be affected thereby.

If any tribunal of competent jurisdiction restrains compliance with or enforcement of any provision of this agreement, pending a final determination as the validity or the application of such article or provision, the remainder of this Agreement shall not be affected thereby.

2-3 In the event of such invalidation of any provision of this Agreement, the parties agree to meet and begin to negotiate within thirty (30) working days of such invalidation for the purpose of arriving at a satisfactory replacement for such provision.

2-4 Surveillance

Material from a video will not be used in employee disciplinary matters without there first being notice to the employee. When a written accusation is made against an employee, the employee and a union representative will be provided opportunity to view recordings.

Personal information may be redacted to maintain confidentiality. The video is in no way meant to supplant to be in place of a thorough investigation, which should include statements from witnesses of the alleged event. A thorough investigation shall be completed within then working days of the written complaint.

2-5 Alteration

No change, rescission, alteration or modification of this Agreement in whole or in part shall be valid unless the same is ratified by both the Board and CWA and endorsed in writing hereon.

ARTICLE THREE

3 UNION RIGHTS

3-1 Recognition

The District recognizes CWA, its representatives and agents, as the exclusive bargaining agent for this contract, and will negotiate wages, hours, terms and conditions of employment with TUSD.

3-2 Access: CWA representatives shall have the right of reasonable access to District facilities, including employee mailboxes or e-mail for the purpose of contacting employees and transacting matters. Upon arriving at a worksite, the representative shall first report to the office of the site administrator and state the intended purpose and estimated length of visit. The representative may contact employees during breaks**,** duty-free lunch periods, at orientations**,** before or after the employee's hours of work. The representative shall not interrupt any employee's duties or assignments.

3-3 Communications

A. CWA and its representatives shall have the right to post notices of activities and matters of CWA concern on a designated bulletin board at reasonably accessible places at each worksite. Documents posted may not include any defamatory material or advocate insubordinate acts. Requests a bulletin board 2x2 space on a separate bulletin board.

B. CWA shall have the right to utilize the District's mail system to communicate with members of the bargaining unit on matters authorized by a CWA representative as evidenced by CWA's logo. Likewise, the Office of Employee Relations shall provide a copy of any matters affecting the employment, compensation, or benefits of any group of employees covered by this agreement to the CWA bargaining unit VP prior to dissemination of information to the employees. Documents communicated through the District's internal mail system or email system may not include defamatory material or advocate insubordinate acts.

3-4 Facilities

A. With prior notification and approval by the site administrator, CWA and its representatives shall have the right to use District facilities at reasonable times when there is no disruption of normal activities for the purposes of conducting CWA business with small groups of 25 or less. Site administrators shall not arbitrarily and capriciously deny the use of facilities.

B. Arrangements for groups larger than 25 shall be made with the District official responsible for rentals. All regulations and appropriate charges shall be honored by CWA. In such cases, more than one (1) meeting a month may occur per site with prior approval from the site administrator.

C. No employee shall schedule, arrange, or use any school district property for non-district business or matters without complying with the requirements of Board Policy KF and its accompanying regulation.

D. An employee is prohibited, unless otherwise provided in this Agreement, to use District property, supplies and/or materials at any time for any personal political activity, or political efforts. (This does not preclude an employee from voting or using their available leave to work in local, state or federal elections.)

3-5 Release Time:

A. Designated CWA members may take release time from work during their normal work hours for joint union/district activities listed below, if permitted by law:

1. Participation as the union member on an interview committee

2. Participation as the union member on a reclassification committee

3. Participation as one of the union members of a Union / District Committee

4. Participation in a meeting called by the Superintendent or the designee

5. Participation in any other joint Union/District activities.

6. Fact finding research and meeting preparation with supervisory approval.

B. CWA members shall notify their supervisor of their planned absence at least two (2) work days in advance. CWA members, with the permission of their immediate supervisor, may be released with less than two (2) days notice, workload permitting. All release time shall be documented on each employee's time sheet. Release time does not count for the purpose of calculating overtime.

C. **Attendance at any district mandated training or conference:** If the employee is required by the District to attend a mandatory training or conference, said time shall be included in calculations for overtime/comp time. CWA and TUSD agree that time spent on activities described herein will be paid by TUSD.

D. **Excused Non-Paid Time Off**

1. CWA and TUSD agree that Union officers, stewards or other CWA authorized union members will be excused by TUSD for the purposes of attending training, executive board meetings, conferences and other Union administrative business. For such activities, the aforementioned:

a. Shall be treated fairly, with respect and shall not face retribution in any manner by their department director or any other supervisor for their union activity. Any such conduct shall be reported directly to the TUSD Employee Relations Office.

b. For emergency purposes, CWA Executive Officers may be released with reasonable notice, workload permitting.

2. CWA and TUSD agree that CWA shall make all requests for excused absences for Union activities as far in advance as possible.

3. All requests shall be submitted in writing to the Office of Employee Relations. This Union time off shall not be declined for arbitrary or capricious reasons.

3-6 Copies of Agreement

The District shall post a copy of this agreement on the TUSD website within thirty calendar days from the date of Board ratification.

3-7 Information

A. The District agrees to furnish designated CWA representatives available information concerning the financial resources of the District, including but not limited to financial reports, tentative budgetary requirements and allocations, agendas and minutes of Board meetings and seniority lists. The District also agrees to provide information needed by CWA to develop constructive negotiation proposals, provided, however, that the District shall not be required to prepare reports or surveys.

B. Designated CWA representatives shall have access to all records and files of all non-confidential information necessary to the determination and processing of any grievance.

C. Seniority Lists: Upon request to the Employee Relations Office, the district shall provide to CWA two lists of bargaining unit employees organized as follows:

1. in alpha order, including classification, worksite, grade, step, bargaining unit seniority date and number of hours worked; and

2. in alpha order by site/department, including classification, worksite, grade, step, bargaining unit seniority date and number of hours worked.

3-8 Special Committees

From time to time, the District and CWA may agree to establish ad hoc joint District-CWA committees to discuss matters of mutual concern. Such committees shall in no way be construed as bargaining committees, nor shall they be empowered to modify in any way the terms and conditions of this agreement, unless mutually agreed upon between the District and CWA.

3-9 Orientations

The District shall notify CWA at least two days prior to any Supervisory/Professional group employee orientations that are held and CWA will be allowed time after the orientation to provide union information. If no group orientation is conducted, TUSD will provide the newly hired employee with CWA's contact information. TUSD will provide CWA with the newly hired employee's information including job title, worksite and home

address**.** CWA will have the opportunity to meet for a duration of 30 minutes with each new eligible member within one week upon the employee reporting to their worksite, at the employee's discretion with the supervisor's approval of scheduled meeting time. The District shall provide CWA with a list of current eligible employees in alpha order by site/department, including classification, worksite, grade, step, bargaining unit seniority date and number of hours worked, on a quarterly basis. CWA will provide sufficient copies of contact information to be distributed to new hires to this bargaining unit during their orientation or hiring process.

3-10 Payroll Deduction

A. Upon receipt of written authorization from any employee, the District agrees to deduct from the salary of members of CWA the annual amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by CWA. Upon receipt of written authorization from any employee, the District agrees to deduct from the salary of members of CWA for the amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by CWA. The member will determine the dollar amount of the contribution to the Political Action Fund (PAF). ~~Committee on Political Education and the Union Community Fund. The annual amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by CWA.~~ The District further agrees to promptly transmit such monies deducted to CWA within five (5) days after deductions are made, along with a copy of the names of the employees from which dues were deducted specifying the amounts. Twelve month employees shall have dues deducted over 26 pay periods. Employees who work less than twelve months, but have elected to receive twelve month pay, will have dues deducted over 26 pays. The changes in rates of pay shall be reflected in dues deductions.

B. The individual's written authorization shall remain in effect during the term of employment of the individual unless employee revokes or cancels their authorization. If a Supervisory Professional employee changes bargaining units during the school year, employee has thirty days from the effective date to submit a revocation form; otherwise the employee's request must be received prior to August 1. Revocation/Cancellation shall be accomplished exclusively in the following manner and will only be accepted during the month of July: The individual shall initiate the requested revocation by providing written notice to CWA and TUSD's payroll department during the month of July. CWA shall submit a list of all revocation names to the District no later than August 15 of each year. Dues deductions will cease after the August list has been submitted to the district.

C. In the event the individual's employment terminates, the District has no obligation to recover any unpaid dues amounts for CWA.

D. Hold Harmless/Indemnity

CWA shall indemnify and save harmless the Board and District from and against any and all claims, damages or suits on other forms of liability which may arise out of or by reason of any action taken by the District or CWA for the purposes of complying with Article 3-10.

3-11 Organizational Changes

In the event the District desires to make organizational changes that affect bargaining unit employees, twenty calendar days prior to implementation of the organizational changes the District will hold discussion with the affected group of employees and the union including changing a position from non-exempt to exempt. Said discussion will include the following matters:

1. The reason for the change;
2. The proposed implementation date;
3. The name and job titles of all impacted bargaining unit employees;
4. The process for transfers or lay off.

ARTICLE FOUR

4 EMPLOYEE RIGHTS

4-1 Legal Counsel

District shall, at no expense to the employee, provide legal counsel and representation in any legal action brought against the employee as a result of the employee acting within the scope of their employment. The employee shall be held harmless and indemnified from any and all demands, claims, suits, actions and legal proceedings brought against them in their official capacity as an agent of the District, provided the incident arose while the employee was acting within the scope of their employment.

4-2 Political Action

An employee shall have the liberty of political action outside of their work hours provided such action is within the laws of the United States of America and the State of Arizona.

An employee shall be free from political coercion, or the pretended necessity of making political contributions of money, or other things of value, or engaging in any political work or activity against their wishes under the assumption that failure to do so will in any way affect their status as an employee of the District.

4-3 Job Description

A description of duties for the specific classification shall be given to each new employee when hired, when an employee changes classification, or when the employee's job is reclassified. Job descriptions shall be available through Human Resources.

4-4 Personnel File

A. No material derogatory to a employee's conduct, performance, character or personality shall be placed in the employee's personnel file in Human Resources (HR) unless a copy has been provided to the employee for review, and unless the employee has an opportunity (within ten working days) to submit a reply to the material. Said reply shall be attached to the original document and shall remain attached throughout the term of that employee's employment, unless

removed by mutual agreement between the employee and the District, or other provisions of this Agreement. Said agreement shall be in writing and signed by both parties.

B. Employees shall have the right to review the contents of their Human Resources personnel file and to receive a copy of all material contained therein at District expense within ten (10) working days of the employee's request.

C. If the employee has knowledge of an additional file a request under ARS § 39-121, "Inspection of Public Records" may be filed with the District and Freedom of Information Act (FOIA) requests will be honored as well.

4-5 Supervisor's Working File

A supervisor's working file(s) shall be used to document concerns and acknowledgements or accolades. Information contained in said file cannot be used for disciplinary purposes or as derogatory material in evaluation unless the employee is notified of such information within ten (10) working days of being placed in the working file and the employee will be provided an opportunity to respond.

4-6 Representation

On request, a member has the right to representation when being warned, disciplined or notified of an investigation that has been concluded and may result in disciplinary action for any misconduct. The representative may be present and participate by asking clarifying questions. At any time the employee or the representative may request a short recess to confer. This shall not include coaching/counseling by a supervisor or issuing letters of direction. The member shall be responsible for arranging representation prior to the scheduled meeting. The District shall afford the member reasonable time to make such arrangements should representation be desired by the employee. A member has the right, upon request, to representation for the following:

1. when receiving disciplinary action**,** or being notified of an investigation that has been concluded and may result in disciplinary action
2. during reclassification appeals
3. during the grievance/arbitration process
4. during meetings reasonably requested for job-related concerns and agreed to by the District. Meetings on job-related concerns may be scheduled before, during or after the work hours at the District's discretion. In the event the meeting is held prior to or after work hours**,** participants shall be appropriately compensated.

4-7 Non-Discrimination

A. Neither the District nor CWA shall discriminate against any employee on the basis of race, religion, color, national origin, age, sex, sexual orientation, gender identity, marital status or disability.

B. Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Title IV and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the

Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, Civil Rights Act of 1991, and other nondiscrimination laws and regulations.

4-8 Outside Employment

An employee may secure outside employment beyond their normal workday and no evaluation of performance or disciplinary action shall be predicated upon lawful, non-related employment which has no impact upon the employee's job performance. Such outside employment shall not interfere, directly or indirectly, with the employee's regularly assigned duties.

4-9 The employee shall have the right to be free from physical and/or verbal abuse, sexual and/or mental harassment, and racial or ethnic statements.

ARTICLE FIVE

5 EVALUATION PROCEDURE

5-1 Permanent employees shall be given performance evaluations at least each fiscal year. Evaluations will be conducted for the purpose of assessing employee performance and assisting employees in their job. The evaluation may provide one of the bases for administrative decisions regarding employment, promotion, demotion, transfer, or termination.

5-2 No evaluation shall be based upon derogatory materials in the employee's Supervisor's Working File, unless the employee has previously been given five days' prior notice, an opportunity to review and comment upon them, and had such comments attached to the materials.

5-3 The evaluator (immediate supervisor/designee) shall discuss the written performance evaluation with the employee. If a designee has been appointed prior to the evaluation, the immediate supervisor's working file shall be made available to the designee for review and input in the evaluation procedure. Both the evaluator and the employee will sign the evaluation. The signature of the employee means only that the employee has received a copy of the evaluation. The employee may attach any written comments to the evaluation at the time of the conference or within ten (10) working days of the meeting.

5-4 Annual evaluations shall be given face to face between the employee and the immediate supervisor/designee, except in instances when the employee is absent: Annual evaluations shall be given during the contract year of the employee. If the evaluation meeting is delayed and the employee's signature cannot be obtained because the employee is absent more than two scheduled evaluation meetings, the evaluation may be mailed by U.S. mail to the employee's home address.

A. If employee is brought in off contract or outside normal working hours for the evaluation, they shall be compensated at current rate of pay.

5-5 Any claim arising under this Article shall not challenge the substantive objectives, standards, or criteria determined by the evaluator of the District, nor shall it contest the

judgment of the evaluator. Claims concerning evaluations filed under Article 6 (Grievance Procedure) shall be limited to a claim that the procedures of this Article have not been followed.

5-6 Discussion between a Unit member and District supervisor concerning the employee's unsatisfactory work performance or work-related problems shall, to the extent practicable, be conducted privately.

5-7 An annual evaluation is based on overall performance throughout contract year, not based on a single day(s) performance.

5-8 Procedures

A. When an employee has been placed on notice that they have not met performance expectations, the immediate supervisor shall inform the employee they have 60 days from issuance of the rating to improve to an acceptable level. The District shall create an employee development plan of improvement. The plan shall include:

1. Identification of job assignments and performance skills for which performance is unsatisfactory;

2. A description of what the employee must do to improve the unsatisfactory performance during the 60 day period and supports the District may provide to assist the employee.

3. A statement as to how often the supervisor and the employee will meet periodically during the 60 day period to provide the employee with coaching and feedback; and

4. A statement indicating that failure to meet standards at the end of the 60 day period may result in termination

B. An employee may not receive an overall rating of less than competent on the employee's annual evaluation unless the employee has been advised in writing at least 60 days prior that they are not meeting performance standards provided such behavior was demonstrated as such prior to the 60 days**.**

ARTICLE SIX

6 GRIEVANCE PROCEDURE

6-1 **Non-member** employees shall report alleged violations of this agreement to the Office of Employee Relations.

6-2 Member grievance process

This article provides members with a process for the review of certain complaints; to assure fair and equitable treatment of all employees; to encourage the settlement of disagreements informally at the employee-supervisor level; and, to provide a timely, orderly procedure to handle grievances.

Grievable Issues

A. A violation of an expressed term of this Agreement.

B. All disciplinary action including written reprimands, suspensions and terminations.

C. Working conditions, hours, and terms and conditions of employment.

D. Departmental rules or procedures.

6-3 Grievance Procedure

A. Grievances shall be in writing, signed by the member and the authorized union representative and include the following:

1. The name of the member

2. The nature of the grievance (a brief description of the circumstances)

3. The article and section of the agreement, if any, claimed to have been violated

4. The relief requested

B. Grievances shall be processed in accordance with the following procedure/levels:

1. Level 1

Grievances shall be presented in writing to the appropriate supervisor within thirty (30) calendar days following the occurrence giving rise to the grievance, or within thirty (30) calendar days following the date upon which the facts of the grievance first became known. Within thirty (30) calendar days of receipt of the grievance, the supervisor, member and the authorized union representative(s) shall meet to resolve the grievance. The supervisor shall provide a written response to the member and Union within fifteen (15) working days of the Level 1 meeting. Level 1 may be bypassed by mutual agreement.

2. Level 2

If resolution is not reached at Level 1, the grievance may be appealed to Level 2 within fifteen (15) working days of receipt of the supervisor's response at Level 1. The grievance shall be presented in writing to the director of the department involved. Within fifteen (15) working days of receipt of the grievance, the director, member and the union representative(s) if authorized by the member shall meet to resolve the grievance. The director shall have fifteen (15) working days from the date of the Level 2 meeting to provide a written response to the member and Union.

3. Level 3

Within fifteen (15) working days of receipt of the Level 2 written response, if resolution is not reached at Level 2, the grievance may be appealed to the Director of Employee Relations. The Director of Employee Relations, member and the authorized union representative(s) shall meet within fifteen (15) working days to resolve the grievance. The Director of Employee

Relations will provide a written response to the member and authorized union representative within fifteen (15) working days of the formal Level 3 grievance meeting. Within fifteen (15) working days of receipt of the Level 3 written decision, if CWA disagrees, CWA may submit the grievance to mediation or arbitration.

C. All grievance responses shall be in writing, signed by the supervisor/director and include a clear and concise response to the grievance and the facts on which it was based. Grievance responses will include denial or acceptance of the proposed relief in whole or in part, or an alternative solution.

D. Termination shall start at a Level 3.

6-4 Information

Reasonable access shall be made available to records and files of all information necessary for processing the grievance.

6-5 Time Limits

A. Time limits may be extended by mutual written agreement of both parties.

B. Failure at any level of the grievance procedure to appeal to the next level by the Union and/or member within the time limits shall deem the grievance closed.

C. Failure at any step to communicate the District decision within the time limits shall permit the grievant to proceed to the next level of the grievance procedure.

6-6 No member shall suffer loss of pay when meeting on the grievance. Grievance meetings shall take place during the regular work day. Up to two (2) representatives selected by the union may be present for grievance meetings. The primary role of the second representative is to observe and document the meeting.

6-7 Mediation

A. At the request of either party, any grievance that has no monetary effect may be mediated with a Federal Mediation Conciliation Service mediator or another one chosen by both parties who will facilitate a resolution agreement.

B. A federal mediator may be used under the following conditions for all members of the bargaining unit:

1. All parties must sign a petition of agreement to use a federal mediator;

2. Mediation will be administered according to the Federal Mediation and Conciliation Services procedures;

3. Either party may withdraw from the proceeding at any time;

4. The grievant may attend all sessions excluding sidebars as determined by the mediator;

5. Rules of evidence do not apply;

6. All discussions are confidential to the extent allowable by law.

6-8 Arbitration

Advisory arbitration shall be available for an alleged violation of the Agreement that has a monetary effect on any member of the bargaining unit, and only upon petition of the Union.

A. All arbitration hearings will be held at times and locations mutually agreeable to both the District and the Union.

B. If the response of the Level III review does not result in resolution of the conflict, the Union on behalf of the member may request arbitration within ten (10) days of the receipt of the Level III decision.

C. The Superintendent or designee and the Union shall submit the issue and schedule a hearing date with the selected arbitrator.

6-9 Selection of Arbitrators

The selection of arbitrators to hear grievances shall be accomplished in the following manner:

CWA and TUSD shall agree on a list of arbitrators who are acceptable to both CWA and TUSD. The arbitrators shall be placed on a list in alphabetical order and assigned in that order as each conflict resolution appeal is filed. The intent is to rotate arbitrators. If an arbitrator's schedule prevents a mutually agreeable hearing date from being scheduled within forty-five (45) calendar days, then the next arbitrator on the list shall be assigned that grievance appeal.

6-10 Arbitration Process

A. The arbitrator shall be bound by the following:

1. The arbitrator shall neither add to, detract from, nor modify the language of this Agreement.

2. The arbitrator shall expressly be confined to the precise issues jointly submitted by the parties. If the parties are unable to reach agreement on the submission of issues, the arbitrator shall formulate the issues to be determined.

B. The findings and recommendations for relief of the arbitrator shall be advisory. A copy of the decision shall be submitted to both parties within thirty (30) days of the hearing. The Superintendent's designee shall submit the arbitrator's recommended decision to the Superintendent for review and recommendation.

C. The fees and expenses of the arbitrator shall be borne equally by the parties. All other expenses shall be borne by the incurring party.

6-11 The decision of the Governing Board regarding the arbitration recommendation shall be submitted by certified mail to the grievant and their Union representative at the last known mailing address. Said notice shall be mailed no later than three (3) working days following the Board's decision.

ARTICLE SEVEN

7 NEGOTIATIONS PROCEDURES

7-1 Procedure

A. See TUSD Governing Board Policy GCAC - Negotiation Process.

B. Any change to policy GCAC shall be discussed with CWA in a collaborative process.

7-2 Release Time for Negotiations

If permitted by law, the following language will apply: There shall be no more than six (6) negotiating team member representatives. The members designated by CWA shall be released from duty with no loss of pay for the purpose of attending negotiation meetings with the District, pursuant to this agreement.

7-3 Decertification

A. Petition

1. A petition for an election to decertify the Union may be filed with the Superintendent by an employee who is a member of the bargaining unit.

2. The petition shall contain the following information:

a. The name, address and telephone number of the petitioner and the name, address and telephone number of the agent to be contacted, if any;

b. A description of the established unit;

c. The approximate number of employees in the established unit;

d. A statement that the members in the established unit no longer desire the Union as their exclusive representative;

e. The petition shall be signed by at least thirty-five (35%) percent of the members in the established unit.

f. The petitioner shall concurrently serve a copy of the petition to the district and the union.

B. Election

1. Upon receipt of a petition for decertification, the Board may conduct an impartial representative election. The costs for such an election shall be defrayed equally by the petitioning organization and the District.

2. A petition shall not be considered whenever a representation election has been held within the twelve (12) months immediately preceding the filing of the petition. If there is an existing agreement in effect, the petition must be initiated, signed and delivered to the Board within ninety (90) to one hundred

twenty (120) working days prior to expiration of the Agreement to fulfill the requirement for receipt of a valid petition for decertification.

ARTICLE EIGHT

8 HOURS OF WORK

8-1 Work-Week

The work-week of employees shall normally be Monday through Friday. The District may establish a different work-week for particular employees, classes, or shifts as required to meet the operational needs of the District.

8-2 Notification

When possible, the District shall give reasonable advance notification to the employee prior to any substantial change of an employee's work-week that is not considered permanent in nature. However, these notification rights shall not produce any stoppages or delays in the change until such notifications are made. The District shall give the employee a ten (10) work day advance notification prior to a permanent/long-term change in the employee's work week. Written notification of the permanent/long-term changes will also be provided to the local union.

8-3 Overtime

A. A non-exempt employee assigned by their supervisor to work over forty (40) hours in any work-week shall receive compensation at a rate equal to one and one-half (1-1/2) times their regular rate of pay, or shall be provided compensatory time off in a manner equal to the one and one-half the number of overtime hours the employee worked. The employee shall indicate their preference as to overtime pay or comp time when employee is authorized the extra work. The District reserves the right to pay off all accrued comp time balances in May before the end of the school year.

B. Employees changing worksites (excluding Food Service employees) shall be paid all approved compensatory time.

C. Employees separating from the District shall be paid for all approved compensatory time.

8-4 Call Back Pay

An employee called back to work after they have finished their daily work schedule and left the place of employment shall be compensated for three (3) hours time worked or the actual time worked, whichever is greater.

8-5 Show-Up Pay

If an employee reports to work and is sent home due to no fault of their own, they shall be compensated for three (3) hours of time worked.

8-6 Involuntary Overtime

To assure that in cases of emergency the District has the proper staffing to operate all school facilities, the District reserves the right to assign overtime to the first available

employee qualified to perform the required services. The employee will be compensated at a rate equal to one and one-half times their regular rate of pay.

8-7 Flex Time

Employees may flex their work schedule to address incidental variations of the daily work assignment or permit flexible starting and ending times with prior notification to the employee's immediate supervisor.

ARTICLE NINE

9 RECLASSIFICATION

9-1 General Purpose

The purpose of a reclassification is to review the duties and level of responsibilities in a classification. A request for reclassification does not in any way guarantee that a position will be upgraded. Reclassifications may result in one of the following: upgrade, downgrade, or frozen at the current rate of pay, or no change.

9-2 Procedure

A. An employee who feels that their duties have undergone a meaningful change in the kinds of duties and level of responsibilities since the last reclassification of position shall submit a request for review of their position by filling out a position analysis form available from Human Resources (HR) Department.

B. If the HR Department performs an independent position audit, the employee may also appeal the allocation as defined in 9-3 below.

C. An employee's position may be reviewed once every 12 months, upon approval of the Chief Human Capital~~Resources~~ Officer or designee. Otherwise, it can be reviewed every two years.

D. The definition of classifications or the assignment of a classification to a pay grade on the wage schedule are**,** matters left to the sole discretion of the District.

E. Within thirty (30) calendar days of receipt of the analysis form, HR shall inform the employee(s) of receipt. A meeting will be scheduled within thirty (30) calendar days of notification to review their classification. The review may include, but not be limited to:

1. Position Description Questionnaire

2. Interviews

3. Work observation.

9-3 Appeal

If the employee disagrees with Human Resources' decision, they shall within twenty (20) days appeal the decision by corresponding with the Chief Human Capital~~Resources~~ Officer, specifically stating the reasons for an appeal. The Chief Human ~~Resources~~ Officer shall refer the appeal to the Classification Appeal Board composed of three (3) members appointed by the District, including one (1) ~~randomly~~ ~~selected~~ member

selected by~~of~~ CWA. However, no District appointee who has conducted the evaluation in the reclassification will serve as a voting member on the appeals committee. The District appointee shall be present during the appeal hearing; however, will be excused for the deliberations by the Appeal Board. The Appeal Board shall review the appeal and within thirty (30) days of its receipt render a decision to the Chief Human Capital~~Resources~~ Officer. The Chief Human Capital~~Resources~~ Officer shall, within ten (10) days of the Appeal Board's recommendation, correspond with the appealing employee informing the employee of the final decision.

The final decision by the Chief Human Capital~~Resources~~ Officer is not subject to appeal.

9-4 Wage Protection

A. If an employee is reclassified to a higher grade the new wage rate for the reclassified employee will be commensurate with the market average, the responsibilities of the position, job description and experience but not less than a five (5 %) percent of the employees current salary. After the results of the market survey are reached and before any changes are made, there will be a discussion between TUSD's Employee Relations Department and CWA.

B. When the employee's classification is changed to a lower grade, the member shall be placed at the step which is equivalent to the current rate of pay in the old classification or frozen at their current rate of pay in the same classification (red-circled) for a period not to exceed twelve (12) months.

ARTICLE TEN

10 COMPENSATION

10-1 Wages

A. The salary schedules shall be as listed in Appendix III for Non-Exempt and Appendix for Exempt. During the term of the Agreement, the salary schedules Appendix III and IV) shall not be changed without mutual agreement of CWA and the District.

B. All positions covered by this agreement shall be as listed in Appendix I for Non-Exempt and Appendix II for Exempt.

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

D. For the years 2020 through 2022, if additional revenues become available to the District through legislative appropriation, state sales tax revenues, payment of back revenue or inflation adjustment owed by the State of Arizona, decrease in anticipated cuts or decrease in revenue drop, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for salaries during the 2020 through 2022 contract years, the Employee may be given a raise in salary, if so approved by the Governing Board. Any such salary increase shall be apportioned to Employee in a manner that will be determined by the Governing Board, after having been approved by CWA and proposed by

the District, unless the authorizing enactment specifies the method by which the increase is to be distributed. The Employee must be employed by the District in the current contract year to receive any increase.

10-2 Longevity Stipend

Beginning the 2015-16 School Year employees will no longer receive the longevity stipend. Employees who were receiving longevity stipends as of July 1, 2015 will be credited with steps to embed their longevity into their base salary.

10-3 Working Out of Class

An out of class assignment is one in which an employee is replacing an absent employee or is assigned to and given the responsibilities of the position.

A. Employees assigned by their supervisor to perform all the duties of work in a higher paying classification or grade than the grade of the position in which they perform their regular duties, shall receive additional compensation of two dollars and seventy-five cents ($2.75)

B. Employees assigned to perform work in the absence of a department head will be compensated at a rate established by the District for serving in that assignment.

C. This provision does not apply when the employee is assigned to perform duties as part of the industrial light duty program.

10-4 Mileage Allowance

Authorized employees who are required to use their vehicle(s) for District business are to be reimbursed at a rate set by the Governing Board. Employees will not be required to utilize their personal vehicle for District business unless such use is included in the job posting or job description.

10-5 Uniforms

The District shall provide standard issue uniforms and footwear upon hire to employees requiring a uniform. In addition, replacement uniform wear and web gear shall be provided as needed. Such items provided by the District shall be returned to the District upon separation.

10-6 Shift Differential

Any employee(s) scheduled to start work at or after the hour of 1:00 p.m. or before the hour of 5:00 a.m. shall have fifty-five cents ($.55) added to their hourly rate of pay. Employee(s) normally assigned to said shifts shall receive the shift differential when absent or temporarily assigned to day shift.

10-7 Pay Plan Procedure

Effective August 2007, less-than-12-month employees will have the option of selecting one of the following pay plans:

□ Regular paychecks – every other Friday during the contract term of the employee.

□ Twenty-six paychecks – every other Friday all year.

The paychecks during the summer months when the employee is off contract will be mailed to the address the Finance Department has on file at the end of the school year. The paychecks will be taxed at the employee's tax rate in effect at the end of the school year. Direct deposits will be processed according to the employee's direct deposit information in effect at the end of the school year.

This option is only available for those employees employed on the first day of the contract and employees can participate in this option only if they have elected it by July 15th of each year.

ARTICLE ELEVEN

11 BENEFITS

11-1 Medical Insurance

A. For the duration of this agreement, the employee will pay up to 15% of the cost of the medical premium for district sponsored single coverage medical insurance for each employee.

B. The following options are available for purchase at the employee's expense:

1. Dental insurance

2. Vision insurance

3. Disability insurance

4. Dependent insurance premiums for health, vision, life, or dental plans

5. Life insurance (up to six times salary or a maximum of $1,000,000.00).

C. The District's contribution to an employee's district-sponsored insurance shall cease when an employee terminates or separates from the District.

11-2 Health Insurance Benefit Retention

Employees on unpaid leave may retain their insurance benefits by paying the premiums personally.

11-3 Life Insurance

All benefits eligible employees who elect the coverage shall be provided at district expense with a term life insurance policy equal to the employee's base salary as of August 11, 2011, but no less than $10,000, based on the election of benefits during Initial Employment or Annual Benefits Enrollment period. Employees shall have the option of purchasing additional term life insurance at their own expense.

ARTICLE TWELVE

12 RECRUITMENT/SELECTION PROCESS

12-1 Vacancies

It is recognized that all position vacancies within the bargaining unit may represent a promotional opportunity for some bargaining unit member. Therefore, in recognition of the fact that the District encourages internal promotions/transfers in pursuing its intent to hire the best qualified person, the following procedures shall apply in filling all vacancies within the bargaining unit.

A. Positions held by employees on leave status lasting over twelve (12) months will be considered vacancies and will be posted. When it is known a leave will extend beyond twelve (12) months, the position may be posted after the end of the eleventh (11) month.

B. All vacancies shall be filled within thirty (30) days after the posting closes, except as provided in C below.

C. Vacancies occurring within ninety (90) days of the end of the school year may be filled by temporary/hourly employees for the balance of the school year.

D. Upon request, the district shall provide CWA, no more than once per quarter, a list of budgeted district-wide vacancies and all CWA job classifications.

E. During job fair only, sites have the ability to offer on the spot hiring providing the position has been posted for 3 days.

12-2 Job Vacancy Notices:

A. All vacancy notices shall be posted on the District web-site.

B. Vacancies shall be posted on the TUSD website and in the Human Resources Department. All vacancy notices shall be posted for at least five (5) days prior to closing.

C. Each vacancy notice shall include: position, hours, work location and closing date.

12-3 Promotion, Transfers, Voluntary Demotion

A. An employee wishing to apply for a promotion, transfer, or voluntary demotion, may apply for a vacancy by submitting an application on or before the advertised closing date and shall be interviewed for the position if eligible. No employee voluntary transfer request shall be denied arbitrarily or capriciously.

B. To be eligible to compete for a promotion, transfer, or voluntary demotion, an employee must have passed the initial and/or promotion probation period of their current position. Employees cannot be on an active plan of improvement or have pending discipline.

C. If an employee is promoted to a higher grade, the new wage rate for the promoted employee will be commensurate with the market average, the responsibilities of the position, job description and experience. The promotion shall reflect a minimum salary increase of 5%.

D. If the employee believes that previous related experience should be considered for additional compensation, they must present that information to Human Resources within five (5) days of receipt of the transfer or promotion letter. A response in writing shall be provided by Human Resources within five (5) days of receipt of the request.

E. When an employee voluntarily demotes (through the application process), the employee will be placed in the new grade and classification based on Human Resources salary placement guidelines. This action will not be utilized as an alternative to disciplinary action.

F. All promotion or transfer decisions may be grieved if the applicant believes the proper process was not followed. The employee may be charged a reasonable rate for copies of any documents requested to prepare for a grievance.

12-4 Candidate Selection

All employees who apply and meet the posting criteria, shall be forwarded for consideration to the hiring authority along with any other candidates who meet the same requirements.~~minimally qualified applicants will have their applications referred to the hiring official. The hiring official may then further screen the applications based on advertised additional or preferred requirements, or by criteria approved by Human Resources. Justification must be provided to Human Resources for any individual not referred for interview.~~

12-5 Interview Process

A. The candidates selected for referral shall be interviewed by a committee composed of at least three (3) persons including:

1. One (1) employee selected from a CWA generated list; if one is not available, a Supervisory Professional employee may be used with the approval of CWA;
2. The immediate supervisor (Chairperson);
3. A gender and ethnically diversified member

B. All interview questions or applicable skills tests, if necessary, shall be job-related and approved in advance by Human Resources in consultation with the Department Head.

C. The chairman of the interview committee shall forward the name of the applicant being recommended for hire to the department director who will forward the packet to the Chief Human Capital~~Resources~~ Officer or Food Services. No selection process shall be considered completed until Human Resources has reviewed the process and validated the selection.

It is understood, however, that the Board shall have final review and approval for all employment appointments.

D. In the event that an applicant files a grievance relating to the interview process, the interview questions and final overall scores shall be made available for the grievant or representative to review in preparation for any grievance proceedings.

E. Interview panels shall be mandatory unless mutually waved with CWA.

ARTICLE THIRTEEN

13 LAY OFF

13-1 Lay Off

A. If it becomes necessary to reduce the work force of any classification in the bargaining unit, temporary and probationary employees occupying the affected classification shall be laid off first. Order of layoff of part-time and full-time employees shall be in the inverse order of District seniority within the affected classification. For the duration of this agreement, no employee hired before August 16, 2004~~3~~ shall be subjected to lay-off provided the employee has no pending disciplinary matters and most recent evaluations demonstrate performance in the top two tiers and the employee will be subject to Article 9-4B if transferred to another position.

B. The District shall notify Supervisory Professional CWA and affected employee(s) of a layoff as far in advance as possible, but at least two (2) weeks in advance and provide information on benefits.

C. While on lay-off, all employees shall be eligible for COBRA benefits at the employee's own expense as permitted by law.

13-2 Recall Rights

A. Temporary assignments shall be offered to qualified laid off employees within the classification who have recall rights in the order of District seniority before any other person is offered a temporary assignment within the affected classification.

B. An employee who is recalled shall be notified by phone and by e-mail on file in Human Resources. The employee is responsible for providing/maintaining a current e-mail address on file in Human Resources. If the employee does not contact the Chief Human Capital~~Resources~~ Officer within seven (7) working days of the date stamped on the recall notice, or within two (2) working days if contacted by phone**,** employee shall be considered to have resigned from the District and lose all recall rights. If the employee accepts the offer of recall, employee shall be available to work within ten (10) working days of acceptance. An employee who, at the time of recall, has accepted another position within the District at a higher paying classification than the one from which they were laid off, shall be deemed to have no further interest and shall not be considered for recall to the previous position.

C. Employees shall retain recall rights equaling the length of service to a maximum of two years from the date of lay off. Individuals recalled shall have their date of hire and District seniority reinstated, as if they had not been laid off, and shall be placed on the salary schedule at the grade and step amount closest to, but not less than, when laid off.

D. Employees who have been involuntarily transferred from a classification because of staff reduction or lay off, shall have the right to return to that classification in inverse order of their involuntary transfer for two years from the effective date of the transfer. If this right is not exercised when offered by the district, the return right shall terminate.

E. The Human Resources Department shall be responsible for generating computerized listing(s) of employees eligible for recall. Listing must include the employee(s) by name, worksite, classification job code, district and classification seniority, and hours per day.

13-3 Reduction or Elimination of a Bargaining Unit Classification

If the economic and efficient operation of the District makes it necessary to eliminate whole or part of a classification within the bargaining unit, the employees within the affected classification shall be permitted to select from a list of choices provided by the District, but not limited to, any vacated position previously held within any bargaining unit or any classification in which the employee meets the minimum qualifications by exercising District seniority. Employees who are moving to another classification shall not be subject to reduction of months of annual employment or reduction of regularly assigned work hours, unless agreed upon by the employee. In this instance, the employee will be subject to Article 9-4B Wage Protection. In the event there is more than one employee competing for positions as a result of lay-off, then district-wide seniority shall be utilized in determining preference for placement. Under no circumstances shall the application of this article result in a promotion of the affected employee.

13-4 Involuntary Site Transfer – All Employees

A. If it becomes necessary for the District to involuntarily transfer an employee due to staff reduction at a worksite or site closure, the employee having the lowest District seniority in the affected classification at that particular site shall be transferred by the Human Resources Department to a vacancy at another site in the same classification. Employees who are assigned to another classification shall not be subject to reduction of months of annual employment or reduction of regularly assigned work hours, unless agreed upon by the employee. In this instance, the employee will be subject to Article 9-4B Wage Protection. In the event there is more than one employee competing for positions as a result of lay-off, then district-wide seniority shall be utilized in determining preference for placement.

B. Personnel involuntarily transferred shall be given priority for placement before positions are filled by any other methods. In the case where more than one (1) person is involuntarily transferred, the most senior District employee in the classification shall have preference in placement. Each subsequent employee shall be given the same opportunity until the last person with the lowest District

seniority being reassigned to the last vacant position.

C. Personnel transferred from a site because of staff reduction shall be given priority in returning to the previous site and shift if a vacancy in the same classification occurs. The Human Resources Department shall be responsible for generating computerized listing(s) to include the employee(s) by name, worksite, classification job code, District seniority, hours per day.

D. Transfer shall not be used as a substitute for evaluation or as a disciplinary measure. Transfer in no way reflects on the competency or the qualifications of any employee transferred for any reason

ARTICLE FOURTEEN

14 HOLIDAYS

14-1 Holidays

9, 9-1/2, 10,10-1/2, and 12-month employees shall be granted the following paid holidays, provided they were on-pay status during any portion of their regular work day of their assignment immediately preceding and succeeding the holiday. If an employee utilizes leave prior to, or after a holiday, and is out of leave balances, they will not be considered on-pay status and thus will not be eligible to receive holiday pay.

Nine (9), Nine and a half (9-1/2), Ten (10),

and Ten and a half (10-1/2) Month Employees

Labor Day 1
Veterans' Day 1
Thanksgiving ..... 3~~2~~
Winter Break 10
Martin Luther King Day 1
Rodeo 2
Spring Break ..... 2~~3~~

Twelve (12) Month Employees

Independence Day 1
Labor Day 1
Veterans' Day 1
Thanksgiving ..... 3~~2~~
Winter Break 10
Martin Luther King Day 1
Rodeo 2
~~Spring ..... 1~~
Memorial Day 1
Juneteenth..... 1

A. A non-exempt employee required to work on a holiday shall be compensated at one and a half (1-1/2) times their normal rate of pay.

B. An exempt employee required to work during a holiday will earn (1) flex day for each day required to work. This flex day must be utilized within the fiscal year in which it is earned and the date of use be approved by their supervisor at least five days in advance of its use.

ARTICLE FIFTEEN

15 LEAVES OF ABSENCE WITH PAY

15-1 Sick Leave Accrual

A. All employees shall be eligible for sick leave benefits based on their normal daily hourly assignment which will be accumulated without limit and accrued at the following rate:

Sick Leave
12-Month ..... 8 Days a Year
10-1/2 Month ..... 5 Days a Year
10-Month ..... 5 Days a Year
9-1/2-Month ..... 5 Days a Year
9-Month ..... 5 Days a Year

B. Employees may accumulate, but not utilize, sick leave during their initial probationary period.

C. Employees are required to notify their immediate supervisor(s) or designee(s) of a necessary sick leave absence at least one hour prior to the start of the employee's work day. It is the immediate supervisor's responsibility to implement a procedure and notify the employee of the procedure to meet this requirement.

D. Employees who need to leave their position before the work day is finished, or employees who start their work day later, will have their absence time charged to sick leave to the nearest quarter hour.

15-2 Sick Leave Usage

A. Illness

1. Sick leave may be used at the employee's discretion in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For purposes of sick leave, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established

resident within the employee's household.

2. A written statement from the treating physician will be required by the District to substantiate an absence due to an employee's illness or for illness within the employee's family (as defined in paragraph A-1 above) if the absence is more than three (3) consecutive days' duration. The District may require a written statement from the treating physician to substantiate any sick leave absence, including those of less than three (3) days, when there is a reasonable doubt as to the proper use of sick leave.

B. Bereavement

In the event of death in the family of an employee, the employee will be allowed up to two (2) days leave, not charged to the employee and may use accumulated paid leave balances for a maximum of eight (8) days (which may include necessary travel time), excluding weekends. Additional days may be granted at the discretion of the Superintendent or the designee. For purpose of this paragraph, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

15-3 Medical Leave Assistance Program

A. Employees who have depleted their accrued sick and personal leave as a result of serious illness or injury may request access to the Medical Leave Assistance Program by submitting a form to the Chief Human Capital~~Resources~~ Officer asking to receive donations of sick leave from other employees. Serious illness or injury is defined as a "non-work related" illness or injury that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

B. The donor employee may donate a maximum of five (5) sick leave days annually and may only donate if they have thirty (30) or more days of accumulated sick leave. The donor employee will designate the donation in the name of the employee to receive the donation.

C. The recipient employee will be credited with the number of days donated, up to a maximum of one week after their projected return to work. Days donated in excess of this amount will be held in reserve and credited to the employee only if needed. If not needed, days in excess of one week beyond the original amount requested will be restored to the donor(s). Days of leave, not the actual wage of the donor employee, will be donated.

D. No employee shall be eligible for the Medical Leave Assistance Program after they qualify for long-term disability coverage.

15-4 Personal Leave Usage

A. At the beginning of every school year each employee shall be credited personal

leave as defined below.

PERSONAL LEAVE
12 MONTH .....8 DAYS A YEAR
10 ½ MONTH .....7 DAYS A YEAR
10 MONTH .....7 DAYS A YEAR
9 ½ MONTH .....7 DAYS A YEAR
9 MONTH .....7 DAYS A YEAR

B. All unused personal leave shall be made part of the employee's accumulated sick leave at the end of each fiscal year. New employees, whose entry day to the District is other than July 1, will have their personal leave prorated.

C. An employee planning to use a personal day or days shall notify their immediate supervisor at least one day in advance, except in cases of emergency. Use of personal leave must be approved by their immediate supervisor. It is understood that personal leave usage is a benefit meant to be utilized at the employee's discretion as needed, and so the District will attempt to honor all reasonable requests made following the guidelines.

15-5 Vacation Leave Eligibility

Employees assigned to a regular part-time or full-time twelve (12) month positions may accumulate vacation leave, but not use it during the first six months of employment.

15-6 Vacation Leave Accrual

A. Years of service shall be calculated from the employee's most recent date of hire in the District in a regular part-time or full-time position.

B. Employees covered by this agreement shall accrue vacation leave benefits based on the number of regularly assigned daily hours. Beginning 2014-2015 vacation leave shall be accrued according to the frequency established in district procedure below:

C. Employees will accrue vacation at the rate of ten (10) days annually during the first, second, third, fourth, and fifth years of service.

D. Employees will accrue fifteen (15) days annually during six through fifteen years of service.

E. Upon completion of fifteen (15) or more years of service, employees will accrue twenty (20) days annually.

F. Twelve (12) month employees may accumulate up to and no more than 160 hours (or prorated cap) of vacation at any given time. No more than 160 hours may be rolled over into the next fiscal year. Vacation must be scheduled well in advance to ensure that an employee has the opportunity to use available vacation time.

G. If a nine and one-half (9-1/2), ten (10), or ten and one-half (10-l/2) month contract employee is transferred to a twelve (12) month position, the employee will accrue their vacation from the first day in the new assignment, at the vacation accrual rate equal to the years of service in the District.

15-7 Vacation Leave Usage

A. Employees having earned vacation may take vacation in increments as approved by the immediate supervisor and/or site administrator.

It is recommended vacation be scheduled with the employee's supervisor no less than four (4) weeks in advance, except in cases of emergency, to ensure that an employee has the opportunity to use available vacation time.

B. If under this agreement vacation will be lost, the supervisor shall submit in writing a request to payout the vacation earned by any employee to the Chief Financial Officer (CFO) by March 31 of the year in question. The CFO then shall either mandate that vacation be taken by the employee or approve that the vacation leave be paid out.

C. If a holiday occurs during an employee's vacation, said holiday shall not be deducted from accumulated vacation leave.

D. A twelve (12) month employee transferring to a ten (10) month position will take accumulated vacation during the twelve (12) month assignment. If the employee is unable to take accumulated vacation during that time, time off shall be allowed in accordance with present vacation policy at the convenience of the supervisor in the new assignment. If time off is not allowed, the employee's vacation leave accrual shall be paid out at the 12 month rate no later than 2 pay periods after the transfer is completed. Under no circumstances will the employee be allowed to work and draw vacation pay at the same time.

15-8 Released Time

Released time may be granted to attend any approved conference, or convention, or District-authorized educational opportunity which would enhance an employee's work performance. First consideration will be given to employees participating or presenting at the conference. Released time must be requested at least one (1) week before in-state meetings, and out-of-state forms must be submitted before the second Tuesday of the month for Board approval prior to the conference**.**

ARTICLE SIXTEEN

16 UNPAID LEAVES OF ABSENCE

16-1 Unpaid Leaves of Absence

A. The Board may grant a leave of absence to employees not to exceed one (1) year for the purposes listed below. No leaves will be granted for other employment.

1. Health of employee (doctor's verification of illness is required)
2. Health of immediate family (as defined in 15-2-A); doctor's verification of illness or disability and projected date of return to work is required)
3. New infant or childcare (birth certificate or doctor's statement required)
4. Course of study, education or training, as approved by TUSD (enrollment or registration documentation required)
5. Military service (military order required)
6. Campaign/Serve in public office
7. Union business

B. Employees must have worked the equivalent of one full school year to be eligible for an unpaid, board-approved leave of absence, and must not be on a plan for improvement or pending discipline.

C. Employees may be granted consecutive leaves not to exceed one calendar year (ARS 15-510).

D. Upon granting the authorized absence, all rights of seniority, retirement, accrued leave with pay and other benefits shall be preserved and available to the applicant after the termination of the leave, provided they were earned prior to the leave. Only during military leave will seniority continue to accrue.

E. An employee on unpaid leave of absence shall be allowed to continue heath, vision, and dental insurance coverage in the program in which they are enrolled, provided the employee notifies the District of their desire to continue, and pays the premiums for the insurance and other benefits at the employee's expense.

F. Requests for medical leave shall be in writing and accompanied by a doctor's verification of the illness or disability and projected date of return to work.

16-2 Family Medical Leave

All requests for Family Medical Leave by District employees will be processed in accordance with the corresponding Governing Board Policy.

16-3 Medical 30-Day Leave

A. Requests for medical leave shall be in writing and accompanied by a doctor's verification of the illness or disability and projected date of return to work. When an employee leave and is medically unable to work and is not eligible for the Federal FMLA, the employee shall be allowed up to thirty (30) consecutive days on paid status (using accruals), with a doctor's excuse. During this leave, the District will continue to pay premiums on its portion of District-sponsored insurance plans in which the employee was enrolled at the beginning of their leave . At the end of this period, employee must return to work (pending a medical release), or go on an unpaid leave of absence if applicable. .

B. Personal 30-day Leave

A short-term leave for personal business may be granted; however, it shall be with loss of pay and shall not exceed thirty (30) days. At the end of this period employee may request a board-approved leave or return to work.

C. 16-3-A (Short Term Leave) and 16-2 (Family Medical Leave) may not be used consecutively.

16-4 Maintenance of Position

A. Upon termination of a board-approved leave (12-month or less) or a short-term leave, the employee, if they have not been subject to layoff, will be restored to their previous classification, grade and step. Seniority shall not accrue during the unpaid leave of absence above, but shall be restored at the level prior to the leave of absence.

B. If the employee is affected by layoff during said leave of absence, employee shall be covered by provisions in Article 13, Lay Off.

16-5 Jury Duty

A. Employees subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An employee will keep the jury duty pay and the District will dock the amount of the daily jury duty rate form the employee's pay.~~may choose:~~

1. ~~to keep their jury duty or witness pay and have their pay docked an equal amount; or,~~

2. ~~in cases where jury duty pay exceeds the employee's daily rate, employee may use a personal leave day or be docked at their daily rate instead of using a jury code for those days.~~

B. An employee subpoenaed for jury duty or as a witness shall submit a copy of the summons or subpoena to their immediate supervisor and ~~inform the supervisor of their choice regarding jury duty or witness pay~~ prior to the appearance date. It is the employee's responsibility to report a jury duty or witness absence to the time clock system. No report of jury duty or witness absence need be submitted if the employee chooses to take a pay dock or a personal leave day.

C. Absences due to litigation while the employee is either a plaintiff, defendant, or subpoenaed as a witness outside of the course and scope of employment must be charged to personal leave, vacation, or dock, and may be taken before or after a holiday.

16-6 Military Leave

Employees will receive pay for all days during which they are employed in training duty under orders with any branch of the armed forces for a period not to exceed thirty days in any two consecutive years. For purposes of this article only the term "year" means the fiscal year of the U.S. government. (A.R.S. 38-610).

16-7 Absence Due to On-the-Job Injury

A. An employee will use accumulated paid leave (sick, personal or vacation) for absences due to an industrial injury. After the seventh day of absence, the District's Self-Insured Workers' Compensation Trust Fund will begin compensating the employee in accordance with state law. The employee may utilize any remaining paid leave to supplement the Worker's Compensation payment up to 100% of their regular pay. Within four weeks of returning to work, an employee may make arrangements with Payroll to buy back paid leave used to supplement Workers' Compensation benefits for an on-the-job injury or illness.

B. When all paid leave (sick, personal or vacation) has been exhausted, the employee will be placed on an unpaid, Worker Compensation leave. During this unpaid leave, the District shall continue to pay the premiums on its portion of the district-sponsored medical insurance in which the employee was enrolled in at the beginning of the leave.

C. Employees injured on the job may be assigned to work "restricted duty" as recommended by the industrial injury treating physician. When restricted duty will exceed six (6) months, the employee will be placed on an unpaid worker's compensation leave.

D. A combination of paid leaves, restricted duty, and unpaid leaves of absences are not to exceed twelve (12) months for a single on-the-job injury. At twelve months, the position will be released for recruitment.

E. When an employee has been awarded a permanent disability preventing him/her from performing the essential functions of their pre-injury job classification, the District will attempt to find a position for which the employee can qualify and/or in which reasonable accommodations can be made for the disability. In such a placement, regardless of any provisions elsewhere in this Agreement, the employee will be paid the appropriate rate for the new position. Placement in another position as described in this article will not be considered if the employee is pending lay-off, suspension or termination. Said employee is subject to a probationary period of 60 calendar days.

F. The District will adhere to the Arizona Workers Compensation Statute, the Family Medical Leave Act, and the Americans With Disabilities Act.

ARTICLE SEVENTEEN

17 SEPARATION

17-1 Severance Pay – discontinued as of June 30, 2010, the employee's severance pay benefit is calculated as follows for those with 13 or more years of continuous service and this dollar amount will be frozen as the employee's minimum severance pay. It is calculated at .006 times the FY 2010 salary times the employee's years of service and will be paid out at time of separation.

17-2 Sick Leave Payout

A. After ten (10) consecutive years of service in the Tucson Unified School District, employees who are Supervisory/Professional as of the effective date of the agreement, or who become Supervisory/Professional after the effective date of the agreement, shall receive pay for unused sick leave.

B. The District shall provide a payment for unused sick leave to employees upon separation in accord with the following: The amount of payment shall be 2/3rds of the base salary hourly rate of pay for Step 1 of the grade level of the employee at separation, times the number of sick leave hours accrued UP to a maximum of 500 hours. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions will be taken from the incentive payment, including the employee's contribution to the State Retirement Fund, if any. The rights contained in this paragraph are not considered vested rights.

C. If an employee is eligible for the separation incentive but dies before the payment is made, said payment shall be paid to the estate of the deceased.

17-3 Those benefits contained in this article are only available to those employees who voluntarily separate from the district.

17-4 Upon separation, employees shall receive pay at their hourly rate for all unused vacation leave.

ARTICLE EIGHTEEN

18 NON-DISCIPLINARY ACTION, DISCIPLINE AND DISMISSAL FOR MISCONDUCT

18-1 Rules

A. Violations of the rules, regulations, or policies of the Governing Board or of state and federal laws may result in disciplinary action which shall be in accordance with these rules.

B. The Governing Board or designee(s) reserves the right not to discipline an employee for a violation of the rules, regulations, or policies of the Governing Board.

C. An employee may be disciplined for just cause including, but not limited to the following reasons:

1. Conduct which is a violation of any of the applicable rules, regulations, and policies of the Governing Board.
2. Conduct which fails to comply with any applicable duties as set forth in the Arizona Revised Statutes.
3. Insubordination.
4. Unprofessional conduct including but not limited to:
   a. Physical and/or verbal abuse of a pupil.
   b. Being under the influence of or using alcohol or illegal drugs while on duty.
   c. Conduct while on duty which would constitute a criminal offense.
   d. Conviction of a felony.

e. Unauthorized absences which result in responsibilities not being performed.
f. Misuse or unauthorized use of District property.

D. When appropriate, discipline shall be issued as soon as practical following a letter of inquiry. It is, however, reasonable for a supervisor to await a final determination from an outside agency (such as law enforcement, a court, or other state or federal agency) before determining if discipline is appropriate. A notice of intent to impose discipline should be issued within five (5) days after receipt of the employee's response to a letter of inquiry. However, if additional time is required by either party for appropriate due process to occur, requests may be made to extend deadlines, and no such request shall be denied arbitrarily.

18-2 Non-Disciplinary Action

Supervisors will utilize non-disciplinary action as a means to counsel and instruct employees on minor infractions, behavior deficiencies or offenses to establish or clarify expectations and make necessary improvements in their behavior. It will not be used for conduct towards students that is deemed highly inappropriate by a reasonable person's standard, is unprofessional or immoral as defined in the Arizona Administrative Code and/or which may be construed as criminal.

A. Informal conference

A Supervisor will meet with employee informally via phone, in-person or via email to discuss minor behavior infractions that do not warrant discipline.

B. Letters of Direction

1. Will serve as a warning to an employee that there may be a need to take further disciplinary action should the conduct continue or repeat.
2. When an employee transfers or relocates, said letter may be transmitted to the files of the new supervisor only after the transfer or relocation has been completed.
3. After six months from the date of the letter of direction, at the written request of the employee, the letter of direction shall be removed from the files of the supervisor provided that both of the following conditions are met:
   a. The action leading to the letter of direction, or any related action, has not been repeated in the six-month period following the letter of direction;
   b. No other letter of direction has been placed in the employee's file(s) in the six-month period following the letter of direction.

18-3 Progressive Discipline

A. The District shall use progressive discipline as a means to identify and correct problems. Progressively more severe penalties may be imposed when related offenses are repeated. This does not require that each penalty be more severe than the immediate preceding one regardless of the offense involved. Progressive discipline encourages supervisors to informally counsel and instruct employees about necessary improvements in their behavior prior to taking disciplinary action (Non-Disciplinary Action).

B. The normal sequence of disciplinary action shall be as follows:
- **1.** Written Reprimand I;
- **2.** Written Reprimand II;
- **3.** Suspension without pay for up to ten (10) days;
- **4.** Termination;
- **5.** It is recognized that some offenses may be sufficiently serious as to warrant the omission of one or more of the normal steps of discipline progression.

C. The District may forego non-disciplinary action and take immediate action if:
- **1.** Employee is charged by criminal complaint, information or indictment of any criminal offense which would be deemed cause for dismissal.
- **2.** The employee's offense is of such serious nature that failure to take immediate action would seriously disrupt the functioning of the workplace. Such offenses include, but are not limited to, unprofessional or immoral conduct as defined in the Arizona Administrative Code.

D. Whenever disciplinary action is taken against an employee, the employee may appeal by filing a grievance at Level III to the Employee Relations Department within ten (10) days for reprimand and 30 calendar days for suspension.

E. Any discipline of an employee by a supervisor, shall be conducted in private. No employee shall be reprimanded and/or disciplined in the presence of pupils, parents, other employees or the public.

18-4 Letters of Reprimand

Upon determination by a supervisor that there exists cause to impose discipline, the supervisor will notify the employee of the intent to impose discipline and schedule a meeting for issuance of the Written Reprimand. The reprimand will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and that failure to correct will result in more severe discipline. A copy will be placed in the employees official personnel file, one copy will be given to the employee and one copy will be retained by the supervisor.

18-5 Suspension

If infraction(s) persist(s) or if the conduct is sufficiently severe warranting further discipline, the employee will be notified and a meeting scheduled to give the employee written notification that they have failed to improve and that suspension is being issued without pay. The notification will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and state that failure to correct such behavior may result in termination. A copy will be given to the employee and a copy will be placed in the employee's official personnel file.

18-6 Pre-Termination Hearing

Prior to termination for misconduct, a pre-termination hearing will be held. The employee will be notified in writing that the employee is immediately suspended with pay

and that a hearing will be scheduled. Following the hearing, the decision of the supervisor will be communicated to the employee and the Human Resources Department. If termination is initiated, this decision will be communicated to the employee by U.S. mail. The employee will be paid through the date of termination (which shall be no earlier than the day following the hearing) as specified in the letter.

18-7 Termination

If the decision is to terminate the employee, the decision will be communicated by U.S. mail. The employee will be paid through the termination date which shall be no earlier than the day following the Pre-Termination Hearing. Termination can be appealed by filing a grievance directly at Level III to the Employee Relations Department within ten (10) days of the date of the mailing, plus two days. The employee will be notified of the appeal process.

It is expected that management will follow the disciplinary steps based on the severity of the incident. Disciplinary steps may or may not be given in sequence and variations from these practices may occur including immediate termination, when in the District's sole discretion, the circumstances warrant, when an employee receives a disciplinary action they do not agree with, the grievance process may be utilized to achieve a fair and impartial outcome.

18-8 Written Reprimand Retention

At the request of the employee, a letter of reprimand shall be removed from their personnel file provided:

A. The action leading to the reprimand, or any related action, has not been repeated in an eighteen (18) month period following the reprimand;

B. No other letter of reprimand has been placed in their personnel file in an eighteen (18) month period following the reprimand.

C. Any discipline issued as a result of physical abuse against a student shall remain in the employee's official personnel file and is not subject to removal for five (5) years from the date of the Level III decision or a Memorandum of Agreement signed by the employee's respective bargaining group and TUSD has been received by the Office of Employee Relations. Removal is permitted after five (5) years at the request of the employee and provided no additional reprimands have been issued during this period.

18-9 Participation

Employees participating in the discipline and dismissal proceedings shall receive their regular rate of pay for the actual time spent during their regularly scheduled workday to attend scheduled discipline conferences.

ARTICLE NINETEEN

19 LINES OF SUPERVISION PROCEDURE

19-1 All employees have the right to be primarily responsible to only one person for the purpose of supervision and evaluation. The employee shall be notified of any change of

evaluator/supervisor which will last over one month.

19-2 An employee's evaluator/supervisor cannot be related to the employee by family or marriage. No person employed by the District may be within the line of supervision of a close relative or domestic partner. This applies for summer, independent contracts, temporary, hourly or part-time work as well as for full-time employment.

19-3 When Lines of Supervision change, the District shall notify CWA and post a current copy for employees to review at affected sites.

ARTICLE TWENTY

20 PROFESSIONAL DEVELOPMENT

The professional development fund permitted by this 2014-2017 CWA Supervisory/Professional Agreement ("Agreement") is suspended for the duration of the Agreement.

20-1 A committee consisting of representatives of both TUSD and CWA shall be formed and shall meet to set guidelines for accessing the professional development fund. These guidelines shall include eligibility requirements and the application process. TUSD shall allocate 40 thousand dollars for reimbursement of tuition, conference fees and or workshops following the guidelines established by this committee. Up to ten thousand dollars not used for the 2010-2011 may be rolled over into the 2011-2012 fiscal year and added to the budgeted amount of 40 thousand dollars for a maximum of 50 thousand dollars.

ARTICLE TWENTY ONE

TERMS OF AGREEMENT

21-1 Unless specified otherwise in this Agreement, this agreement shall become effective July 1, 202~~6~~4 and shall remain in full force and effect, pursuant to its terms, to and including June 30, 203~~1~~1~~2~~6.

21-2 Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, and other Federal and State nondiscrimination laws and regulations.

21-3 Each party may re-open up to five Articles each year, including the proposal of any new Article. Should either the District or CWA desire to reconvene negotiations for a subsequent Agreement, they shall serve upon the other, no later than February 15 of each year, a written request for reconvening, for negotiation. Upon receipt of such a request, the negotiation process shall begin no later than March 1 for each year.

21-4 Economic negotiations will be re-opened annually, no later than January 15th

21-5 The above is subject to final approval by the Governing Board and hereby ratified by CWA representative(s) for the Supervisory Professional Employees of Tucson Unified School District Representative, by indication of their signature below:

RATIFICATION

ALL PROVISIONS SHALL BE EFFECTIVE JULY 1, 202~~6~~4, AND SHALL REMAIN IN FULL FORCE AND EFFECT THROUGH JUNE 30, 203~~1~~2~~6~~.

Tucson Unified School District	**Communications Workers of America**
_____	_____
Dr. Ravi Shah~~Natalie LunaRose~~, President	**Linda Hatfield,**
President	
TUSD Governing Board	**Communications Workers of America**
Date:_____	**Date:_____**

Approved as to form and content on this ____day of _____, 202~~6~~4, by:

_____

Jason Freed~~Maricela Meza~~, Director of Employee Relations
Tucson Unified School District

APPENDIX I

Supervisory Professional Employees, 202~~6~~4-202~~7~~6

List of Non-Exempt Supervisory Professional Job Classifications

Grade	Position	Entry Rate
F	Food Service Assistant Site Supervisor	$19.28~~8.54~~
G	Community Education Site Lead	$19.13~~8.39~~
G	Media Specialist	$19.13~~8.39~~
H	Psychology Intern	$21.20~~18.24~~
H	Psychology Extern	$20.95~~14~~
H	Food Service Site Supervisor	$21.37~~0.55~~
H	Transportation Dispatcher	$2.24~~1.38~~
~~I~~	~~Grounds Foreman - Irrigation~~	~~$21.20~~
~~I~~	~~Grounds Maint Foreman~~	~~$21.20~~
J	Community Education Coordinator	$22.09~~1.24~~
J	Restorative Practice Facilitator	$22.09~~1.24~~
J	Transportation Routing & Scheduling Analyst	$22.98~~10~~
K	Facilities Data Manager	$21.47~~0.64~~
K	Educational Interpreter - Provisional	$23.56~~0.86~~
K	Medicaid Specialist	$23.03~~2.14~~
K	Project Technical Specialist	$23.96~~04~~
K	School Safety Supervisor	$23.96~~04~~
L	Food Service Staff Accountant	$22.38~~1.52~~
L	Transportation Supervisor	$23.76~~1.95~~
L	Crossing Guard Supervisor	$23.76~~2.85~~
L	Procurement Specialist	$23.76~~2.85~~
L	Traffic Safety Supervisor	$23.76~~2.85~~
L	Warehouse/Delivery Operations Supervisor	$23.76~~2.85~~
L	Procurement Agent	$24.97~~01~~

L	Procurement Specialist - Lead	$24.23
M	Communications Specialist	$23.332.43
M	Communications Specialist - EDI	$23.332.43
M	Curator of Artifacts & Exhibits	$23.332.43
~~M~~	~~Facilities Foreman - Carpentry~~	~~$22.43~~
~~M~~	~~Facilities Foreman - Fire Safety~~	~~$22.43~~
M	Uniformed Security Shift Sergeant	$23.332.43
M	Educational Interpreter	$23.562.65
M	Food Service Warehouse Manager	$23.562.65
M	Graphic Designer Comm	$23.562.65
M	Multi-Media Producer	$23.562.65
M	School Counseling Intern	$23.562.65
M	Translator/Interpreter	$23.562.65
M	Speech Language Pathologist Assistant	$25.774.78
M	Digital Copywriter Editor	$2665.03
N	Clinician's Support Specialist	$24.323.38
N	Emergency Management Specialist	$24.323.38
N	School Safety Investigator/Trainer	$25.814.82
O	Graphic Designer, Senior	$25.334.36
O	Graphic Digital Designer and Web Content Editor	$25.334.36
O	Professional Development Specialist	$25.334.36
O	School Safety Field Lieutenant	$25.334.36
O	Student Equity Compliance Liaison	$25.334.36
P	Special Needs Aide – Adult ASL	$25.39
P	~~Facilities~~ Foreman - Electrician	$27.226.17
P	~~Facilities~~ Foreman - HVAC/EMCS	$27.226.17
P	Foreman - Grounds	$27.22
P	Foreman – Prevention Maint - HVAC	$27.22
P	Foreman - Carpentry	$27.22
P	Foreman – Fire Safety	$27.22
P	~~Facilities~~ Foreman - Plumbing	$27.226.17
Q	Mechanic Supervisor	$28.367.27

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APPENDIX II

Supervisory Professional Employees, 20264-20276

List of Exempt Supervisory Professional Job Classifications

Grade	Position	Entry Rate
L 12mo	Custodial Supervisor	$54,260.642,173.69
L 12mo	Site Appearance Supervisor	$54,260.422,173.69
M 12mo	Data Analyst - Assessment & Evaluation	$56,541.614,366.93
M 12mo	Food Service Regional Supervisor	$56,541.614,366.93
M 12mo	Print Shop Supervisor	$60,621.0258,289.44
M 12mo	District Video Producer	$65,007.492,507.20
O 12mo	Application Analyst - Office Manager Mentor	$52,900.840,866.19
O 12mo	Meaningful Access Coordinator	$52,900.840,866.19
O 12mo	Food Service Facility/Equipment Manager	$53,975.0521,899.54
O 12mo	Systems Integration Spec	$55,598.513,460.11
O 12mo	Technology Services (TS) Program Analyst	$55,598.513,460.11
O 12mo	Educational Technology Integration Specialist	$56,168.764,008.42
O 12mo	Cash Compliance Analyst	$54,501.90
O 12mo	District Webmaster	$59612.137,319.36
O 12mo	Program Coordinator - System Installation	$60,511.3657,909.84
P 12mo	Building Maintenance Manager	$59,129.626,855.40
P 12mo	Custodial & Grounds Manager	$59,129.626,855.40
P 12mo	Energy Projects Manager	$59,129.626,855.40
P 12mo	Mechanical Systems Manager	$59,129.626,855.40
P 12mo	Project Manager - Construction	$59,129.626,855.40
Q 12mo	Programmer	$57,484.695,273.74
Q 12mo	Database Project Specialist	$58,625.176,370.36
Q 12mo	Technology Services Assurance Manager	$58,625.176,370.36
Q 12mo	Telecommunications Manager	$58,625.176,370.36
Q 12mo	Applications Engineer	$62,858.120,440.50
Q 12mo	Exceptional Education Technology Specialist	$62,858.120,440.50
Q 12mo	Facilities Systems Analyst	$62,858.620,440.50
Q 12mo	Financial Systems Analyst	$62,585.620,440.50
Q 12mo	MTSS Application Engineer	$62,585.620,440.50
Q 12mo	Exceptional Education Applications Engineer	$62,858.12
Q 12mo	School Safety Systems Analyst	$62,858.12
R 9.5mo	OMA Design Team Artist	$47,504.715,677.61
R 12mo	Educational Interpreter Supervisor	$59,897.257,593.51
R 12mo	Food Service Nutrition Coordinator	$59,897.257,593.51
R 12mo	Project Manager, Senior - Facilities & Operations	$70,687.9759,934.37
R 12mo	Transportation Facilities Manager	$62,331.7459,934.37

R 12mo	Transportation Routing Manager	$62,331.74~~59,934.37~~
T 12mo	Programmer, Senior	$65,073.29~~2,570.47~~
~~T 12mo~~	~~School Safety & Security Manager~~	~~$62,570.47~~
T 12mo	School Safety Analyst/Dispatch Supervisor	$65,073.29~~2,570.47~~
T 12mo	Traffic Safety & Training Manager	$65,073.29~~2,570.47~~
T 12mo	Digital Content Services Manager	$68,385.08~~5,754.88~~
U 12mo	Fleet Manager	$69,876.48~~7,188.92~~
V 12mo	Safety, Secrurity, and Emergency Services Mngr	$67,969.20

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Appendix III – Supervisory Professional Non-Exempt Salary Schedule

July 1, 2026~~4~~ through June 30, 2027~~6~~

	Grade F Base	Grade F Override	Grade F Total	Grade G Base	Grade G Override	Grade G Total
Step 1	$16.79	$.67	$17.46	$17.49	$.70	$18.19
Step 2	$16.96	$.68	$17.64	$17.68	$.71	$18.39
Step 3	$17.12	$.68	$17.80	$17.85	$.71	$18.56
Step 4	$17.29	$.69	$17.98	$18.03	$.72	$18.75
Step 5	$17.47	$.70	$18.17	$18.21	$.73	$18.94
Step 6	$17.64	$.71	$18.35	$18.39	$.74	$19.13
Step 7	$17.82	$.71	$18.53	$18.57	$.74	$19.31
Step 8	$18.00	$.72	$18.72	$18.76	$.75	$19.51
Step 9	$18.18	$.73	$18.91	$18.95	$.76	$19.71
Step 10	$18.36	$.73	$19.09	$19.14	$.77	$19.91
Step 11	$18.54	$.74	$19.28	$19.33	$.77	$20.10
Step 12	$18.73	$.75	$19.48	$19.52	$.78	$20.30
Step 13	$18.92	$.76	$19.68	$19.72	$.79	$20.51
Step 14	$19.11	$.76	$19.87	$19.92	$.80	$20.72
Step 15	$19.30	$.77	$20.07	$20.11	$.80	$20.91
Step 16	$19.49	$.78	$20.27	$20.31	$.81	$21.12
Step 17	$19.68	$.79	$20.47	$20.51	$.82	$21.33
Step 18	$19.88	$.80	$20.68	$20.73	$.83	$21.56
Step 19	$20.08	$.80	$20.88	$20.93	$.84	$21.77
Step 20	$20.28	$.81	$21.09	$21.14	$.85	$21.99
Step 21	$20.48	$.82	$21.30	$21.35	$.85	$22.20
Step 22	$20.68	$.83	$21.51	$21.56	$.86	$22.42
Step 23	$20.90	$.84	$21.74	$21.78	$.87	$22.65
Step 24	$21.10	$.84	$21.94	$22.00	$.88	$22.88

Step 25	$21.31	$.85	$22.16	$22.22	$.89	$23.11
Step 26	$21.52	$.86	$22.38	$22.44	$.90	$23.34
Step 27	$21.75	$.87	$22.62	$22.66	$.91	$23.57
Step 28	$21.96	$.88	$22.84	$22.89	$.92	$23.81
Step 29	$22.18	$.89	$23.07	$23.12	$.92	$24.04
Step 30	$22.40	$.90	$23.30	$23.35	$.93	$24.28
Step 31	$22.62	$.90	$23.52	$23.58	$.94	$24.52
Step 32	$22.86	$.91	$23.77	$23.82	$.95	$24.77
Step 33	$23.08	$.92	$24.00	$24.06	$.96	$25.02
Step 34	$23.31	$.93	$24.24	$24.30	$.97	$25.27
Step 35	$23.54	$.94	$24.48	$24.54	$.98	$25.52
Step 36	$23.78	$.95	$24.73	$24.79	$.99	$25.78
Step 37	$24.02	$.96	$24.98	$25.04	$1.00	$26.04
Step 38	$24.26	$.97	$25.23	$25.28	$1.01	$26.29
Step 39	$24.50	$.98	$25.48	$25.53	$1.02	$26.55
Step 40	$24.75	$.99	$25.74	$25.80	$1.03	$26.83
Step 41	$25.00	$1.00	$26.00	$26.05	$1.04	$27.09
Step 42	$25.24	$1.01	$26.25	$26.31	$1.05	$27.36
Step 43	$25.49	$1.02	$26.51	$26.57	$1.06	$27.63

	Grade H Base	Grade H Override	Grade H Total	Grade I Base	Grade I Override	Grade I Total
Step 1	$18.24	$.73	$18.97	$19.01	$.76	$19.77
Step 2	$18.42	$.74	$19.16	$19.20	$.77	$19.97
Step 3	$18.60	$.74	$19.34	$19.39	$.78	$20.17
Step 4	$18.79	$.75	$19.54	$19.58	$.78	$20.36
Step 5	$18.98	$.76	$19.74	$19.78	$.79	$20.57
Step 6	$19.17	$.77	$19.94	$19.98	$.80	$20.78
Step 7	$19.36	$.77	$20.13	$20.18	$.81	$20.99
Step 8	$19.55	$.78	$20.33	$20.38	$.82	$21.20
Step 9	$19.75	$.79	$20.54	$20.58	$.82	$21.40
Step 10	$19.95	$.80	$20.75	$20.79	$.83	$21.62
Step 11	$20.14	$.81	$20.95	$21.00	$.84	$21.84
Step 12	$20.34	$.81	$21.15	$21.20	$.85	$22.05
Step 13	$20.55	$.82	$21.37	$21.41	$.86	$22.27
Step 14	$20.76	$.83	$21.59	$21.63	$.87	$22.50
Step 15	$20.96	$.84	$21.80	$21.85	$.87	$22.72
Step 16	$21.17	$.85	$22.02	$22.07	$.88	$22.95
Step 17	$21.38	$.86	$22.24	$22.29	$.89	$23.18
Step 18	$21.59	$.86	$22.45	$22.51	$.90	$23.41
Step 19	$21.82	$.87	$22.69	$22.74	$.91	$23.65

Step 20	$22.03	$.88	$22.91	$22.96	$.92	$23.88
Step 21	$22.25	$.89	$23.14	$23.19	$.93	$24.12
Step 22	$22.47	$.90	$23.37	$23.42	$.94	$24.36
Step 23	$22.69	$.91	$23.60	$23.65	$.95	$24.60
Step 24	$22.93	$.92	$23.85	$23.90	$.96	$24.86
Step 25	$23.16	$.93	$24.09	$24.13	$.97	$25.10
Step 26	$23.38	$.94	$24.32	$24.37	$.97	$25.34
Step 27	$23.62	$.94	$24.56	$24.61	$.98	$25.59
Step 28	$23.86	$.95	$24.81	$24.87	$.99	$25.86
Step 29	$24.10	$.96	$25.06	$25.11	$1.00	$26.11
Step 30	$24.33	$.97	$25.30	$25.36	$1.01	$26.37
Step 31	$24.58	$.98	$25.56	$25.61	$1.02	$26.63
Step 32	$24.83	$.99	$25.82	$25.88	$1.04	$26.92
Step 33	$25.07	$1.00	$26.07	$26.13	$1.05	$27.18
Step 34	$25.32	$1.01	$26.33	$26.39	$1.06	$27.45
Step 35	$25.57	$1.02	$26.59	$26.65	$1.07	$27.72
Step 36	$25.84	$1.03	$26.87	$26.93	$1.08	$28.01
Step 37	$26.09	$1.04	$27.13	$27.19	$1.09	$28.28
Step 38	$26.35	$1.05	$27.40	$27.46	$1.10	$28.56
Step 39	$26.61	$1.06	$27.67	$27.74	$1.11	$28.85
Step 40	$26.89	$1.08	$27.97	$28.02	$1.12	$29.14
Step 41	$27.15	$1.09	$28.24	$28.30	$1.13	$29.43
Step 42	$27.42	$1.10	$28.52	$28.58	$1.14	$29.72
Step 43	$27.69	$1.11	$28.80	$28.87	$1.15	$30.02

	Grade J Base	Grade J Override	Grade J Total	Grade K Base	Grade K Override	Grade K Total
Step 1	$19.81	$.79	$20.60	$20.64	$.83	$21.47
Step 2	$20.01	$.80	$20.81	$20.86	$.83	$21.69
Step 3	$20.21	$.81	$21.02	$21.06	$.84	$21.90
Step 4	$20.41	$.82	$21.23	$21.27	$.85	$22.12
Step 5	$20.61	$.82	$21.43	$21.48	$.86	$22.34
Step 6	$20.82	$.83	$21.65	$21.70	$.87	$22.57
Step 7	$21.03	$.84	$21.87	$21.92	$.88	$22.80
Step 8	$21.24	$.85	$22.09	$22.14	$.89	$23.03
Step 9	$21.45	$.86	$22.31	$22.36	$.89	$23.25
Step 10	$21.66	$.87	$22.53	$22.58	$.90	$23.48
Step 11	$21.89	$.88	$22.77	$22.81	$.91	$23.72
Step 12	$22.10	$.88	$22.98	$23.04	$.92	$23.96
Step 13	$22.32	$.89	$23.21	$23.27	$.93	$24.20
Step 14	$22.54	$.90	$23.44	$23.50	$.94	$24.44

Step 15	$22.78	$.91	$23.69	$23.74	$.95	$24.69
Step 16	$23.00	$.92	$23.92	$23.97	$.96	$24.93
Step 17	$23.23	$.93	$24.16	$24.21	$.97	$25.18
Step 18	$23.46	$.94	$24.40	$24.45	$.98	$25.43
Step 19	$23.69	$.95	$24.64	$24.69	$.99	$25.68
Step 20	$23.94	$.96	$24.90	$24.95	$1.00	$25.95
Step 21	$24.17	$.97	$25.14	$25.19	$1.01	$26.20
Step 22	$24.41	$.98	$25.39	$25.44	$1.02	$26.46
Step 23	$24.65	$.99	$25.64	$25.70	$1.03	$26.73
Step 24	$24.91	$1.00	$25.91	$25.96	$1.04	$27.00
Step 25	$25.15	$1.01	$26.16	$26.22	$1.05	$27.27
Step 26	$25.40	$1.02	$26.42	$26.48	$1.06	$27.54
Step 27	$25.65	$1.03	$26.68	$26.74	$1.07	$27.81
Step 28	$25.92	$1.04	$26.96	$27.01	$1.08	$28.09
Step 29	$26.18	$1.05	$27.23	$27.28	$1.09	$28.37
Step 30	$26.43	$1.06	$27.49	$27.55	$1.10	$28.65
Step 31	$26.70	$1.07	$27.77	$27.83	$1.11	$28.94
Step 32	$26.97	$1.08	$28.05	$28.11	$1.12	$29.23
Step 33	$27.24	$1.09	$28.33	$28.39	$1.14	$29.53
Step 34	$27.51	$1.10	$28.61	$28.67	$1.15	$29.82
Step 35	$27.79	$1.11	$28.90	$28.96	$1.16	$30.12
Step 36	$28.06	$1.12	$29.18	$29.25	$1.17	$30.42
Step 37	$28.34	$1.13	$29.47	$29.54	$1.18	$30.72
Step 38	$28.62	$1.14	$29.76	$29.84	$1.19	$31.03
Step 39	$28.92	$1.16	$30.08	$30.14	$1.21	$31.35
Step 40	$29.20	$1.17	$30.37	$30.43	$1.22	$31.65
Step 41	$29.49	$1.18	$30.67	$30.74	$1.23	$31.97
Step 42	$29.78	$1.19	$30.97	$31.05	$1.24	$32.29
Step 43	$30.09	$1.20	$31.29	$31.36	$1.25	$32.61

	Grade L Base	Grade L Override	Grade L Total	Grade M Base	Grade M Override	Grade M Total
Step 1	$21.52	$.86	$22.38	$22.43	$.90	$23.33
Step 2	$21.74	$.87	$22.61	$22.65	$.91	$23.56
Step 3	$21.95	$.88	$22.83	$22.88	$.92	$23.80
Step 4	$22.17	$.89	$23.06	$23.11	$.92	$24.03
Step 5	$22.39	$.90	$23.29	$23.34	$.93	$24.27
Step 6	$22.61	$.90	$23.51	$23.57	$.94	$24.51
Step 7	$22.85	$.91	$23.76	$23.81	$.95	$24.76
Step 8	$23.07	$.92	$23.99	$24.05	$.96	$25.01
Step 9	$23.30	$.93	$24.23	$24.29	$.97	$25.26

Step 10	$23.53	$.94	$24.47	$24.53	$.98	$25.51
Step 11	$23.78	$.95	$24.73	$24.78	$.99	$25.77
Step 12	$24.01	$.96	$24.97	$25.03	$1.00	$26.03
Step 13	$24.25	$.97	$25.22	$25.27	$1.01	$26.28
Step 14	$24.49	$.98	$25.47	$25.52	$1.02	$26.54
Step 15	$24.73	$.99	$25.72	$25.79	$1.03	$26.82
Step 16	$24.99	$1.00	$25.99	$26.04	$1.04	$27.08
Step 17	$25.23	$1.01	$26.24	$26.30	$1.05	$27.35
Step 18	$25.48	$1.02	$26.50	$26.56	$1.06	$27.62
Step 19	$25.74	$1.03	$26.77	$26.83	$1.07	$27.90
Step 20	$26.00	$1.04	$27.04	$27.10	$1.08	$28.18
Step 21	$26.26	$1.05	$27.31	$27.37	$1.09	$28.46
Step 22	$26.52	$1.06	$27.58	$27.64	$1.11	$28.75
Step 23	$26.79	$1.07	$27.86	$27.92	$1.12	$29.04
Step 24	$27.06	$1.08	$28.14	$28.20	$1.13	$29.33
Step 25	$27.32	$1.09	$28.41	$28.48	$1.14	$29.62
Step 26	$27.59	$1.10	$28.69	$28.76	$1.15	$29.91
Step 27	$27.88	$1.12	$29.00	$29.05	$1.16	$30.21
Step 28	$28.15	$1.13	$29.28	$29.34	$1.17	$30.51
Step 29	$28.43	$1.14	$29.57	$29.63	$1.19	$30.82
Step 30	$28.71	$1.15	$29.86	$29.94	$1.20	$31.14
Step 31	$29.01	$1.16	$30.17	$30.23	$1.21	$31.44
Step 32	$29.30	$1.17	$30.47	$30.53	$1.22	$31.75
Step 33	$29.59	$1.18	$30.77	$30.84	$1.23	$32.07
Step 34	$29.89	$1.20	$31.09	$31.15	$1.25	$32.40
Step 35	$30.18	$1.21	$31.39	$31.46	$1.26	$32.72
Step 36	$30.48	$1.22	$31.70	$31.77	$1.27	$33.04
Step 37	$30.78	$1.23	$32.01	$32.09	$1.28	$33.37
Step 38	$31.10	$1.24	$32.34	$32.41	$1.30	$33.71
Step 39	$31.41	$1.26	$32.67	$32.73	$1.31	$34.04
Step 40	$31.72	$1.27	$32.99	$33.07	$1.32	$34.39
Step 41	$32.04	$1.28	$33.32	$33.39	$1.34	$34.73
Step 42	$32.36	$1.29	$33.65	$33.72	$1.35	$35.07
Step 43	$32.68	$1.31	$33.99	$34.07	$1.36	$35.43

	Grade N Base	Grade N Override	Grade N Total	Grade O Base	Grade O Override	Grade O Total
Step 1	$23.38	$.94	$24.32	$24.36	$.97	$25.33
Step 2	$23.61	$.94	$24.55	$24.60	$.98	$25.58
Step 3	$23.85	$.95	$24.80	$24.86	$.99	$25.85
Step 4	$24.09	$.96	$25.05	$25.10	$1.00	$26.10

Step 5	$24.33	$.97	$25.30	$25.35	$1.01	$26.36
Step 6	$24.57	$.98	$25.55	$25.60	$1.02	$26.62
Step 7	$24.82	$.99	$25.81	$25.87	$1.03	$26.90
Step 8	$25.07	$1.00	$26.07	$26.12	$1.04	$27.16
Step 9	$25.31	$1.01	$26.32	$26.38	$1.06	$27.44
Step 10	$25.56	$1.02	$26.58	$26.64	$1.07	$27.71
Step 11	$25.83	$1.03	$26.86	$26.92	$1.08	$28.00
Step 12	$26.08	$1.04	$27.12	$27.18	$1.09	$28.27
Step 13	$26.34	$1.05	$27.39	$27.45	$1.10	$28.55
Step 14	$26.60	$1.06	$27.66	$27.73	$1.11	$28.84
Step 15	$26.88	$1.08	$27.96	$28.01	$1.12	$29.13
Step 16	$27.14	$1.09	$28.23	$28.29	$1.13	$29.42
Step 17	$27.41	$1.10	$28.51	$28.57	$1.14	$29.71
Step 18	$27.68	$1.11	$28.79	$28.86	$1.15	$30.01
Step 19	$27.97	$1.12	$29.09	$29.15	$1.17	$30.32
Step 20	$28.24	$1.13	$29.37	$29.43	$1.18	$30.61
Step 21	$28.52	$1.14	$29.66	$29.73	$1.19	$30.92
Step 22	$28.81	$1.15	$29.96	$30.03	$1.20	$31.23
Step 23	$29.10	$1.16	$30.26	$30.33	$1.21	$31.54
Step 24	$29.39	$1.18	$30.57	$30.63	$1.23	$31.86
Step 25	$29.68	$1.19	$30.87	$30.94	$1.24	$32.18
Step 26	$29.98	$1.20	$31.18	$31.25	$1.25	$32.50
Step 27	$30.28	$1.21	$31.49	$31.56	$1.26	$32.82
Step 28	$30.58	$1.22	$31.80	$31.88	$1.28	$33.16
Step 29	$30.89	$1.24	$32.13	$32.19	$1.29	$33.48
Step 30	$31.20	$1.25	$32.45	$32.51	$1.30	$33.81
Step 31	$31.51	$1.26	$32.77	$32.85	$1.31	$34.16
Step 32	$31.83	$1.27	$33.10	$33.17	$1.33	$34.50
Step 33	$32.14	$1.29	$33.43	$33.50	$1.34	$34.84
Step 34	$32.46	$1.30	$33.76	$33.84	$1.35	$35.19
Step 35	$32.78	$1.31	$34.09	$34.18	$1.37	$35.55
Step 36	$33.12	$1.32	$34.44	$34.51	$1.38	$35.89
Step 37	$33.45	$1.34	$34.79	$34.87	$1.39	$36.26
Step 38	$33.78	$1.35	$35.13	$35.21	$1.41	$36.62
Step 39	$34.12	$1.36	$35.48	$35.56	$1.42	$36.98
Step 40	$34.46	$1.38	$35.84	$35.92	$1.44	$37.36
Step 41	$34.80	$1.39	$36.19	$36.28	$1.45	$37.73
Step 42	$35.16	$1.41	$36.57	$36.64	$1.47	$38.11
Step 43	$35.50	$1.42	$36.92	$37.01	$1.48	$38.49

	Grade P Base	Grade P Override	Grade P Total	Grade Q Base	Grade Q Override	Grade Q Total
Step 1	$25.39	$1.02	$26.41	$26.47	$1.06	$27.53
Step 2	$25.64	$1.03	$26.67	$26.73	$1.07	$27.80
Step 3	$25.91	$1.04	$26.95	$27.00	$1.08	$28.08
Step 4	$26.17	$1.05	$27.22	$27.27	$1.09	$28.36
Step 5	$26.42	$1.06	$27.48	$27.54	$1.10	$28.64
Step 6	$26.69	$1.07	$27.76	$27.82	$1.11	$28.93
Step 7	$26.96	$1.08	$28.04	$28.10	$1.12	$29.22
Step 8	$27.23	$1.09	$28.32	$28.38	$1.14	$29.52
Step 9	$27.50	$1.10	$28.60	$28.66	$1.15	$29.81
Step 10	$27.78	$1.11	$28.89	$28.95	$1.16	$30.11
Step 11	$28.05	$1.12	$29.17	$29.24	$1.17	$30.41
Step 12	$28.33	$1.13	$29.46	$29.53	$1.18	$30.71
Step 13	$28.61	$1.14	$29.75	$29.83	$1.19	$31.02
Step 14	$28.91	$1.16	$30.07	$30.12	$1.20	$31.32
Step 15	$29.19	$1.17	$30.36	$30.42	$1.22	$31.64
Step 16	$29.48	$1.18	$30.66	$30.72	$1.23	$31.95
Step 17	$29.77	$1.19	$30.96	$31.04	$1.24	$32.28
Step 18	$30.08	$1.20	$31.28	$31.35	$1.25	$32.60
Step 19	$30.38	$1.22	$31.60	$31.66	$1.27	$32.93
Step 20	$30.68	$1.23	$31.91	$31.98	$1.28	$33.26
Step 21	$30.99	$1.24	$32.23	$32.30	$1.29	$33.59
Step 22	$31.30	$1.25	$32.55	$32.62	$1.30	$33.92
Step 23	$31.61	$1.26	$32.87	$32.95	$1.32	$34.27
Step 24	$31.93	$1.28	$33.21	$33.28	$1.33	$34.61
Step 25	$32.25	$1.29	$33.54	$33.60	$1.34	$34.94
Step 26	$32.56	$1.30	$33.86	$33.95	$1.36	$35.31
Step 27	$32.90	$1.32	$34.22	$34.28	$1.37	$35.65
Step 28	$33.22	$1.33	$34.55	$34.62	$1.38	$36.00
Step 29	$33.55	$1.34	$34.89	$34.98	$1.40	$36.38
Step 30	$33.89	$1.36	$35.25	$35.32	$1.41	$36.73
Step 31	$34.23	$1.37	$35.60	$35.67	$1.43	$37.10
Step 32	$34.57	$1.38	$35.95	$36.03	$1.44	$37.47
Step 33	$34.92	$1.40	$36.32	$36.39	$1.46	$37.85
Step 34	$35.27	$1.41	$36.68	$36.75	$1.47	$38.22
Step 35	$35.62	$1.42	$37.04	$37.13	$1.49	$38.62
Step 36	$35.98	$1.44	$37.42	$37.49	$1.50	$38.99
Step 37	$36.33	$1.45	$37.78	$37.86	$1.51	$39.37
Step 38	$36.69	$1.47	$38.16	$38.25	$1.53	$39.78
Step 39	$37.07	$1.48	$38.55	$38.63	$1.55	$40.18

Step 40	$37.43	$1.50	$38.93	$39.02	$1.56	$40.58
Step 41	$37.80	$1.51	$39.31	$39.41	$1.58	$40.99
Step 42	$38.19	$1.53	$39.72	$39.80	$1.59	$41.39
Step 43	$38.57	$1.54	$40.11	$40.20	$1.61	$41.81

	~~Grade F~~	~~Grade G~~	~~Grade H~~	~~Grade I~~	~~Grade J~~	~~Grade K~~
~~**Step 1**~~	~~$16.79~~	~~$17.49~~	~~$18.24~~	~~$19.01~~	~~$19.81~~	~~$20.64~~
~~**Step 2**~~	~~$16.96~~	~~$17.68~~	~~$18.42~~	~~$19.20~~	~~$20.01~~	~~$20.86~~
~~**Step 3**~~	~~$17.12~~	~~$17.85~~	~~$18.60~~	~~$19.39~~	~~$20.21~~	~~$21.06~~
~~**Step 4**~~	~~$17.29~~	~~$18.03~~	~~$18.79~~	~~$19.58~~	~~$20.41~~	~~$21.27~~
~~**Step 5**~~	~~$17.47~~	~~$18.21~~	~~$18.98~~	~~$19.78~~	~~$20.61~~	~~$21.48~~
~~**Step 6**~~	~~$17.64~~	~~$18.39~~	~~$19.17~~	~~$19.98~~	~~$20.82~~	~~$21.70~~
~~**Step 7**~~	~~$17.82~~	~~$18.57~~	~~$19.36~~	~~$20.18~~	~~$21.03~~	~~$21.92~~
~~**Step 8**~~	~~$18.00~~	~~$18.76~~	~~$19.55~~	~~$20.38~~	~~$21.24~~	~~$22.14~~
~~**Step 9**~~	~~$18.18~~	~~$18.95~~	~~$19.75~~	~~$20.58~~	~~$21.45~~	~~$22.36~~
~~**Step 10**~~	~~$18.36~~	~~$19.14~~	~~$19.95~~	~~$20.79~~	~~$21.66~~	~~$22.58~~
~~**Step 11**~~	~~$18.54~~	~~$19.33~~	~~$20.14~~	~~$21.00~~	~~$21.89~~	~~$22.81~~
~~**Step 12**~~	~~$18.73~~	~~$19.52~~	~~$20.34~~	~~$21.20~~	~~$22.10~~	~~$23.04~~
~~**Step 13**~~	~~$18.92~~	~~$19.72~~	~~$20.55~~	~~$21.41~~	~~$22.32~~	~~$23.27~~
~~**Step 14**~~	~~$19.11~~	~~$19.92~~	~~$20.76~~	~~$21.63~~	~~$22.54~~	~~$23.50~~
~~**Step 15**~~	~~$19.30~~	~~$20.11~~	~~$20.96~~	~~$21.85~~	~~$22.78~~	~~$23.74~~
~~**Step 16**~~	~~$19.49~~	~~$20.31~~	~~$21.17~~	~~$22.07~~	~~$23.00~~	~~$23.97~~
~~**Step 17**~~	~~$19.68~~	~~$20.51~~	~~$21.38~~	~~$22.29~~	~~$23.23~~	~~$24.21~~
~~**Step 18**~~	~~$19.88~~	~~$20.73~~	~~$21.59~~	~~$22.51~~	~~$23.46~~	~~$24.45~~
~~**Step 19**~~	~~$20.08~~	~~$20.93~~	~~$21.82~~	~~$22.74~~	~~$23.69~~	~~$24.69~~
~~**Step 20**~~	~~$20.28~~	~~$21.14~~	~~$22.03~~	~~$22.96~~	~~$23.94~~	~~$24.95~~
	~~**Grade F**~~	~~**Grade G**~~	~~**Grade H**~~	~~**Grade I**~~	~~**Grade J**~~	~~**Grade K**~~
~~**Step 21**~~	~~$20.48~~	~~$21.35~~	~~$22.25~~	~~$23.19~~	~~$24.17~~	~~$25.19~~

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Step 22	$20.68	$21.56	$22.47	$23.42	$24.41	$25.44
Step 23	$20.90	$21.78	$22.69	$23.65	$24.65	$25.70
Step 24	$21.10	$22.00	$22.93	$23.90	$24.91	$25.96
Step 25	$21.31	$22.22	$23.16	$24.13	$25.15	$26.22
Step 26	$21.52	$22.44	$23.38	$24.37	$25.40	$26.48
Step 27	$21.75	$22.66	$23.62	$24.61	$25.65	$26.74
Step 28	$21.96	$22.89	$23.86	$24.87	$25.92	$27.01
Step 29	$22.18	$23.12	$24.10	$25.11	$26.18	$27.28
Step 30	$22.40	$23.35	$24.33	$25.36	$26.43	$27.55
Step 31	$22.62	$23.58	$24.58	$25.61	$26.70	$27.83
Step 32	$22.86	$23.82	$24.83	$25.88	$26.97	$28.11
Step 33	$23.08	$24.06	$25.07	$26.13	$27.24	$28.39
Step 34	$23.31	$24.30	$25.32	$26.39	$27.51	$28.67
Step 35	$23.54	$24.54	$25.57	$26.65	$27.79	$28.96
Step 36	$23.78	$24.79	$25.84	$26.93	$28.06	$29.25
Step 37	$24.02	$25.04	$26.09	$27.19	$28.34	$29.54
Step 38	$24.26	$25.28	$26.35	$27.46	$28.62	$29.84
Step 39	$24.50	$25.53	$26.61	$27.74	$28.92	$30.14
Step 40	$24.75	$25.80	$26.89	$28.02	$29.20	$30.43
Step 41	$25.00	$26.05	$27.15	$28.30	$29.49	$30.74
Step 42	$25.24	$26.31	$27.42	$28.58	$29.78	$31.05
Step 43	$25.49	$26.57	$27.69	$28.87	$30.09	$31.36

	Grade L	**Grade M**	**Grade N**	**Grade O**	**Grade P**	**Grade Q**
Step 1	$21.52	$22.43	$23.38	$24.36	$25.39	$26.47

Step 2	$21.74	$22.65	$23.61	$24.60	$25.64	$26.73
Step 3	$21.95	$22.88	$23.85	$24.86	$25.91	$27.00
Step 4	$22.17	$23.11	$24.09	$25.10	$26.17	$27.27
Step 5	$22.39	$23.34	$24.33	$25.35	$26.42	$27.54
Step 6	$22.61	$23.57	$24.57	$25.60	$26.69	$27.82
Step 7	$22.85	$23.81	$24.82	$25.87	$26.96	$28.10
Step 8	$23.07	$24.05	$25.07	$26.12	$27.23	$28.38
Step 9	$23.30	$24.29	$25.31	$26.38	$27.50	$28.66
Step 10	$23.53	$24.53	$25.56	$26.64	$27.78	$28.95
Step 11	$23.78	$24.78	$25.83	$26.92	$28.05	$29.24
Step 12	$24.01	$25.03	$26.08	$27.18	$28.33	$29.53
Step 13	$24.25	$25.27	$26.34	$27.45	$28.61	$29.83
Step 14	$24.49	$25.52	$26.60	$27.73	$28.91	$30.12
Step 15	$24.73	$25.79	$26.88	$28.01	$29.19	$30.42
Step 16	$24.99	$26.04	$27.14	$28.29	$29.48	$30.72
Step 17	$25.23	$26.30	$27.41	$28.57	$29.77	$31.04
Step 18	$25.48	$26.56	$27.68	$28.86	$30.08	$31.35
Step 19	$25.74	$26.83	$27.97	$29.15	$30.38	$31.66
Step 20	$26.00	$27.10	$28.24	$29.43	$30.68	$31.98
Step 21	$26.26	$27.37	$28.52	$29.73	$30.99	$32.30
Step 22	$26.52	$27.64	$28.81	$30.03	$31.30	$32.62
Step 23	$26.79	$27.92	$29.10	$30.33	$31.61	$32.95
Step 24	$27.06	$28.20	$29.39	$30.63	$31.93	$33.28
Step 25	$27.32	$28.48	$29.68	$30.94	$32.25	$33.60
Step 26	$27.59	$28.76	$29.98	$31.25	$32.56	$33.95
	Grade L	**Grade M**	**Grade N**	**Grade O**	**Grade P**	**Grade Q**
Step 27	$27.88	$29.05	$30.28	$31.56	$32.90	$34.28

~~**Step 28**~~	~~$28.15~~	~~$29.34~~	~~$30.58~~	~~$31.88~~	~~$33.22~~	~~$34.62~~
~~**Step 29**~~	~~$28.43~~	~~$29.63~~	~~$30.89~~	~~$32.19~~	~~$33.55~~	~~$34.98~~
~~**Step 30**~~	~~$28.71~~	~~$29.94~~	~~$31.20~~	~~$32.51~~	~~$33.89~~	~~$35.32~~
~~**Step 31**~~	~~$29.01~~	~~$30.23~~	~~$31.51~~	~~$32.85~~	~~$34.23~~	~~$35.67~~
~~**Step 32**~~	~~$29.30~~	~~$30.53~~	~~$31.83~~	~~$33.17~~	~~$34.57~~	~~$36.03~~
~~**Step 33**~~	~~$29.59~~	~~$30.84~~	~~$32.14~~	~~$33.50~~	~~$34.92~~	~~$36.39~~
~~**Step 34**~~	~~$29.89~~	~~$31.15~~	~~$32.46~~	~~$33.84~~	~~$35.27~~	~~$36.75~~
~~**Step 35**~~	~~$30.18~~	~~$31.46~~	~~$32.78~~	~~$34.18~~	~~$35.62~~	~~$37.13~~
~~**Step 36**~~	~~$30.48~~	~~$31.77~~	~~$33.12~~	~~$34.51~~	~~$35.98~~	~~$37.49~~
~~**Step 37**~~	~~$30.78~~	~~$32.09~~	~~$33.45~~	~~$34.87~~	~~$36.33~~	~~$37.86~~
~~**Step 38**~~	~~$31.10~~	~~$32.41~~	~~$33.78~~	~~$35.21~~	~~$36.69~~	~~$38.25~~
~~**Step 39**~~	~~$31.41~~	~~$32.73~~	~~$34.12~~	~~$35.56~~	~~$37.07~~	~~$38.63~~
~~**Step 40**~~	~~$31.72~~	~~$33.07~~	~~$34.46~~	~~$35.92~~	~~$37.43~~	~~$39.02~~
~~**Step 41**~~	~~$32.04~~	~~$33.39~~	~~$34.80~~	~~$36.28~~	~~$37.80~~	~~$39.41~~
~~**Step 42**~~	~~$32.36~~	~~$33.72~~	~~$35.16~~	~~$36.64~~	~~$38.19~~	~~$39.80~~
~~**Step 43**~~	~~$32.68~~	~~$34.07~~	~~$35.50~~	~~$37.01~~	~~$38.57~~	~~$40.20~~

Appendix IV – Supervisory Professional Exempt Salary Schedule
(based on a 12 month schedule; prorate if less than 12 months)
July 1, 202~~6~~4 through June 30, 2023~~1~~6

	Grade L 12mo Base	Grade L 12mo Override	Grade L 12mo Total	Grade M 12mo Base	Grade M 12mo Override	Grade M 12mo Total
Step 1	$44,940.23	$1,797.61	$46,737.84	$46,838.22	$1,873.53	$48,711.75
Step 2	$45,383.10	$1,815.32	$47,198.42	$47,302.18	$1,892.09	$49,194.27
Step 3	$45,825.96	$1,833.04	$47,659.00	$47,766.13	$1,910.65	$49,676.78
Step 4	$46,289.92	$1,851.60	$48,141.52	$48,251.17	$1,930.05	$50,181.22
Step 5	$46,753.87	$1,870.15	$48,624.02	$48,736.22	$1,949.45	$50,685.67
Step 6	$47,217.82	$1,888.71	$49,106.53	$49,221.26	$1,968.85	$51,190.11
Step 7	$47,702.87	$1,908.11	$49,610.98	$49,706.30	$1,988.25	$51,694.55
Step 8	$48,166.82	$1,926.67	$50,093.49	$50,212.43	$2,008.50	$52,220.93
Step 9	$48,651.86	$1,946.07	$50,597.93	$50,718.56	$2,028.74	$52,747.30

Step 10	$49,136.90	$1,965.48	$51,102.38	$51,224.70	$2,048.99	$53,273.69
Step 11	$49,643.04	$1,985.72	$51,628.76	$51,730.83	$2,069.23	$53,800.06
Step 12	$50,128.08	$2,005.12	$52,133.20	$52,258.05	$2,090.32	$54,348.37
Step 13	$50,634.21	$2,025.37	$52,659.58	$52,764.18	$2,110.57	$54,874.75
Step 14	$51,140.34	$2,045.61	$53,185.95	$53,291.40	$2,131.66	$55,423.06
Step 15	$51,646.47	$2,065.86	$53,712.33	$53,839.71	$2,153.59	$55,993.30
Step 16	$52,173.69	$2,086.95	$54,260.64	$54,366.93	$2,174.68	$56,541.61
Step 17	$52,679.82	$2,107.19	$54,787.01	$54,915.24	$2,196.61	$57,111.85
Step 18	$53,207.04	$2,128.28	$55,335.32	$55,463.54	$2,218.54	$57,682.08
Step 19	$53,755.35	$2,150.21	$55,905.56	$56,011.85	$2,240.47	$58,252.32
Step 20	$54,282.57	$2,171.30	$56,453.87	$56,581.25	$2,263.25	$58,844.50
Step 21	$54,830.88	$2,193.24	$57,024.12	$57,150.65	$2,286.03	$59,436.68
Step 22	$55,379.19	$2,215.17	$57,594.36	$57,720.05	$2,308.80	$60,028.85
Step 23	$55,927.50	$2,237.10	$58,164.60	$58,289.44	$2,331.58	$60,621.02
Step 24	$56,496.90	$2,259.88	$58,756.78	$58,879.93	$2,355.20	$61,235.13
Step 25	$57,045.20	$2,281.81	$59,327.01	$59,470.42	$2,378.82	$61,849.24
Step 26	$57,614.60	$2,304.58	$59,919.18	$60,060.90	$2,402.44	$62,463.34
Step 27	$58,205.09	$2,328.20	$60,533.29	$60,651.39	$2,426.06	$63,077.45
Step 28	$58,774.49	$2,350.98	$61,125.47	$61,262.96	$2,450.52	$63,713.48
Step 29	$59,364.97	$2,374.60	$61,739.57	$61,874.54	$2,474.98	$64,349.52
Step 30	$59,955.46	$2,398.22	$62,353.68	$62,507.20	$2,500.29	$65,007.49
Step 31	$60,567.03	$2,422.68	$62,989.71	$63,118.78	$2,524.75	$65,643.53
Step 32	$61,178.61	$2,447.14	$63,625.75	$63,751.44	$2,550.06	$66,301.50
Step 33	$61,790.18	$2,471.61	$64,261.79	$64,384.11	$2,575.36	$66,959.47
Step 34	$62,401.76	$2,496.07	$64,897.83	$65,037.86	$2,601.51	$67,639.37
Step 35	$63,013.33	$2,520.53	$65,533.86	$65,691.61	$2,627.66	$68,319.27
Step 36	$63,646.00	$2,545.84	$66,191.84	$66,345.36	$2,653.81	$68,999.17
Step 37	$64,278.66	$2,571.15	$66,849.81	$66,999.12	$2,679.96	$69,679.08
Step 38	$64,932.42	$2,597.30	$67,529.72	$67,673.96	$2,706.96	$70,380.92
Step 39	$65,586.17	$2,623.45	$68,209.62	$68,348.80	$2,733.95	$71,082.75
Step 40	$66,239.92	$2,649.60	$68,889.52	$69,044.73	$2,761.79	$71,806.52
Step 41	$66,893.67	$2,675.75	$69,569.42	$69,719.57	$2,788.78	$72,508.35
Step 42	$67,568.52	$2,702.74	$70,271.26	$70,415.50	$2,816.62	$73,232.12
Step 43	$68,243.36	$2,729.73	$70,973.09	$71,132.52	$2,845.30	$73,977.82

	Grade N 12mo Base	Grade N 12mo Override	Grade N 12mo Total	Grade O 12mo Base	Grade O 12mo Override	Grade O 12mo Total
Step 1	$48,820.57	$1,952.82	$50,773.39	$50,866.19	$2,034.65	$52,900.84
Step 2	$49,305.61	$1,972.22	$51,277.83	$51,372.32	$2,054.89	$53,427.21
Step 3	$49,790.66	$1,991.63	$51,782.29	$51,899.54	$2,075.98	$53,975.52

Step 4	$50,296.79	$2,011.87	$52,308.66	$52,405.67	$2,096.23	$54,501.90
Step 5	$50,802.92	$2,032.12	$52,835.04	$52,932.89	$2,117.32	$55,050.21
Step 6	$51,309.05	$2,052.36	$53,361.41	$53,460.11	$2,138.40	$55,598.51
Step 7	$51,815.18	$2,072.61	$53,887.79	$54,008.42	$2,160.34	$56,168.76
Step 8	$52,342.40	$2,093.70	$54,436.10	$54,535.64	$2,181.43	$56,717.07
Step 9	$52,848.53	$2,113.94	$54,962.47	$55,083.95	$2,203.36	$57,287.31
Step 10	$53,375.75	$2,135.03	$55,510.78	$55,632.25	$2,225.29	$57,857.54
Step 11	$53,924.06	$2,156.96	$56,081.02	$56,201.65	$2,248.07	$58,449.72
Step 12	$54,451.28	$2,178.05	$56,629.33	$56,749.96	$2,270.00	$59,019.96
Step 13	$54,999.59	$2,199.98	$57,199.57	$57,319.36	$2,292.77	$59,612.13
Step 14	$55,547.90	$2,221.92	$57,769.82	$57,909.84	$2,316.39	$60,226.23
Step 15	$56,117.30	$2,244.69	$58,361.99	$58,479.24	$2,339.17	$60,818.41
Step 16	$56,665.61	$2,266.62	$58,932.23	$59,069.73	$2,362.79	$61,432.52
Step 17	$57,235.00	$2,289.40	$59,524.40	$59,660.22	$2,386.41	$62,046.63
Step 18	$57,804.40	$2,312.18	$60,116.58	$60,250.70	$2,410.03	$62,660.73
Step 19	$58,394.89	$2,335.80	$60,730.69	$60,862.28	$2,434.49	$63,296.77
Step 20	$58,964.28	$2,358.57	$61,322.85	$61,452.76	$2,458.11	$63,910.87
Step 21	$59,554.77	$2,382.19	$61,936.96	$62,085.43	$2,483.42	$64,568.85
Step 22	$60,145.26	$2,405.81	$62,551.07	$62,697.00	$2,507.88	$65,204.88
Step 23	$60,756.83	$2,430.27	$63,187.10	$63,329.67	$2,533.19	$65,862.86
Step 24	$61,368.41	$2,454.74	$63,823.15	$63,962.33	$2,558.49	$66,520.82
Step 25	$61,979.98	$2,479.20	$64,459.18	$64,594.99	$2,583.80	$67,178.79
Step 26	$62,591.56	$2,503.66	$65,095.22	$65,248.75	$2,609.95	$67,858.70
Step 27	$63,224.22	$2,528.97	$65,753.19	$65,902.50	$2,636.10	$68,538.60
Step 28	$63,856.89	$2,554.28	$66,411.17	$66,556.25	$2,662.25	$69,218.50
Step 29	$64,489.55	$2,579.58	$67,069.13	$67,210.01	$2,688.40	$69,898.41
Step 30	$65,143.30	$2,605.73	$67,749.03	$67,884.85	$2,715.39	$70,600.24
Step 31	$65,797.06	$2,631.88	$68,428.94	$68,580.78	$2,743.23	$71,324.01
Step 32	$66,450.81	$2,658.03	$69,108.84	$69,255.62	$2,770.22	$72,025.84
Step 33	$67,104.56	$2,684.18	$69,788.74	$69,951.55	$2,798.06	$72,749.61
Step 34	$67,779.40	$2,711.18	$70,490.58	$70,647.48	$2,825.90	$73,473.38
Step 35	$68,454.24	$2,738.17	$71,192.41	$71,364.50	$2,854.58	$74,219.08
Step 36	$69,150.18	$2,766.01	$71,916.19	$72,060.43	$2,882.42	$74,942.85
Step 37	$69,846.11	$2,793.84	$72,639.95	$72,798.54	$2,911.94	$75,710.48
Step 38	$70,542.04	$2,821.68	$73,363.72	$73,515.56	$2,940.62	$76,456.18
Step 39	$71,237.97	$2,849.52	$74,087.49	$74,253.66	$2,970.15	$77,223.81
Step 40	$71,954.99	$2,878.20	$74,833.19	$74,991.77	$2,999.67	$77,991.44
Step 41	$72,672.00	$2,906.88	$75,578.88	$75,750.97	$3,030.04	$78,781.01
Step 42	$73,410.11	$2,936.40	$76,346.51	$76,510.17	$3,060.41	$79,570.58
Step 43	$74,127.13	$2,965.09	$77,092.22	$77,269.36	$3,090.77	$80,360.13

	Grade P 12mo Base	Grade P 12mo Override	Grade P 12mo Total	Grade Q 12mo Base	Grade Q 12mo Override	Grade Q 12mo Total
Step 1	$53,017.24	$2,120.69	$55,137.93	$55,273.74	$2,210.95	$57,484.69
Step 2	$53,544.46	$2,141.78	$55,686.24	$55,822.05	$2,232.88	$58,054.93
Step 3	$54,092.77	$2,163.71	$56,256.48	$56,370.36	$2,254.81	$58,625.17
Step 4	$54,641.08	$2,185.64	$56,826.72	$56,939.76	$2,277.59	$59,217.35
Step 5	$55,168.30	$2,206.73	$57,375.03	$57,509.16	$2,300.37	$59,809.53
Step 6	$55,737.70	$2,229.51	$57,967.21	$58,078.56	$2,323.14	$60,401.70
Step 7	$56,286.01	$2,251.44	$58,537.45	$58,669.04	$2,346.76	$61,015.80
Step 8	$56,855.40	$2,274.22	$59,129.62	$59,259.53	$2,370.38	$61,629.91
Step 9	$57,424.80	$2,296.99	$59,721.79	$59,850.01	$2,394.00	$62,244.01
Step 10	$57,994.20	$2,319.77	$60,313.97	$60,440.50	$2,417.62	$62,858.12
Step 11	$58,563.60	$2,342.54	$60,906.14	$61,052.08	$2,442.08	$63,494.16
Step 12	$59,154.08	$2,366.16	$61,520.24	$61,663.65	$2,466.55	$64,130.20
Step 13	$59,744.57	$2,389.78	$62,134.35	$62,275.23	$2,491.01	$64,766.24
Step 14	$60,356.15	$2,414.25	$62,770.40	$62,886.80	$2,515.47	$65,402.27
Step 15	$60,946.63	$2,437.87	$63,384.50	$63,519.47	$2,540.78	$66,060.25
Step 16	$61,558.21	$2,462.33	$64,020.54	$64,152.13	$2,566.09	$66,718.22
Step 17	$62,169.78	$2,486.79	$64,656.57	$64,805.88	$2,592.24	$67,398.12
Step 18	$62,802.45	$2,512.10	$65,314.55	$65,459.64	$2,618.39	$68,078.03
Step 19	$63,435.11	$2,537.40	$65,972.51	$66,113.39	$2,644.54	$68,757.93
Step 20	$64,067.77	$2,562.71	$66,630.48	$66,767.14	$2,670.69	$69,437.83
Step 21	$64,700.44	$2,588.02	$67,288.46	$67,441.98	$2,697.68	$70,139.66
Step 22	$65,354.19	$2,614.17	$67,968.36	$68,116.82	$2,724.67	$70,841.49
Step 23	$66,007.94	$2,640.32	$68,648.26	$68,791.67	$2,751.67	$71,543.34
Step 24	$66,661.70	$2,666.47	$69,328.17	$69,487.60	$2,779.50	$72,267.10
Step 25	$67,336.54	$2,693.46	$70,030.00	$70,162.44	$2,806.50	$72,968.94
Step 26	$67,990.29	$2,719.61	$70,709.90	$70,879.46	$2,835.18	$73,714.64
Step 27	$68,686.22	$2,747.45	$71,433.67	$71,575.39	$2,863.02	$74,438.41
Step 28	$69,361.06	$2,774.44	$72,135.50	$72,292.41	$2,891.70	$75,184.11
Step 29	$70,056.99	$2,802.28	$72,859.27	$73,030.51	$2,921.22	$75,951.73
Step 30	$70,752.92	$2,830.12	$73,583.04	$73,747.53	$2,949.90	$76,697.43
Step 31	$71,469.94	$2,858.80	$74,328.74	$74,485.64	$2,979.43	$77,465.07
Step 32	$72,186.96	$2,887.48	$75,074.44	$75,223.75	$3,008.95	$78,232.70
Step 33	$72,903.98	$2,916.16	$75,820.14	$75,982.95	$3,039.32	$79,022.27
Step 34	$73,642.09	$2,945.68	$76,587.77	$76,742.14	$3,069.69	$79,811.83
Step 35	$74,380.20	$2,975.21	$77,355.41	$77,522.43	$3,100.90	$80,623.33
Step 36	$75,118.31	$3,004.73	$78,123.04	$78,281.63	$3,131.27	$81,412.90
Step 37	$75,856.41	$3,034.26	$78,890.67	$79,061.91	$3,162.48	$82,224.39
Step 38	$76,615.61	$3,064.62	$79,680.23	$79,863.29	$3,194.53	$83,057.82

Step 39	$77,395.90	$3,095.84	$80,491.74	$80,664.66	$3,226.59	$83,891.25
Step 40	$78,155.09	$3,126.20	$81,281.29	$81,466.03	$3,258.64	$84,724.67
Step 41	$78,935.38	$3,157.42	$82,092.80	$82,288.50	$3,291.54	$85,580.04
Step 42	$79,736.75	$3,189.47	$82,926.22	$83,110.96	$3,324.44	$86,435.40
Step 43	$80,538.13	$3,221.53	$83,759.66	$83,933.42	$3,357.34	$87,290.76

	Grade R 9.5mo Base	Grade R 9.5mo Override	Grade R 9.5mo Total	Grade R 12mo Base	Grade R 12mo Override	Grade R 12mo Total
Step 1	$45,677.61	$1,827.10	$47,504.71	$57,593.51	$2,303.74	$59,897.25
Step 2	$46,145.93	$1,845.84	$47,991.77	$58,184.00	$2,327.36	$60,511.36
Step 3	$46,597.52	$1,863.90	$48,461.42	$58,753.40	$2,350.14	$61,103.54
Step 4	$47,065.84	$1,882.63	$48,948.47	$59,343.88	$2,373.76	$61,717.64
Step 5	$47,534.16	$1,901.37	$49,435.53	$59,934.37	$2,397.37	$62,331.74
Step 6	$48,019.20	$1,920.77	$49,939.97	$60,545.94	$2,421.84	$62,967.78
Step 7	$48,487.51	$1,939.50	$50,427.01	$61,136.43	$2,445.46	$63,581.89
Step 8	$48,972.56	$1,958.90	$50,931.46	$61,748.01	$2,469.92	$64,217.93
Step 9	$49,474.32	$1,978.97	$51,453.29	$62,380.67	$2,495.23	$64,875.90
Step 10	$49,959.37	$1,998.37	$51,957.74	$62,992.25	$2,519.69	$65,511.94
Step 11	$50,461.14	$2,018.45	$52,479.59	$63,624.91	$2,545.00	$66,169.91
Step 12	$50,962.90	$2,038.52	$53,001.42	$64,257.57	$2,570.30	$66,827.87
Step 13	$51,481.40	$2,059.26	$53,540.66	$64,911.33	$2,596.45	$67,507.78
Step 14	$51,999.89	$2,080.00	$54,079.89	$65,565.08	$2,622.60	$68,187.68
Step 15	$52,518.38	$2,100.74	$54,619.12	$66,218.83	$2,648.75	$68,867.58
Step 16	$53,036.88	$2,121.48	$55,158.36	$66,872.58	$2,674.90	$69,547.48
Step 17	$53,572.10	$2,142.88	$55,714.98	$67,547.43	$2,701.90	$70,249.33
Step 18	$54,107.32	$2,164.29	$56,271.61	$68,222.27	$2,728.89	$70,951.16
Step 19	$54,642.54	$2,185.70	$56,828.24	$68,897.11	$2,755.88	$71,652.99
Step 20	$55,194.48	$2,207.78	$57,402.26	$69,593.04	$2,783.72	$72,376.76
Step 21	$55,746.42	$2,229.86	$57,976.28	$70,288.97	$2,811.56	$73,100.53
Step 22	$56,298.37	$2,251.93	$58,550.30	$70,984.90	$2,839.40	$73,824.30
Step 23	$56,867.04	$2,274.68	$59,141.72	$71,701.92	$2,868.08	$74,570.00
Step 24	$57,435.71	$2,297.43	$59,733.14	$72,418.94	$2,896.76	$75,315.70
Step 25	$58,004.38	$2,320.18	$60,324.56	$73,135.96	$2,925.44	$76,061.40
Step 26	$58,589.78	$2,343.59	$60,933.37	$73,874.07	$2,954.96	$76,829.03
Step 27	$59,175.17	$2,367.01	$61,542.18	$74,612.17	$2,984.49	$77,596.66
Step 28	$59,760.57	$2,390.42	$62,150.99	$75,350.28	$3,014.01	$78,364.29
Step 29	$60,362.69	$2,414.51	$62,777.20	$76,109.48	$3,044.38	$79,153.86
Step 30	$60,964.81	$2,438.59	$63,403.40	$76,868.68	$3,074.75	$79,943.43
Step 31	$61,566.93	$2,462.68	$64,029.61	$77,627.87	$3,105.11	$80,732.98
Step 32	$62,185.78	$2,487.43	$64,673.21	$78,408.16	$3,136.33	$81,544.49

Step 33	$62,804.63	$2,512.19	$65,316.82	$79,188.44	$3,167.54	$82,355.98
Step 34	$63,440.20	$2,537.61	$65,977.81	$79,989.82	$3,199.59	$83,189.41
Step 35	$64,075.77	$2,563.03	$66,638.80	$80,791.19	$3,231.65	$84,022.84
Step 36	$64,711.35	$2,588.45	$67,299.80	$81,592.57	$3,263.70	$84,856.27
Step 37	$65,363.64	$2,614.55	$67,978.19	$82,415.03	$3,296.60	$85,711.63
Step 38	$66,015.94	$2,640.64	$68,656.58	$83,237.49	$3,329.50	$86,566.99
Step 39	$66,668.24	$2,666.73	$69,334.97	$84,059.96	$3,362.40	$87,422.36
Step 40	$67,337.27	$2,693.49	$70,030.76	$84,903.51	$3,396.14	$88,299.65
Step 41	$68,023.02	$2,720.92	$70,743.94	$85,768.15	$3,430.73	$89,198.88
Step 42	$68,692.04	$2,747.68	$71,439.72	$86,611.70	$3,464.47	$90,076.17
Step 43	$69,377.79	$2,775.11	$72,152.90	$87,476.34	$3,499.05	$90,975.39

	Grade T 12mo Base	Grade T 12mo Override	Grade T 12mo Total	Grade U 12mo Base	Grade U 12mo Override	Grade U 12mo Total
Step 1	$62,570.47	$2,502.82	$65,073.29	$65,227.66	$2,609.11	$67,836.77
Step 2	$63,203.13	$2,528.13	$65,731.26	$65,860.32	$2,634.41	$68,494.73
Step 3	$63,835.80	$2,553.43	$66,389.23	$66,535.16	$2,661.41	$69,196.57
Step 4	$64,468.46	$2,578.74	$67,047.20	$67,188.92	$2,687.56	$69,876.48
Step 5	$65,122.21	$2,604.89	$67,727.10	$67,863.76	$2,714.55	$70,578.31
Step 6	$65,754.88	$2,630.20	$68,385.08	$68,538.60	$2,741.54	$71,280.14
Step 7	$66,429.72	$2,657.19	$69,086.91	$69,234.53	$2,769.38	$72,003.91
Step 8	$67,083.47	$2,683.34	$69,766.81	$69,930.46	$2,797.22	$72,727.68
Step 9	$67,758.31	$2,710.33	$70,468.64	$70,626.39	$2,825.06	$73,451.45
Step 10	$68,433.16	$2,737.33	$71,170.49	$71,322.32	$2,852.89	$74,175.21
Step 11	$69,129.09	$2,765.16	$71,894.25	$72,039.34	$2,881.57	$74,920.91
Step 12	$69,803.93	$2,792.16	$72,596.09	$72,756.36	$2,910.25	$75,666.61
Step 13	$70,499.86	$2,819.99	$73,319.85	$73,494.47	$2,939.78	$76,434.25
Step 14	$71,216.88	$2,848.68	$74,065.56	$74,232.58	$2,969.30	$77,201.88
Step 15	$71,933.90	$2,877.36	$74,811.26	$74,970.68	$2,998.83	$77,969.51
Step 16	$72,650.92	$2,906.04	$75,556.96	$75,708.79	$3,028.35	$78,737.14
Step 17	$73,367.94	$2,934.72	$76,302.66	$76,467.99	$3,058.72	$79,526.71
Step 18	$74,106.04	$2,964.24	$77,070.28	$77,227.19	$3,089.09	$80,316.28
Step 19	$74,844.15	$2,993.77	$77,837.92	$78,007.47	$3,120.30	$81,127.77
Step 20	$75,603.35	$3,024.13	$78,627.48	$78,787.76	$3,151.51	$81,939.27
Step 21	$76,341.46	$3,053.66	$79,395.12	$79,568.04	$3,182.72	$82,750.76
Step 22	$77,121.74	$3,084.87	$80,206.61	$80,369.42	$3,214.78	$83,584.20
Step 23	$77,880.94	$3,115.24	$80,996.18	$81,170.79	$3,246.83	$84,417.62
Step 24	$78,661.22	$3,146.45	$81,807.67	$81,993.25	$3,279.73	$85,272.98
Step 25	$79,441.51	$3,177.66	$82,619.17	$82,815.72	$3,312.63	$86,128.35
Step 26	$80,242.88	$3,209.72	$83,452.60	$83,638.18	$3,345.53	$86,983.71

Step 27	$81,044.26	$3,241.77	$84,286.03	$84,481.73	$3,379.27	$87,861.00
Step 28	$81,866.72	$3,274.67	$85,141.39	$85,325.28	$3,413.01	$88,738.29
Step 29	$82,668.10	$3,306.72	$85,974.82	$86,168.84	$3,446.75	$89,615.59
Step 30	$83,511.65	$3,340.47	$86,852.12	$87,033.48	$3,481.34	$90,514.82
Step 31	$84,334.11	$3,373.36	$87,707.47	$87,898.12	$3,515.92	$91,414.04
Step 32	$85,177.66	$3,407.11	$88,584.77	$88,783.85	$3,551.35	$92,335.20
Step 33	$86,042.30	$3,441.69	$89,483.99	$89,669.58	$3,586.78	$93,256.36
Step 34	$86,885.86	$3,475.43	$90,361.29	$90,576.40	$3,623.06	$94,199.46
Step 35	$87,771.59	$3,510.86	$91,282.45	$91,462.13	$3,658.49	$95,120.62
Step 36	$88,636.23	$3,545.45	$92,181.68	$92,390.03	$3,695.60	$96,085.63
Step 37	$89,521.96	$3,580.88	$93,102.84	$93,317.94	$3,732.72	$97,050.66
Step 38	$90,428.77	$3,617.15	$94,045.92	$94,245.85	$3,769.83	$98,015.68
Step 39	$91,335.59	$3,653.42	$94,989.01	$95,194.84	$3,807.79	$99,002.63
Step 40	$92,242.41	$3,689.70	$95,932.11	$96,143.84	$3,845.75	$99,989.59
Step 41	$93,170.32	$3,726.81	$96,897.13	$97,092.84	$3,883.71	$100,976.55
Step 42	$94,098.23	$3,763.93	$97,862.16	$98,062.92	$3,922.52	$101,985.44
Step 43	$95,026.13	$3,801.05	$98,827.18	$99,054.09	$3,962.16	$103,016.25

	~~Grade L 12mo~~	~~Grade M 12mo~~	~~Grade O 12mo~~	~~Grade P 12mo~~	~~Grade Q 12mo~~
~~**Step 1**~~	~~$44,940.23~~	~~$46,838.22~~	~~$50,866.19~~	~~$53,017.24~~	~~$55,273.74~~
~~**Step 2**~~	~~$45,383.10~~	~~$47,302.18~~	~~$51,372.32~~	~~$53,544.46~~	~~$55,822.05~~
~~**Step 3**~~	~~$45,825.96~~	~~$47,766.13~~	~~$51,899.54~~	~~$54,092.77~~	~~$56,370.36~~
~~**Step 4**~~	~~$46,289.92~~	~~$48,251.17~~	~~$52,405.67~~	~~$54,641.08~~	~~$56,939.76~~
~~**Step 5**~~	~~$46,753.87~~	~~$48,736.22~~	~~$52,932.89~~	~~$55,168.30~~	~~$57,509.16~~
	~~Grade L 12mo~~	~~Grade M 12mo~~	~~Grade O 12mo~~	~~Grade P 12mo~~	~~Grade Q 12mo~~
~~**Step 6**~~	~~$47,217.82~~	~~$49,221.26~~	~~$53,460.11~~	~~$55,737.70~~	~~$58,078.56~~
~~**Step 7**~~	~~$47,702.87~~	~~$49,706.30~~	~~$54,008.42~~	~~$56,286.01~~	~~$58,669.04~~
~~**Step 8**~~	~~$48,166.82~~	~~$50,212.43~~	~~$54,535.64~~	~~$56,855.40~~	~~$59,259.53~~
~~**Step 9**~~	~~$48,651.86~~	~~$50,718.56~~	~~$55,083.95~~	~~$57,424.80~~	~~$59,850.01~~
~~**Step 10**~~	~~$49,136.90~~	~~$51,224.70~~	~~$55,632.25~~	~~$57,994.20~~	~~$60,440.50~~
~~**Step 11**~~	~~$49,643.04~~	~~$51,730.83~~	~~$56,201.65~~	~~$58,563.60~~	~~$61,052.08~~
~~**Step 12**~~	~~$50,128.08~~	~~$52,258.05~~	~~$56,749.96~~	~~$59,154.08~~	~~$61,663.65~~

~~Step 13~~	~~$50,634.21~~	~~$52,764.18~~	~~$57,319.36~~	~~$59,744.57~~	~~$62,275.23~~
~~Step 14~~	~~$51,140.34~~	~~$53,291.40~~	~~$57,909.84~~	~~$60,356.15~~	~~$62,886.80~~
~~Step 15~~	~~$51,646.47~~	~~$53,839.71~~	~~$58,479.24~~	~~$60,946.63~~	~~$63,519.47~~
~~Step 16~~	~~$52,173.69~~	~~$54,366.93~~	~~$59,069.73~~	~~$61,558.21~~	~~$64,152.13~~
~~Step 17~~	~~$52,679.82~~	~~$54,915.24~~	~~$59,660.22~~	~~$62,169.78~~	~~$64,805.88~~
~~Step 18~~	~~$53,207.04~~	~~$55,463.54~~	~~$60,250.70~~	~~$62,802.45~~	~~$65,459.64~~
~~Step 19~~	~~$53,755.35~~	~~$56,011.85~~	~~$60,862.28~~	~~$63,435.11~~	~~$66,113.39~~
~~Step 20~~	~~$54,282.57~~	~~$56,581.25~~	~~$61,452.76~~	~~$64,067.77~~	~~$66,767.14~~
~~Step 21~~	~~$54,830.88~~	~~$57,150.65~~	~~$62,085.43~~	~~$64,700.44~~	~~$67,441.98~~
~~Step 22~~	~~$55,379.19~~	~~$57,720.05~~	~~$62,697.00~~	~~$65,354.19~~	~~$68,116.82~~
~~Step 23~~	~~$55,927.50~~	~~$58,289.44~~	~~$63,329.67~~	~~$66,007.94~~	~~$68,791.67~~
~~Step 24~~	~~$56,496.90~~	~~$58,879.93~~	~~$63,962.33~~	~~$66,661.70~~	~~$69,487.60~~
~~Step 25~~	~~$57,045.20~~	~~$59,470.42~~	~~$64,594.99~~	~~$67,336.54~~	~~$70,162.44~~
~~Step 26~~	~~$57,614.60~~	~~$60,060.90~~	~~$65,248.75~~	~~$67,990.29~~	~~$70,879.46~~
~~Step 27~~	~~$58,205.09~~	~~$60,651.39~~	~~$65,902.50~~	~~$68,686.22~~	~~$71,575.39~~
~~Step 28~~	~~$58,774.49~~	~~$61,262.96~~	~~$66,556.25~~	~~$69,361.06~~	~~$72,292.41~~
~~Step 29~~	~~$59,364.97~~	~~$61,874.54~~	~~$67,210.01~~	~~$70,056.99~~	~~$73,030.51~~
~~Step 30~~	~~$59,955.46~~	~~$62,507.20~~	~~$67,884.85~~	~~$70,752.92~~	~~$73,747.53~~
~~Step 31~~	~~$60,567.03~~	~~$63,118.78~~	~~$68,580.78~~	~~$71,469.94~~	~~$74,485.64~~
	~~Grade L 12mo~~	**~~Grade M 12mo~~**	**~~Grade O 12mo~~**	**~~Grade P 12mo~~**	**~~Grade Q 12mo~~**
~~Step 32~~	~~$61,178.61~~	~~$63,751.44~~	~~$69,255.62~~	~~$72,186.96~~	~~$75,223.75~~
~~Step 33~~	~~$61,790.18~~	~~$64,384.11~~	~~$69,951.55~~	~~$72,903.98~~	~~$75,982.95~~
~~Step 34~~	~~$62,401.76~~	~~$65,037.86~~	~~$70,647.48~~	~~$73,642.09~~	~~$76,742.14~~
~~Step 35~~	~~$63,013.33~~	~~$65,691.61~~	~~$71,364.50~~	~~$74,380.20~~	~~$77,522.43~~
~~Step 36~~	~~$63,646.00~~	~~$66,345.36~~	~~$72,060.43~~	~~$75,118.31~~	~~$78,281.63~~
~~Step 37~~	~~$64,278.66~~	~~$66,999.12~~	~~$72,798.54~~	~~$75,856.41~~	~~$79,061.91~~
~~Step 38~~	~~$64,932.42~~	~~$67,673.96~~	~~$73,515.56~~	~~$76,615.61~~	~~$79,863.29~~

~~Step 39~~	~~$65,586.17~~	~~$68,348.80~~	~~$74,253.66~~	~~$77,395.90~~	~~$80,664.66~~
~~Step 40~~	~~$66,239.92~~	~~$69,044.73~~	~~$74,991.77~~	~~$78,155.09~~	~~$81,466.03~~
~~Step 41~~	~~$66,893.67~~	~~$69,719.57~~	~~$75,750.97~~	~~$78,935.38~~	~~$82,288.50~~
~~Step 42~~	~~$67,568.52~~	~~$70,415.50~~	~~$76,510.17~~	~~$79,736.75~~	~~$83,110.96~~
~~Step 43~~	~~$68,243.36~~	~~$71,132.52~~	~~$77,269.36~~	~~$80,538.13~~	~~$83,933.42~~

	~~Grade R 9.5mo~~	**~~Grade R 12mo~~**	**~~Grade T 12mo~~**	**~~Grade U 12mo~~**
~~Step 1~~	~~$45,677.61~~	~~$57,593.51~~	~~$62,570.47~~	~~$65,227.66~~
~~Step 2~~	~~$46,145.93~~	~~$58,184.00~~	~~$63,203.13~~	~~$65,860.32~~
~~Step 3~~	~~$46,597.52~~	~~$58,753.40~~	~~$63,835.80~~	~~$66,535.16~~
~~Step 4~~	~~$47,065.84~~	~~$59,343.88~~	~~$64,468.46~~	~~$67,188.92~~
~~Step 5~~	~~$47,534.16~~	~~$59,934.37~~	~~$65,122.21~~	~~$67,863.76~~
~~Step 6~~	~~$48,019.20~~	~~$60,545.94~~	~~$65,754.88~~	~~$68,538.60~~
~~Step 7~~	~~$48,487.51~~	~~$61,136.43~~	~~$66,429.72~~	~~$69,234.53~~
~~Step 8~~	~~$48,972.56~~	~~$61,748.01~~	~~$67,083.47~~	~~$69,930.46~~
~~Step 9~~	~~$49,474.32~~	~~$62,380.67~~	~~$67,758.31~~	~~$70,626.39~~
~~Step 10~~	~~$49,959.37~~	~~$62,992.25~~	~~$68,433.16~~	~~$71,322.32~~
~~Step 11~~	~~$50,461.14~~	~~$63,624.91~~	~~$69,129.09~~	~~$72,039.34~~
~~Step 12~~	~~$50,962.90~~	~~$64,257.57~~	~~$69,803.93~~	~~$72,756.36~~
	~~Grade R 9.5mo~~	**~~Grade R 12mo~~**	**~~Grade T 12mo~~**	**~~Grade U 12mo~~**
~~Step 13~~	~~$51,481.40~~	~~$64,911.33~~	~~$70,499.86~~	~~$73,494.47~~
~~Step 14~~	~~$51,999.89~~	~~$65,565.08~~	~~$71,216.88~~	~~$74,232.58~~
~~Step 15~~	~~$52,518.38~~	~~$66,218.83~~	~~$71,933.90~~	~~$74,970.68~~
~~Step 16~~	~~$53,036.88~~	~~$66,872.58~~	~~$72,650.92~~	~~$75,708.79~~
~~Step 17~~	~~$53,572.10~~	~~$67,547.43~~	~~$73,367.94~~	~~$76,467.99~~
~~Step 18~~	~~$54,107.32~~	~~$68,222.27~~	~~$74,106.04~~	~~$77,227.19~~
~~Step 19~~	~~$54,642.54~~	~~$68,897.11~~	~~$74,844.15~~	~~$78,007.47~~

~~Step 20~~	~~$55,194.48~~	~~$69,593.04~~	~~$75,603.35~~	~~$78,787.76~~
~~Step 21~~	~~$55,746.42~~	~~$70,288.97~~	~~$76,341.46~~	~~$79,568.04~~
~~Step 22~~	~~$56,298.37~~	~~$70,984.90~~	~~$77,121.74~~	~~$80,369.42~~
~~Step 23~~	~~$56,867.04~~	~~$71,701.92~~	~~$77,880.94~~	~~$81,170.79~~
~~Step 24~~	~~$57,435.71~~	~~$72,418.94~~	~~$78,661.22~~	~~$81,993.25~~
~~Step 25~~	~~$58,004.38~~	~~$73,135.96~~	~~$79,441.51~~	~~$82,815.72~~
~~Step 26~~	~~$58,589.78~~	~~$73,874.07~~	~~$80,242.88~~	~~$83,638.18~~
~~Step 27~~	~~$59,175.17~~	~~$74,612.17~~	~~$81,044.26~~	~~$84,481.73~~
~~Step 28~~	~~$59,760.57~~	~~$75,350.28~~	~~$81,866.72~~	~~$85,325.28~~
~~Step 29~~	~~$60,362.69~~	~~$76,109.48~~	~~$82,668.10~~	~~$86,168.84~~
~~Step 30~~	~~$60,964.81~~	~~$76,868.68~~	~~$83,511.65~~	~~$87,033.48~~
~~Step 31~~	~~$61,566.93~~	~~$77,627.87~~	~~$84,334.11~~	~~$87,898.12~~
~~Step 32~~	~~$62,185.78~~	~~$78,408.16~~	~~$85,177.66~~	~~$88,783.85~~
~~Step 33~~	~~$62,804.63~~	~~$79,188.44~~	~~$86,042.30~~	~~$89,669.58~~
~~Step 34~~	~~$63,440.20~~	~~$79,989.82~~	~~$86,885.86~~	~~$90,576.40~~
~~Step 35~~	~~$64,075.77~~	~~$80,791.19~~	~~$87,771.59~~	~~$91,462.13~~
~~Step 36~~	~~$64,711.35~~	~~$81,592.57~~	~~$88,636.23~~	~~$92,390.03~~
~~Step 37~~	~~$65,363.64~~	~~$82,415.03~~	~~$89,521.96~~	~~$93,317.94~~
~~Step 38~~	~~$66,015.94~~	~~$83,237.49~~	~~$90,428.77~~	~~$94,245.85~~
	~~Grade R 9.5mo~~	**~~Grade R 12mo~~**	**~~Grade T 12mo~~**	**~~Grade U 12mo~~**
~~Step 39~~	~~$66,668.24~~	~~$84,059.96~~	~~$91,335.59~~	~~$95,194.84~~
~~Step 40~~	~~$67,337.27~~	~~$84,903.51~~	~~$92,242.41~~	~~$96,143.84~~
~~Step 41~~	~~$68,023.02~~	~~$85,768.15~~	~~$93,170.32~~	~~$97,092.84~~
~~Step 42~~	~~$68,692.04~~	~~$86,611.70~~	~~$94,098.23~~	~~$98,062.92~~
~~Step 43~~	~~$69,377.79~~	~~$87,476.34~~	~~$95,026.13~~	~~$99,054.09~~

TUCSON UNIFIED SCHOOL DISTRICT

2026~~5~~-2027~~6~~

TEA WHITE COLLAR
AND
FOOD SERVICE
AGREEMENT

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ARTICLE ONE

DEFINITIONS

1-1 The term **ASSAULT** shall mean unlawfully causing any physical injury to another; intentionally placing another in reasonable apprehension of imminent physical injury through verbal or physical means (initiating/hazing, threats/intimidation, bullying); knowingly touching another with intent to injure, insult, or provoke such person. An assault does not require actual physical contact.

1-2 The term **ASSOCIATION** shall mean the Tucson Education Association.

1-3 The term **BARGAINING UNIT** shall mean all regularly assigned part-time and full-time employees in a classification listed in Appendix I, excluding confidential, temporary, initial probationary employees, substitutes and other employees designated by the Board.

1-4 The term **BOARD** shall mean the Governing Board of the Tucson Unified School District.

1-5 The term **BREAK** shall mean a specified uninterrupted paid, duty-free period during the workday.

1-7 The term job **CLASSIFICATION** shall mean a designated title for like positions as set forth in Appendix I.

1-8 The term **DATE OF HIRE** shall mean the most recent date an individual is employed in a regular part-time or full-time position, exclusive of temporary and/or substitute employment.

1-9 The term **DAY(s)** shall mean working days. Working days are considered to be those exclusive of holidays and weekends. During the summer, working days will be those when the District's Central Administrative Offices are open for business with the public.

1-10 The term **DEMOTION** shall mean a change in assignment of ESP(s) from a position in one classification to a position of another classification having a lower salary grade.

1-11 The term **DISTRICT** shall mean the Tucson Unified School District No. One.

1-12 The term **EDUCATION SUPPORT PROFESSIONAL (ESP)** shall mean an employee hired to fill a part-time or full-time position in a job classification listed in Appendix 1, and any other positions created during the term of this agreement, for which the Association negotiates, excluding confidential, temporary, initial probationary employees, substitutes, and other employees designated by the Board.

1-13 The term **EMERGENCY** shall mean an event which a reasonable, prudent person could not have reasonably prepared for and foreseen.

1-14 The term **EXTRA DUTY** shall mean those duties performed above and beyond the regular position and compensated according to The Federal Fair Labor Standards Act (FLSA).

1-15 The term **FAMILY** shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the ESP has or shares a major financial responsibility and is an established resident within ESPs the household.

1-16 The term **FTE** shall mean full-time equivalent.

1-17 The term **FULL-TIME** shall mean working 30 to 40 regularly assigned hours per week.

1-18 The term **GRIEVANCE** shall mean an action filed by an ESP alleging a violation, misinterpretation, or inequitable application of the terms or conditions of this Agreement.

1-19 The term **LAYOFF** shall mean a loss of regular employment with the District due to a lack of available work.

1-20 The term **LETTER OF DIRECTION** shall mean a letter from a supervisor to an ESP specifying certain directions to be followed.

1-21 The term **LUNCH PERIOD** shall be defined as a duty-free unpaid period of at least one-half (l/2) but no more than one (1) hour, scheduled as near as practical to the middle of an ESPs work shift.

1-22 The term **MENTAL HARASSMENT** shall mean to bother or torment repeatedly and persistently.

1-23 The term **OUT- OF-CLASS** shall mean an assignment in which an ESP is replacing an absent ESP in the classification or is assigned to the classification and given the responsibilities of the position.

1-23 The term **PART-TIME** shall mean working 20 or more regularly assigned hours per week, but less than 30 regularly assigned hours per week. Food Service employees hired before July 1, 1995, and who work less than twenty (20) regularly assigned hours per week are also considered part-time employees. These less than four-hour Food Service employees are not eligible for sick and personal leave, holiday pay, and insurance benefits listed in this Agreement.

1-24 The term **PERSONNEL FILE(S)** shall include those files in the possession of the ESPs supervisor which contain information concerning an ESP, exclusive of the supervisor's personal notes regarding the ESPs performance/conduct. The Personnel File maintained by Human Resources shall be considered the official personnel file.

1-25 The term **INITIAL PROBATION** shall mean a period of ninety (90) continuous workdays from the initial date of employment in a regular bargaining unit position with the management option of extending probation, based on written evaluation, by an additional ninety (90) continuous workdays. Management may also waive the probation period.

1-26 The term **PROMOTION PROBATION** shall mean a period of ninety (90) continuous workdays from the initial date of promotion in a regular full-time or part-time position with the management option to extend probation, based on written evaluation, by an additional ninety (90) continuous days. Management may also waive the probation period.

1-27 The term **PROFESSIONAL DEVELOPMENT** shall mean the voluntary participation by ESPs in any approved activity (as defined in Article 16) and selected by the individual. Professional development may count for reimbursement or compensation**.**

1-28 The term **PROMOTION** shall mean a non-temporary change in an ESPs job classification that would result in a higher pay grade.

1-29 The term **RECLASSIFICATION** shall mean a process by which an employee's position is evaluated to determine whether it is appropriately classified which may result in an upgrade, downgrade, rate of pay frozen at current rate (off schedule) or no change at all.

1-30 The term **REGULAR POSITION** shall mean a part-time or full-time Assignment within a classification of the bargaining unit which is assigned to a particular site or department, and which is budgeted as part-time or full-time and is not temporary, out of classification, or substitute in nature. Person(s) selected to fill such positions are regular ESPs.

1-31 The term **REPRESENTATIVE** shall mean any TEA member that is designated by the association to perform a function for the association. Upon request, the TEA president shall provide notification of such representatives.

1-32 The term **SCHOOL COUNCIL** shall mean the body of stakeholder representatives including site administration, faculty and staff, parents/guardians of pupils who attend the school, community representatives, and/or students established pursuant to A.R.S. §15-351.

1-33 The term **BARGAINING UNIT SENIORITY** shall mean the total number of years of uninterrupted service in a regular classification in the bargaining unit. However, seniority will not accrue during unpaid leaves of absence.

1-34 The term **DISTRICT SENIORITY** shall mean the total years of uninterrupted service calculated from the ESPs most recent date of hire with the District in a regular position. However, seniority will not accrue during unpaid leaves of absence**.**

1-35 The term **SHARED DECISION-MAKING** shall mean the process of decision making at a worksite in which decision making is shared by the site administrator(s), teachers, parents/guardians and ESPs within the framework of each site's school council and Governing Board Policy. Shared decision-making shall be synonymous with the term site-based decision-making.

1-36 The term **STAFF DEVELOPMENT** shall mean the required participation by ESPs in in-service activities. Staff development hours shall not count toward Professional Development credit unless ESPs use personal time.

1-37 The term **SUBSTITUTE** shall mean a person hired for an unspecified period of time to replace a regular ESP who is absent with no guarantee of continuous worksite or hour assignment. It is not the intent of the District to use substitutes in place of filling a vacancy.

1-38 The term **SUPERVISOR** shall mean a person in a position designated by the Governing Board as supervisory/exempt or administrative.

1-39 The term **TEMPORARY EMPLOYEE** shall mean a person in a white collar classification hired for a period of employment.

The ninety (90) daytime limitation for employment of temporary ESPs does not apply to teacher assistants whose positions depend upon enrollment or temporary ESPs replacing persons on leaves of absence.

1-40 The term **TRANSFER** shall mean a change in worksite that entails no change in rate of pay and that involves a regular ESP.

1-41 The term **VACANCY** shall mean a regular position which has not been eliminated and has previously been held by a member of the bargaining unit or a newly created bargaining unit position which is not filled administratively through the layoff process, returning from leave, demotion, involuntary transfer processes or assignment in accord with ADA.

1-42 The term **WORK WEEK** shall be a seven (7) consecutive calendar day period.

ARTICLE TWO

GENERAL PROVISIONS

2-1 Savings Clause

The Board and the Association recognize that the Board has certain powers, discretions, and duties that under federal law, the Constitution and laws of the State of Arizona may not be delegated, limited to or abrogated by an Agreement with any party. Accordingly, if any provision of this agreement or any application to any ESP covered hereby shall be found contrary to law, such provision or application shall have effect in the law only to the extent permitted by law, but all other provisions or applications of this Agreement shall nevertheless continue in full force and effect. The Association and District shall immediately reopen negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

2-2 Discrimination

A. Neither the District nor the Association shall discriminate against any ESP on the basis of race, religion, color, national origin, age, gender, gender identity, marital status, disability, or membership or participation in the Association's activities.

B. An ESP shall have the right to be free from physical or verbal abuse, mental harassment and racial, ethnic, or derogatory and/or defamatory statements.

C. Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Titles VI and vii of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, and other federal and state nondiscrimination laws and regulations.

D. The rights, privileges and benefits provided by virtue of this agreement shall be applied equitably to all ESPs.

2-3 District Rights

The District retains the right to manage its business, including the right to hire, layoff, assign, discipline, transfer, promote or terminate ESPs, subject only to such regulations and restrictions governing the exercise of these rights as are expressly provided in this Agreement.

2-4 Alteration

A. No change, revision, alteration or modification of this agreement in whole or in part shall be valid unless the same is ratified by both the Board and the Association and endorsed in writing hereon.

B. In case of emergency for during the term of this agreement, either party may request in writing to the other to reopen any article(s) for negotiation.

ARTICLE THREE

RECOGNITION

3-1 The District recognizes the Association as the exclusive representative of ESPs, and will negotiate terms and conditions of employment with the Association.

3-2 The District will post the White Collar/Food Service and Consensus Agreements on its website within thirty (30) calendar days from the date of Board approval and ratification by the Association.

ARTICLE FOUR

ASSOCIATION DUTIES AND OBLIGATIONS

4-1 As the exclusive representative of ESPs as defined in Article 1-1, Tucson Education Association (TEA) is obligated to represent all ESPs in the bargaining unit in good faith.

4-2 Hold Harmless/Indemnity

The Association shall indemnify and save harmless the District from and against any and all claims, damages or suits or other forms of liability which may arise out of or by reason of any action taken by the District or the Association for the purposes of complying with this Agreement.

4-3 The Association as a covered entity shall comply with all regulations as specified in the Americans with Disabilities Act (ADA).

ARTICLE FIVE

ASSOCIATION RIGHTS

5-1 Facilities

With prior notification, the Association and its representatives shall have the right to use District facilities at reasonable times when there is no disruption of normal activities for the purposes of conducting Association business.

5-2 Communications

A. The Association and its representatives shall have the right to post notices of activities and matters of Association concern on a designated bulletin board at reasonably accessible places at each worksite. The responsible supervisor at the site, or the designee, shall be given a copy of all material to be posted prior to actual posting. Documents posted may not include any defamatory material or advocate insubordinate acts.

B. The Association shall have the right to utilize the District's mail system to communicate with members of the bargaining unit on matters authorized by a responsible Association representative as evidenced by the Association logo. The Superintendent or the designee shall be given a copy of matters communicated through the District's internal mail system prior to distribution to ESPs. Documents communicated through the District's internal mail system may not include defamatory material or advocate insubordinate acts.

5-3 Information - Seniority List

Upon request, the District shall make available to the Association a list of ESPs organized by department (per group) in alpha order by classification and shall also include bargaining unit seniority date and number of hours worked.

5-4 Payroll Deduction

A. Upon receipt of written authorization from any individual, the Board agrees to deduct from the salary of members of the Tucson Education Association the annual amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by the Association. The Board further agrees to promptly transmit all such monies so deducted to the Association within five (5) days after deductions are made.

B. The individual's written authorization shall remain in effect during the term of employment of the individual unless employee revokes their authorization. Revocation shall be accomplished exclusively in the following manner: The individual shall initiate the requested revocation by providing written notice to the Association.

C. The deductions shall be made in equal amounts starting with the first full pay period after the start of the school year, or the first full pay period after District receives the individual's authorization.

D. In the event the individual's employment terminates, the Board has no obligation to recover any unpaid dues amounts for the Association. In addition, the Association agrees to indemnify the Board against any actions taken by any person for making any payroll deductions as specified in this Article 5-4.

5-5 Association Representatives

A. Association Representatives may take reasonable time off from work to provide representation for ESP(s) as defined in Article 6-2 and for the purposes of contract administration**.** An Association Representative shall notify the supervisor of any planned absence at least two (2) workdays in advance. Any Association Representative with the permission of their immediate supervisor may be released with less than two (2) days' notice, workload permitting.

Association Representatives will submit a form designated by the District to their supervisor when they notify the supervisor of their planned absence. This form will be maintained as a record of the time used by the Association Representative.

The Association will provide the District with the names of Association Representatives in each building and those members of official committees by October 15 and February 15 of each year of this Agreement.

B. **1.** TEA representatives shall be granted released time for AEA Delegate Assembly, time spent as a member of the TEA White Collar/Food Service Bargaining Team, and TUSD/TEA consultations or involvement in a third step grievance hearing or arbitration proceeding.

2. The following released time shall be provided, and substitute salary shall be paid by the Association:

a) Released time requests requiring substitutes for members of the TEA White Collar/Food Service Bargaining Team prior to March 1;

b) Released time requests requiring substitutes which exceed 20 days. The following release time requests shall not be included in those 20 days: AEA Delegate Assembly; time spent as a member of the TEA Bargaining Team on or after March 1; TUSD/TEA consultation; and/or Level III grievance or arbitration proceedings.

3. In addition to the ESP filling out the released time form (20-12), TEA will notify in writing the Chief Human Capital Officer in advance of released time requests. If the request is for AEA Delegate Assembly, time spent as a member of the Bargaining Team; a TUSD/TEA consultation; or a Level III grievance/arbitration, the written notification will indicate the reason.

4. Supervisors shall be given two (2) days advance notice.

5-6 Access

Association representatives shall have access to records and files of all non-confidential information necessary to the determination and processing of any grievances.

5-7 Consultation

A. Upon request of the Association or the District, the Association and the District agree to meet and consult at least once per month. Topics of discussion shall include matters of concern to either party. Released time may be granted to allow ESPs to participate in TUSD/TEA consultations.

B. The District and the Association agree to have the following two joint committees for the term of this Agreement. The purpose of each is stated below:

1. Review of Exceptional Education Issues

2. Professional Development Committee as outlined in Article 16

Each committee shall be composed of up to eight (8) members, four (4) members appointed by the Superintendent and four (4) members appointed by the TEA president. The committees will begin meeting no later than October 1 of each school year. Each committee will provide, upon request, a quarterly update to the superintendent, and will present its findings and recommendations to the Superintendent and TEA. If applicable, the joint committees will forward their recommendations to the TUSD and TEA bargaining teams for consideration in future negotiations.

5-8 Job Descriptions

Within ten (10) days of request by the Association, the District shall make available to the Association a job description for those classifications in the bargaining unit, including any additions made during the life of this Agreement. The District shall provide any modifications or new job descriptions to the Association within ten (10) days of implementation.

5-9 Board agendas and minutes will be available to the Association.

5-10 Upon request, the District will provide to the Association the following ESP information:

A. List of all ESPs who have had an increase or decrease in assigned hours (indicate change in hours) by the third Wednesday of each month.

B. List of all temporary/hourly ESPs and substitutes, including name, position, and site, upon request of the Association.

5-11 Association President and Vice President

Wherever the term Association is used, it is understood that the President of the Association or the designee acts for the association. The Association President and Vice President shall be entitled to a paid leave during the term of office and shall not suffer a loss of benefits. The Tucson Education Association shall reimburse the District for the cost of the paid leave and benefits.

5-12 The Association will be invited to participate in any group orientation the District holds for newly hired ESPs in the White Collar / Food Service bargaining units.

ARTICLE SIX
EDUCATION SUPPORT PROFESSIONAL RIGHTS

6-1 Personnel File

A. During Human Resource's normal business hours, an ESP, with or without an accompanying Association representative, may review the contents of their personnel file(s) (microfiche and hard copy) and to receive a copy of each at Board expense, which shall be kept in Human Resources.

B. Each ESPs personnel file shall contain all documents used in personnel actions and records of personnel actions involving the ESP. An ESP shall have the right to indicate in writing to the appropriate office those documents in their personnel file which may be obsolete, inaccurate or otherwise inappropriate to retain. Upon receipt of the written request to the Employee Relations Office said documents shall be reviewed by the Chief Human Capital Officer, and if determined to be obsolete, inaccurate, or otherwise inappropriate to retain, shall be destroyed within thirty-five (35) workdays. Letters of said request shall not be contained in an ESPs personnel file after such a process is requested and completed.

C. No derogatory material regarding an ESPs conduct shall be placed in the personnel file unless the ESP has been given the opportunity to review all material and an opportunity to indicate such review was completed by signing the documents. Signature shall not indicate agreement with the documents, only that a review has been completed. A written signed response to the materials may be completed by the ESP within ten (10) days and this response will be attached and placed in the personnel file. An ESP may provide a representative with a signed, dated permission statement allowing a specific designated representative to have access to and copy at reasonable cost the content of the ESPs official personnel file. Such permission shall be for a specific duration of time with a fixed termination date never longer than ten (10) days from the date of the signed permission statement. All representatives shall process such statements through the Chief Human Capital Officer prior to access to the ESPs official personnel file.

D. Grievance and materials related to grievance proceedings shall not be kept in the ESPs personnel file. Exceptions to this would be:

1. Personnel Action Forms;
2. Adjustments to issued reprimand letters;
3. Copies of grievance settlements stipulating the settlement in lieu of a Personnel Action Form.

6-2 Association Representation

Upon request, an ESP has the right to representation for the following:

A. Grievance procedures;
B. When receiving any disciplinary action;
C. When discussing an evaluation. If postponement of a meeting occurs in order to obtain a representative, that delay shall not invalidate the evaluation.
D. During the classification appeals procedure;

E. For meeting(s) reasonably requested by the ESP on job-related concerns. Such requests will not be unreasonably denied. Meetings on job-related concerns may be scheduled before, during or after the work hours;

F. When reviewing ESPs personnel file.

The ESP shall be responsible for arranging representation prior to the scheduled meeting. The District shall afford the ESP reasonable time to make such arrangements, should representation be desired by the ESP.

6-3 Complaints
Any complaints regarding an ESP which may have an effect on the ESP's evaluation, continued employment, or which may result in disciplinary action, that are made to the administration by any parent, student or other person, shall be in writing and a copy shall be furnished to the ESP within five (5) days, excluding days for which the ESP is absent. Where the original complaint was in writing, a copy of that written complaint shall be furnished to the MBU. Where the original complaint was either made verbally or based on the administrator's own observations, a detailed written summary of that complaint shall be furnished to the MBU. Delivery of either the written complaint or the written summary shall be within five (5) days of the administrator's learning of the complaint. Said ESP shall have the right to respond in writing within five (5) days and the response shall be reviewed by the administrator and attached to the complaint. Should the complaint result in disciplinary action, the discipline shall be issued within five (5) days from receipt of the response and the source of the complaint will be disclosed to the ESP.

6-4 Nepotism
Supervision, evaluation and the recommendation for hiring, retention, promotion, transfer, assignment, leave, salary, grievance adjustment, or discipline of an ESP shall not be made by a member of the family or an established person within the ESPs household.

6-5 Discrimination
ESPs shall have the right to be free from physical or verbal abuse, mental or sexual harassment, and racial, ethnic or derogatory and/or defamatory statements.

6-6 Political Action
An ESP shall have the liberty of political action outside of their work hours provided such action is within the laws of the United States of America and the State of Arizona; and provided further that such action does not impair their respective capacities.

An ESP shall be free from political coercion, or the pretended necessity of making political contributions of money, or other things of value, or engaging in any political work or activity against their wishes under the assumption that failure to do so will in any way affect their status as an ESP of the District.

6-7 Outside Employment
An ESP may secure outside employment beyond their normal workday, providing such employment does not interfere with the ESPs performance in their position with the District. No negative evaluation of performance or disciplinary action shall be predicated upon lawful, non-school related employment which has no impact upon the ESPs job performance.

6-8 Lawsuits and Liability
In case of a lawsuit against an ESP(s) by a third party, the District shall keep the ESP(s) informed regarding the handling of the incident. The ESP(s) will be informed by the District of the extent of coverage within the limitation of District policy of liability coverage.

6-9 Break Area
An area shall be provided at each site for the use of ESPs. The area shall be tobacco and smoke-free, adequately heated and cooled, and shall be accessible during working hours. The District shall provide a telephone in the area used as a staff lounge for the use of MBUs and ESPs to make local telephone calls.

6-10 Policy Handbook - Food Service

At the beginning of each school year, the Food Service Department shall make ESPs (paid from Food Service funds) aware of department rules and regulations. Such rules and regulations shall not conflict with any provisions of this Agreement. ESPs will be made aware of any changes in such rules and regulations.

6-11 Use of District Property

ESPs may use District property, supplies, materials, and work time only as necessary to complete their assigned work.

6-12 Student Supervision

A. School clerical and Food Service personnel shall not be required to teach or administer discipline to children. When students referred for discipline are sent to the office of the school and the principal is out of the building, the principal designee will be notified immediately.

B. An ESP may, within the confines of State law, protect themselves or other persons.

C. When an ESP and the site administrator have mutually determined that the ESP has been physically assaulted by a student, the ESP will be allowed up to two (2) days leave not charged to the ESP.

D. When an ESP and the site administrator have mutually determined that the ESP is in imminent physical danger through verbal, written or physical assault, the ESP may be allowed up to two (2) days leave not charged to the ESP.

6-13 Seniority Tie Breaker

In the event two or more ESPs share the same date of hire, seniority shall be determined by utilizing the last four digits in the ESP social security numbers. The ESP having the lowest number shall have the most seniority and others will be ranked from lowest to highest for their seniority order.

6-14 Physical Facilities

No ESP shall be required to work in any location which has been determined to be hazardous to ones health and/or safety by proper authority, i.e., Building Administrator, Health Inspector, Fire Inspector, District Engineer, etc. When buildings and/or worksites are closed because of emergencies, unsafe or hazardous conditions, ESPs may be temporarily reassigned to different locations until such time as the emergency or condition is rectified. No ESP shall suffer loss of pay resulting from these conditions.

6-15 Substitutes

A. In assigning a substitute to cover for the office manager or health clerk, priority will be given to schools where principals have dual assignments. Second priority will be given to school offices staffed with one person.

B. At all worksites, if a clerical ESP is out for an extended absence, a reasonable effort will be made to provide a substitute clerk, subject to District needs and the availability of funds.

C. It is not the intent of the District to use substitutes in place of filling a vacancy, or use an ESP as a substitute for a certificated employee.

6-16 Job Description

A. A description of duties for the specific classification shall be given to each new ESP when hired or when an ESP changes classification and will be available in Human Resources to current ESPs. The District shall notify the ESP with a written or electronic copy of any changes made to the minimum requirements, essential functions or marginal functions of the job descriptions at least ten days prior

to implementation.

B. If necessary, training will be provided by the District within 90 days to an ESP whose job description has been modified as described in 6-15-A.

C. ESPs shall not be used as substitutes in certified positions and shall perform only those duties associated with their authorized assignment.

D. The duties and/or changes to duties to be performed by teacher assistants shall be approved by the teacher before the assignment is made. Any duties assigned shall comply with the federal program guidelines for teacher assistants in federally funded programs.

E. ESPs who are required to perform medical procedures, as outlined in their job descriptions, student individualized education plans (IEPs) and/or student 504 accommodation plans, shall receive proper training before performing such procedures without supervision. To ensure student safety, the District shall designate appropriate personnel to conduct said trainings, which shall include instruction/demonstration, observation of the ESP and documentation of completion. Every effort shall be made to provide the appropriate facilities, equipment and supplies necessary for said procedures to ensure student and ESP safety.

6-17 Health Office Coverage

All schools will be staffed with either a nurse or health assistant for those hours school is in session. If school health offices are not staffed by personnel hired specifically for that position, then clerical personnel shall not be required to dispense medication or administer first aid without first being provided specific training.

ARTICLE SEVEN

GRIEVANCE PROCEDURE

7-1 A. The District and the Association acknowledge that it is usually most desirable for an ESP and their immediate supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the ESP, a grievance may be filed to address an allegation of a violation of this agreement.

B. The purpose of this grievance procedure is to secure equitable solutions to a claim of the grievant in an equitable manner and at the lowest possible level.

7-2 Immediate Supervisor

1. In any school, the immediate supervisor is deemed to be the building principal, principal designee or acting principal in their absence, or the Food Service Manager/Designee.

2. If an ESP works at more than one school, the immediate supervisor shall be deemed to be the supervisor with whom the grievance has been filed.

3. If an ESP is not assigned to an individual school, the immediate supervisor is deemed to be the administrator by whom the ESP is evaluated.

7-3 Level One

A. An ESP with a Level I grievance shall first present it orally and informally, with or without a representative, to the grievant's immediate supervisor within fifteen (15) days from the occurrence of the alleged violation, or fifteen (15) days from the time the alleged violation is known to the grievant or the Association.

B. When presenting a Level I grievance, the grievant must specifically inform the immediate supervisor that the presentation is a Level I grievance. A Level I grievance shall include the following:

1. Date of alleged violation;

2. Section of Agreement allegedly violated;

3. Relief requested.

7-4 Level Two

A. If resolution is not reached by means of the Level I grievance procedure, the grievant shall have five (5) days from the date of the Level I grievance meeting to file a written grievance. The grievant may present a claim in writing to the immediate supervisor, either directly or through the Association.

B. A written grievance shall meet the following specifications:

1. It shall contain a synopsis of the facts giving rise to the alleged violation or misinterpretation, including appropriate dates.
2. It shall contain the specific section of this Agreement which has been allegedly misinterpreted or allegedly inequitably applied.
3. It shall state the relief requested.
4. It shall be signed and dated by the grievant.

C. Within five (5) days after receiving the written claim of grievance, the immediate supervisor shall state the decision in writing and forward it to the Superintendent or designee, the grievant, and the Association.

7-5 Level Three

A. Within ten (10) days after receiving the written decision of the immediate supervisor or designee, (or within twenty (20) days from the date the Level I was filed if there was no written response to the Level II), the grievant may, either in person or through the representative, submit a written appeal from the immediate supervisor's decision to the Director of Employee Relations. Said appeal shall be accompanied by copies of the original claim of grievance and the immediate supervisor's written decision and shall state with particularity objections to that decision. The Director of Employee Relations shall investigate the claim, evaluate the evidence, and within ten (10) days after receiving the written appeal schedule a hearing, and within ten (10) days after the hearing, state in writing a decision. The Association shall receive copies of all grievance decisions made as a result of hearings without Association Representation. Such decisions will not be used by either party as precedent in future grievances.

B. A copy of the original grievance and the Level III decision shall be sent to the Association at the same time the Level III decision is provided to the grievant.

C. The Level III filing will be submitted with at least one date (within five (5) days of filing) when the Association representative and the grievant will be available.

7-6 Level Four - Arbitration

A. Only grievances arising out of an alleged misinterpretation or alleged violation of the express terms of this Agreement may be submitted to Level IV, and only on petition of the Association. All arbitration hearings will be held at times and locations mutually agreeable to both the District and the Association.

B. If the response of the Level III review does not result in resolution of the grievance, the Association on behalf of the grievant may invoke this Level IV procedure within ten (10) days of the receipt of the Level III decision.

C. The Director of Employee Relations and the Association shall submit the issue and schedule a hearing date with the selected arbitrator within ten (10) days of filing of the grievance at Level IV.

7-7 Selection of Arbitrators

The selection of arbitrators to hear TEA grievances shall be accomplished in the following manner:

TEA and TUSD shall agree on a list of arbitrators who are acceptable to both TEA and TUSD. The arbitrators shall be placed on a list in alphabetical order and assigned in that order as each grievance is filed. The intent is to rotate arbitrators. If an arbitrator's schedule prevents a mutually agreeable hearing date from being scheduled within forty-five (45) calendar days of filing for arbitration, then the next arbitrator

on the list shall be assigned that grievance.

7-8 Arbitration

A. The arbitrator shall be bound by the following:

1. The arbitrator shall neither add to, detract from, nor modify the language of this Agreement.

2. The arbitrator shall expressly be confined to the precise issues jointly submitted by the parties. If the parties are unable to reach agreement on the submission of issues, the arbitrator shall formulate the issues to be determined.

B. The findings and recommendations for relief of the arbitrator shall be advisory. A copy of the decision shall be submitted to both parties within thirty (30) days of the hearing.

C. The fees and expenses of the arbitrator shall be borne equally by the parties. All other expenses shall be borne by the incurring party.

7-9 Time Limits

A. Failure at any step in this procedure to communicate the decision to the grievant by management within the specified time limit shall permit the grievant to proceed to the next step.

B. Failure at any step to appeal a grievance to the next higher step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step. Time limits specified in the grievance procedure may be extended in any specific instance only by mutual written consent of both parties.

7-10 Reprisals

No reprisals shall be taken by the District or the Association against a grievant or witness(es) because of participation in the grievance procedure.

7-11 Group Grievance

If, in the judgment of the Association representative, the grievance affects a defined group of ESPs, the Association may pursue the grievance at Level III. Prior to filing the written Level III grievance, TEA shall first present the grievance orally to the Director of Employee Relations in accordance with the Level I provisions.

7-12 Hearings and Decisions

A. At each of the levels of the grievance procedure the grievant, and their representative shall be given a reasonable opportunity to be heard. Hearings at each level will be held at times mutually agreeable to both the District and Association.

B. All decisions at Level II and Level III shall be in writing and shall include supporting reasons. Copies of all decisions and recommendations shall be promptly furnished to all parties in interest.

C. All decisions shall be implemented within ten (10) days unless stated otherwise in the decision.

7-13 Forms

Forms for filing grievances, withdrawing grievances, serving notices, taking appeals, making reports and recommendations and other necessary or related proceedings, shall be prepared by the District after consultation with the Association. Multiple copies shall be available upon request from TUSD Employee Relations or the Association.

7-14 Information

A. Reasonable access shall be made available to records and files of all non-confidential information necessary to the determination and processing of any grievance.

B. Only the following grievance information may be placed in an EPS's personnel file:
1. Receiving additional monies/benefits;
2. Placement on a salary schedule at a higher rate of pay;
3. Placement in a position;
4. Leave of absence and sabbatical approvals.

7-15 Participation in Grievance Process

A. Grievant(s) and a reasonable number of witnesses who testify orally at scheduled hearings or arbitration hearings shall receive their regular rate of pay for any part of their workday spent in the following grievance related activities:
1. Attending scheduled grievance hearings;
2. Attending arbitration hearings.

B. The ESP shall be released from their work duties only for the time necessary to testify and shall return to work immediately upon being released from the hearing. Arrangements for grievant(s) and witnesses must be made at least two (2) days prior to the scheduled hearing.

ARTICLE EIGHT
RECRUITMENT/SELECTION PROCESS

8-1 Vacancies

A. It is recognized that all position vacancies within the bargaining unit may represent a promotional opportunity for some bargaining unit member. Therefore, in recognition of the fact that the District encourages internal promotions/transfers in pursuing its intent to hire the best qualified person, the following procedures shall apply in filling all vacancies within the bargaining unit:
1. Positions held by ESPs on leave status lasting over twelve (12) months will be considered vacancies and will be posted. When it is known a leave will extend beyond twelve (12) months, the position may be posted after the end of the eleventh (11) month.
2. All vacancies shall be filled within twenty (20) days from close of posting except as provided in 8-1(3) below.
3. Vacancies occurring within ninety (90) days of the end of the school year may be filled by temporary/hourly employees for the balance of the school year.
4. During job fairs only, sites shall have the ability to offer on the spot hiring.

8-2 Job Vacancy Notices

A. Vacancies shall be posted on the TUSD website and in the Human Resources Department. All vacancy notices shall be posted for at least five (5) days prior to closing.

B. All vacancy notices may be posted at job sites.

C. Each vacancy notice shall include position, grade, hours, work location and closing date unless it is "opened until filled."

8-3 Promotion/Transfers/Voluntary Demotion

A. An employee wishing to apply for a promotion, transfer, or voluntary demotion, shall follow the application process as provided in 8-4 and shall be interviewed for the position if eligible. No employee voluntary transfer request shall be denied arbitrarily or capriciously.

B. To be eligible to compete for a promotion, transfer, or voluntary demotion, an ESP must have passed the initial and/or promotion probation period of their current position. ESP cannot be on an active plan of improvement or have pending discipline.

C. If an ESP is promoted to a higher grade, the new wage rate for the promoted ESP will be commensurate with the market average, the responsibilities of the position, job description and experience. The promotion shall reflect a minimum salary increase of 5%.

D. When an ESP voluntarily demotes (through the application process), the ESP will be placed in the new grade and classification at the step at which the ESP is currently paid in the classification being exited, relative to the starting step for that given position. This action will not be utilized as an alternative to disciplinary action.

8-4 Application

A. Any ESP meeting the minimum qualifications may apply for a vacancy by submitting an electronic application online on or before the advertised closing date.

B. The five most seniorAll ESPs who apply and meet the posting criteria, shall be forwarded for consideration to the hiring authority along with any other candidates who meet the same requirements. Not less than three of the five most senior ESPs shall be interviewed.

C. An ESP wishing to transfer to a vacant position elsewhere in the district in their same classification shall apply online by completely submitting an electronic application on or before the closing date of the position. Applications that meet the minimum requirements will be forwarded to the hiring authority for consideration.

D. Teacher Assistants shall not be assigned to a teacher without the teacher's participation in the selection process, unless the teacher is not available at the time of assignment, or when only one applicant is available for the position.

E. ESPs shall be allowed to flex their time to interview for another ESP position within TUSD.

F. ESPs will be paid their hourly wage if they serve on an interview team at the request of TUSD and/or within their TEA White Collar/Food Service capacity. No ESP shall exceed their guaranteed board approved hours for this service, and ESPs must have prior permission from their Supervisor.

8-5 Interview Process

A. The candidates selected for referral shall be interviewed by a committee composed of a gender and ethnically diversified committee of at least three (3) persons including:

1. One (1) employee selected from an Association generated list;
2. The immediate supervisor (Chairperson);
3. A non-administrator/staff member (for a school site vacancy), or an additional non-supervisory employee from the non-school site/department in which the vacancy occurs.

All interview questions or applicable skills tests, if necessary, shall be job-related and approved in advance by Human Resources in consultation with the Department Head.

The Chairman of the interview committee shall forward the name of the applicant being recommended for hire to the hiring authority or designee. No selection process shall be considered completed until Human Resources has reviewed the process and validated the selection.

It is understood, however, that the Board shall have final review and approval for all employment appointments.

Applicants who are interviewed, but not selected, will be notified within fifteen (15) days after the individual selected for the position has accepted, or when the vacancy has been canceled by the District.

B. The interview questions and final overall scores shall be made available for review to the grievant or representative in preparation for Level II grievance proceedings. The ESP will be charged a

reasonable rate for copies of documents provided.

8-6 Site Priorities

When additional hours in a white collar position are available at a site, then white collar employees currently employed less than eight (8) hours per day at the site shall have priority for those hours as added duty (does not increase regularly assigned hours) if the ESPs are qualified for the position and not currently working during the time the involved teacher(s) and/or administrator(s) determine(s) that additional hours are available. No ESP shall be scheduled to regularly work more than forty (40) hours per week.

ARTICLE NINE

RECLASSIFICATION

9-1 Procedure

A. An ESP who feels that their position has undergone a significant change in the kinds of duties, level of responsibility, and/or requirements shall submit a request for review of their position by filling out a Position Analysis Form available from the Human Resources Department. Once the Position Analysis Form is submitted to the supervisor, supervisor has ten (10) days to complete their portion and return it to the ESP. If the supervisor does not return the form within the stated timeline, the ESP shall forward the form to the Human Resources Department and the process will continue.

B. If the Human Resources Department performs an independent position audit, the ESP may also appeal the allocation as defined in 9-2 below.

C. An ESPs position will not be reviewed more than once every two (2) years.

D. The definition of classifications or the assignment of a classification to a pay grade on the wage schedule are matters left to the sole discretion of the District.

E. Within thirty (30) days of receipt of the analysis form, Human Resources shall inform the ESP of receipt. A meeting will be scheduled within thirty (30) days of notification to review their classification. The review may include but not be limited to:

1. Position Description Questionnaire;
2. Interviews;
3. Work Observation.

F. Thirty days following an individual ESPs classification review by the Human Resources Department, the ESP shall be notified in writing of the decision. If Human Resources needs to extend the timeline, the ESP shall be notified in writing of the need for such an extension. Said timelines do not apply to reclassifications submitted to an outside consultant.

9-2 Appeal

If the ESP disagrees with Human Resources' decision, ESP shall within twenty (20) days appeal the decision by corresponding with the Chief Human Capital Officer, specifically stating the reasons for an appeal. The Chief Human Capital Officer shall refer the appeal to the Classification Appeal Board composed of two (2) members appointed by the District and one (1) member appointed by the Association. However, no District appointee who has conducted the evaluation in the reclassification will serve as a voting member on the appeals committee. The Appeal Board shall review the appeal and within thirty (30) days of its receipt submit a recommendation to the Chief Human Capital Officer. The Chief Human Capital Officer shall, within ten (10) days of the Appeal Board's recommendation, correspond with the appealing ESP informing the ESP of the final decision.

The final decision by the Chief Human Capital Officer is not subject to appeal.

9-3 Wage Protection

A. If an ESP is reclassified to a higher grade, the new wage rate for the reclassified ESP will be commensurate with the market average, the responsibilities of the position, job description and experience but not less than five percent (5%).

B. An ESP shall not suffer a reduction in wages when the ESPs classification is changed to a lower grade. The ESP shall be placed at the step which is equivalent to the current rate of pay in the old classification, or frozen at their current rate of pay in the same classification (off-schedule) for a period not to exceed 12 months.

ARTICLE TEN

EVALUATION

10-1 Purpose

The evaluation is used to critique ESPs for the purpose of improving services in the District. This evaluation may be done on an annual basis or more frequently if necessary. The evaluation may provide one of the bases for administrative decisions regarding employment, promotion, demotion, or termination.

10-2 Evaluation Process

A. The administrator and/or immediate supervisor shall give a copy of the form to all ESPs, upon request.

B. Evaluation forms shall be completed by the administrator and/or immediate supervisor, discussed with the ESP in a conference, and signed by both**.** At least one evaluation per year shall be completed prior to May 13 for less than 12-month ESPs and prior to June 10 for 12 month ESPs. The original shall be retained in the ESPs file, a copy kept by the immediate supervisor, and a copy given to the ESP within five (5) days of the evaluation conference.

C. Teacher Assistant Evaluation

A teacher shall have input into their assigned teacher assistant's evaluation at least one (1) time per year. The site administrator is responsible for the evaluation.

D. Evaluation conferences shall be held in private away from the presence of pupils, parents, other ESPs, or the public. However, other individuals who are responsible for coordination of an ESPs activities may participate in that ESPs evaluation conferences.

10-3 ESP's Signature

The ESPs signature indicates only that the ESP has seen the written statement and does not necessarily indicate agreement with the contents of the statement(s). No ESP shall be required to sign a blank or incomplete form.

10-4 Rebuttal

An ESP may file objections in writing within ten (10) days of receipt of a copy of the completed form. If objections are filed, they shall be attached to all copies retained by the District.

10-5 Recommendations for Improvement

A. Recommendations for improvement shall be provided to ESPs upon recognition of any deficiencies. Recommendations for improvement shall be offered in writing to guide the ESP toward the solution of such deficiencies.

B. In the event an evaluation results in specific written recommendations for improvement, the ESP and supervisor shall meet within fifteen (15) days to determine a plan of action for meeting the recommendations of improvement. Follow-up evaluations will address progress or lack of progress in areas in need of improvement.

C. Recommendations for improvement shall not be based on any modifications to an ESPs job description if the District failed to notify the ESP of the modification as described in 6-16-A or to provide training as required in 6-16-B within 90 days of the modification.

10-6 Additional Evaluations

In addition to District-initiated evaluations, ESPs shall be provided up to two (2) additional evaluations in a year upon request of the ESP.

10-7 Surveillance
The use of eavesdropping or surveillance methods will not be used for conducting evaluations of ESPs. On school buses, video devices may be used to ensure student safety. The District shall notify the Association regarding the installation/use of any such equipment to be used for student safety. At no time shall the District use the security cameras in a location where ESPs or students have a reasonable expectation for privacy.

10-8 Dismissal or Demotion
Dismissal or demotion of ESPs for performance deficiencies shall not be without just cause.

10-9 Pre-Termination Hearing
Prior to termination for performance deficiencies, a hearing will be held. An ESP will be notified in writing that they are immediately suspended with pay and that a pre-termination hearing is scheduled. Following the hearing, the decision of the supervisor will be communicated to the ESP and Human Resources. If termination is initiated, this decision will be communicated to the ESP by certified mail and a Personnel Action Form will be submitted to Human Resources. The ESP will be paid through the date of termination (which shall be no earlier than the day following the hearing) as specified in the letter. Dismissal can be appealed by filing a grievance directly at Level III.

ARTICLE ELEVEN

INVOLUNTARY ADJUSTMENT OF WORK

11-1 If the economic or efficient operation of the District makes it necessary to reduce the work force in any classification, attrition will be utilized as the first means of reducing the staff. If additional reduction is necessary, initial probationary, temporary and substitute ESPs in the affected classification at the site shall be laid off. If additional reduction is necessary after attrition and the layoff of temporary and/or substitute ESPs, then ESPs may be reduced in hours or months of employment, transferred, or laid off in accord with this Agreement. No involuntary adjustment of work shall be arbitrary, capricious, or without basis in fact. An involuntary adjustment of work shall not be used as a substitute for evaluation or disciplinary action.

A. Exceptions - Involuntary Transfer

1. When established exceptional education classes and their teachers are relocated to a new site, the exceptional education teacher assistant can relocate along with the class, provided the position continues to be budgeted.
2. In exceptional education situations where an exceptional education teacher assistant has been assigned on a one-to-one basis with a student and that student is relocated to a different site, the teacher assistant may relocate with the student, provided the position continues to be budgeted.

B. If an involuntary transfer within the same classification is not available, the ESP will be given the option of transferring to a vacant position in a comparable classification in which the ESP meets minimum qualifications or moving to a vacant position in a classification previously held within the bargaining unit by exercising their District seniority.

C. An ESP transferred in this process is not guaranteed the same number of months, days, or hours in the new assignment. Under no circumstance will an ESP be offered a position of less than four hours per day.

D. Under no circumstance shall an ESP be transferred into a classification that will result in a promotion, unless the previous classification has been upgraded through the reclassification process.

E. If after following all steps outlined above, there is no vacancy for an ESP the ESP shall be laid off pursuant to Article 12 below.

11-2 Involuntary Work Adjustment

If it becomes necessary for the district to involuntarily adjust an ESPs work assignment, the ESP within that classification, at that site, with the least classification seniority shall be the ESP affected.

1. Every effort will be made to maintain the ESPs scheduled hours (months & hours).
2. Under no circumstances will an ESP be offered a position of less than four (4) hours per day.
3. ESP shall be notified not less than twenty (20) days prior to a reduction.

ARTICLE TWELVE

LAY OFF

12-1 Procedures

A. If it becomes necessary to reduce the workforce of any classification in the bargaining unit, temporary and initial probationary employees occupying the affected classifications at the site shall be laid off first. Order of layoff shall be in the inverse order of classification seniority at the site.

B. The district shall notify the association and affected ESP(s) of a layoff as far in advance as possible, but at least four weeks in advance.

C. Laid off ESPs shall be recalled to their classification in the inverse order of layoff before a position within the affected classification is filled by promotion or initial hiring.

12-2 Recall

A. All temporary/substitute assignments shall be offered to be laid off ESPs on recall, in order of seniority, before any other person is offered a temporary/substitute assignment within the affected classification. Work as a substitute or temporary will not affect recall rights to a white collar/food service position.

B. The District shall maintain, as public record, a list of all ESPs who have retained recall rights. The list shall include the ESP's name, classification title, and date of hire into the District.

C. An ESP who is recalled from layoff shall be notified by phone or by mail at the phone number or address on file in the Human Resources department. The ESP is responsible for maintaining a current contact information in the human resources department. If the ESP does not contact the district's Human Resources Department within five (5) days from date of the letter, the offer will be rescinded. If the recall letter is returned as unclaimed, the district's obligation ceases. If the ESP accepts the offer of recall, they shall be available to work within ten (10) days of acceptance.

D. Individuals shall retain recall rights equaling the affected ESPs length of service up to a maximum of twelve (12) months from the day of layoff unless the ESP expressly withdraws in writing from the recall list. Individuals will have a date of hire and bargaining unit seniority as if they were not laid off. If, however, the individuals on layoff are not recalled within the eligibility time, their employment with TUSD shall be terminated and the District will not be obligated to provide seniority as defined above if hired into a different classification at a later date.

E. An ESP in a classification affected by a layoff shall retain recall rights in that classification. Laid off individuals shall be recalled in order of district seniority. If through a classification study a position, title, and/or responsibilities change significantly, the ESP shall be recalled to a position representative of the new classification category if minimum qualifications are met.

12-3 Order of Recall

A. Before any vacant full-time, twelve (12) month position is filled pursuant to Article 8 (Recruitment/Selection), the position shall be offered to be laid off full-time, twelve (12) month ESPs who meet the minimum qualifications. Laid off individuals shall be recalled in order of

District seniority. Recall of any full-time, twelve (12) month ESP to a position of less than full-

B. time, twelve (12) months shall not eliminate the right of recall to a full-time, twelve (12) month position during the twelve (12) month period following recall.

C. Promotion
Under no circumstances will recall to a position result in a promotion.

12-4 Insurance Coverage and Continuation
When recalled ESPs return to work, all benefits including the appropriate step at the time of the layoff, shall be reinstated, and shall become effective the first day of the month after recall. While on layoff status, an ESP shall be allowed to participate in the COBRA insurance programs at their own expense.

12-5 Lay Off Protection

A. All regular part-time and full-time ESPs hired on or before August 16, 2000, shall not be laid off.

B. An ESP on layoff status is entitled to compete for any posted vacancy, provided they meet the qualifications. An ESP accepting a lower grade position shall retain recall rights in the position affected by the reduction. An ESP recommended for a position that would result in a promotion must notify the Human Resources Department within ten (10) days following the assignment to the new position if they wish to retain recall rights to the classification from which they were laid off. Failure to notify the Human Resources Department will result in the loss of recall rights to the previous classification.

12-6 Contracting Out
Before the District issues a contract for work currently being performed by bargaining unit employees or new work which is the same or similar to current bargaining unit work, its representatives will meet with representatives of the Association to discuss the reasons for the contracting decision and give the Association representatives the opportunity to present their suggestions for alternative ways of performing the work.

Any ESP who is covered by lay off protection and whose job is eliminated by contracting out shall not be laid off as a result of such job elimination.

ARTICLE THIRTEEN
NON-DISCIPLINARY ACTION, DISCIPLINE AND DISMISSAL FOR MISCONDUCT

13-1 Rules

A. Violations of the rules, regulations or policies of the Governing Board or of state and federal laws may result in disciplinary action which shall be in accordance with these rules.

B. The Governing Board or designee(s) reserves the right not to discipline an ESP for a violation of the rules, regulations or policies of the Governing Board.

C. An ESP may be disciplined for just cause including, but not limited to the following reasons:

1. Conduct which is a violation of any of the applicable rules, regulations, and policies of the Governing Board.
2. Conduct which fails to comply with any applicable duties as set forth in the Arizona Revised Statutes.
3. Insubordination.
4. Unprofessional conduct including but not limited to:
   a. Physical and/or verbal abuse of a pupil.
   b. Being under the influence of or using alcohol or illegal drugs while on duty.
   c. Conduct while on duty which would constitute a criminal offense.
   d. Conviction of a felony.

e. Unauthorized absences which result in responsibilities not being performed.
f. Misuse or unauthorized use of District property.

D. When appropriate, discipline shall be issued as soon as practical following a letter of inquiry. It is, however, reasonable for a supervisor to await a final determination from an outside agency (such as law enforcement, a court, or other state or federal agency) before determining if discipline is appropriate. A notice of intent to impose discipline should be issued within five (5) days after receipt of the ESPs response to a letter of inquiry. However, if additional time is required by either party for appropriate due process to occur, requests may be made to extend deadlines, and no such request shall be denied arbitrarily.

13-2 Non-Disciplinary Action

Supervisors will utilize non-disciplinary action as a means to counsel and instruct ESP on minor infractions, behavior deficiencies or offenses to establish or clarify expectations and make necessary improvements in their behavior. It will not be used for conduct towards students that is deemed highly inappropriate by a reasonable person's standard, is unprofessional or immoral as defined in the Arizona Administrative Code and/or which may be construed as criminal.

A. Informal conference

A Supervisor will meet with ESP informally via phone, in-person or via email to discuss minor behavior infractions that do not warrant discipline.

B. Letters of Direction

1. Will serve as a warning to an ESP that there may be a need to take further disciplinary action should the conduct continue or repeat.
2. When an ESP transfers or relocates, said letter may be transmitted to the files of the new supervisor only after the transfer or relocation has been completed.
3. After six months from the date of the letter of direction, at the written request of the ESP, the letter of direction shall be removed from the files of the supervisor provided that both of the following conditions are met:
   a. The action leading to the letter of direction, or any related action, has not been repeated in the six-month period following the letter of direction;
   b. No other letter of direction has been placed in the ESPs file(s) in the six-month period following the letter of direction.

13-3 Progressive Discipline

A. The District shall use progressive discipline as a means to identify and correct problems. Progressively more severe penalties may be imposed when related offenses are repeated. This does not require that each penalty be more severe than the immediate preceding one regardless of the offense involved. Progressive discipline encourages supervisors to informally counsel and instruct ESPs about necessary improvements in their behavior prior to taking disciplinary action (Non-Disciplinary Action).

B. The normal sequence of disciplinary action shall be as follows:

1. Written Reprimand I;
2. Written Reprimand II;
3. Suspension without pay for up to ten (10) days;
4. Termination;
5. It is recognized that some offenses may be sufficiently serious as to warrant the omission of one or more of the normal steps of discipline progression.

C. The District may forego non-disciplinary action and take immediate action if:

1. ESP is charged by criminal complaint, information or indictment of any criminal offense which would be deemed cause for dismissal.
2. The ESPs offense is of such serious nature that failure to take immediate action would seriously disrupt the functioning of the workplace. Such offenses include, but are not limited to, unprofessional or immoral conduct as defined in the Arizona Administrative

Code.

D. Whenever disciplinary action is taken against an ESP, the ESP may appeal by filing a grievance at Level III to the Employee Relations Department within ten (10) days for reprimand and 30 calendar days for suspension.

E. Any discipline of an employee by a supervisor, shall be conducted in private. No ESP shall be reprimanded and/or disciplined in the presence of pupils, parents, other employees, or the public.

13-4 Letters of Reprimand

Upon determination by a supervisor that there exists cause to impose discipline, the supervisor will notify the ESP of the intent to impose discipline via District email or hand delivery and schedule a meeting for issuance of the Written Reprimand. The MBU may waive this meeting within two (2) days of receiving the notice of intent to impose discipline by requesting the Written Reprimand be emailed to the MBU. An MBU's waiver of the meeting the Written Reprimand is not intended to limit a supervisor's discretion to meet with the MBU to discuss performance and expectations. The reprimand will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and that failure to correct will result in more severe discipline. A copy will be placed in the ESPs official personnel file, one copy will be given to the ESP and one copy will be retained by the supervisor.

13-5 Suspensions

If infraction(s) persist(s) or if the conduct is sufficiently severe warranting further discipline, the ESP will be notified, and a meeting scheduled to give the ESP written notification that they have failed to improve and that suspension is being issued without pay. The notification will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and state that failure to correct such behavior may result in termination. A copy will be given to the ESP and a copy will be placed in the ESPs official personnel file.

13-6 Pre-Termination Hearing

Prior to termination for misconduct, a pre-termination hearing will be held. The ESP will be notified in writing that the ESP is immediately suspended with pay and that a hearing will be scheduled. Following the hearing, the decision of the supervisor will be communicated to the ESP and the Human Resources Department. If termination is initiated, this decision will be communicated to the ESP by U.S. mail. The employee will be paid through the date of termination (which shall be no earlier than the day following the hearing) as specified in the letter.

13-7 Termination

If the decision is to terminate the ESP, the decision will be communicated by U.S. mail. The ESP will be paid through the termination date which shall be no earlier than the day following the Pre-Termination Hearing. Termination can be appealed by filing a grievance directly at Level III to the Employee Relations Department within ten (10) days of the date of the mailing, plus two days. The ESP will be notified of the appeal process.

It is expected that management will follow the disciplinary steps based on the severity of the incident. Disciplinary steps may or may not be given in sequence and variations from these practices may occur including immediate termination, when in the District's sole discretion, the circumstances warrant, when an ESP receives a disciplinary action they do not agree with, the grievance process may be utilized to achieve a fair and impartial outcome.

13-8 Eligibility for Rehire

Refer to Governing Board Policy GBQ Eligibility for Rehire and GBQ-E Exhibit which provides examples of reasons for leaving and corresponding eligibility for rehire. Policy Exhibit GBQ-E is in Appendix III of this Agreement. See Tucson Unified Governing Board policies for most up to date version of policy and exhibit.

13-9 Written Reprimand Retention

At the request of the ESP, a letter of reprimand shall be removed from their personnel file provided:

A. The action leading to the reprimand, or any related action, has not been repeated in an eighteen (18) month period following the reprimand;

B. No other letter of reprimand has been placed in their personnel file in an eighteen (18) month period following the reprimand.

C. Any discipline issued as a result of physical abuse against a student shall remain in the ESPs official personnel file and is not subject to removal for five (5) years from the date of the Level III decision or a Memorandum of Agreement signed by TEA and TUSD has been received by the Office of Employee Relations. Removal is permitted after five (5) years at the request of the ESP and provided no additional reprimands have been issued during this period.

D. After five (5) years, and at the request of the ESP, the Employee Relations Director may agree to conduct a hearing to determine if a suspension can be removed from the requesting ESPs file in instances where accumulation of minor infractions resulted in suspension, and assuming no similar action has been documented.

13-10 Participation

ESPs participating in the discipline and dismissal proceedings shall receive their regular rate of pay for the actual time spent during their regularly scheduled workday to attend scheduled discipline conferences.

ARTICLE FOURTEEN

HOURS OF WORK

14-1 Lunch Period

Each employee working at least five (5) hours a day on a regular basis shall be entitled to a duty-free lunch period. Lunch periods are normally an unpaid interval of at least 30 minutes but shall not exceed one hour. If an employee's lunch period is interrupted because of an emergency, the time lost will be adjusted during the week at a time mutually agreeable between the employee and supervisor.

14-2 Breaks

A. All ESPs shall be allowed a break if their regular daily schedule calls for four (4) or more continuous hours of work within the following schedule:

Daily Hours Worked	Breaks
From 4 to less than 6-l/2 hours	one 15-minute break
From 6-l/2 to 8 hours	two 15-minute breaks

The time of each fifteen (15) minute break shall be established and administered by the immediate supervisor.

B. Breaks may be interrupted if deemed necessary by an appropriate authority in order to protect the health and safety of students, ESPs and/or the public and to protect District facilities. Breaks shall not be unreasonably interrupted.

C. Breaks may not be accumulated or saved to be used at a later time.

14-3 Show-up Pay

When an ESP reports to work on an ESPs authorized workday and is sent home for that day through no fault of their own, they shall be paid for their authorized hours at the ESPs regular rate of pay. Unless the Administrator has complied with 14-7 B.

14-4 Call Back Pay

ESPs who have finished their daily assignment(s) and left their place(s) of employment and are later called back by their immediate supervisor shall be compensated for two (2) hours or actual time worked, whichever is greater, to be paid at the ESPs regular wage.

14-5 Overtime/Compensatory Time

A. Overtime/compensatory time shall be compensated according to The Federal Fair Labor Standards Act (FLSA) .

B. Any period worked beyond forty (40) hours of the ESPs scheduled work week must be authorized in writing by the immediate supervisor, following administrative procedures, prior to that work period.

C. ESPs changing worksites or separating from the District, shall be paid all approved compensatory time.

14-6 Overtime Assignments

When overtime assignments cannot be filled on a voluntary basis, the District will assign overtime on a rotating basis, starting with the least senior qualified ESP(s) at the worksite.

14-7 Grading Days

A. **Food Service:** Three (3) days during the year are planned in the school calendar for teachers to use for grading days. Students are not in classes and therefore Food Service workers will be on a non-paid status for these days. In-service or training may be held on these days, but employees will be informed two (2) weeks prior to the date if they will be working. Employees will be paid for the actual hours involved in in-service or training.

B. **Modified Schedule:** If a school decides to work a modified schedule, they must provide ESP one (1) week advance notice to allow ESPs who are scheduled to work sufficient time to flex their hours. Such modifications shall be mutually agreed upon between ESP and their administrator in order to cover the change in hours.

14-8 In-service Day or Registration Day - Food Service

During the school year, in-service or registration days are scheduled that will interrupt the lunch period for students; therefore, Food Service workers may not be needed at their assigned sites. Employees will be given an opportunity to sign up for substitute work if work is available. Employees will be placed in vacancies that are close to their assigned hours and within a reasonable distance of their assigned site. Employees will be paid for actual hours worked.

Employees may choose to use a personal leave day if the Department is notified 24 hours prior to the non-workday.

Employees not using one of the above options will be placed on a non-paid status.

14-9 Bilingual Teacher Assistants

The District shall make reasonable efforts to provide bilingual teacher assistants a minimum of twenty (20) regularly assigned hours per week. These reasonable efforts shall take into consideration scheduling, availability of teacher assistants, and teacher input.

14-10 Planning Days

Teacher Assistants and Exceptional Education Teacher Assistants shall receive three (3) extra workdays in addition to the contract days. The extra days shall be assigned as follows:

Non-Exceptional Education Teacher Assistants

1. The first day shall be allocated for the assigned teacher and shall occur during the three teacher preparation days before the first day of school with students.

2. One of these days shall be reserved for the discretion of the site Administrator for the purpose of mandatory training to be assigned at the end of the first or end of the third quarters.

Exceptional Education Teacher Assistants

1. The first day of the three teacher prep days prior to the start of school shall be designated for mandatory training at the discretion of the Director of Exceptional Education.

2. The second extra day shall occur on the second or third day of teacher prep, immediately prior to the start of school and shall be an in classroom or work assignment.

3. The final extra workday shall be utilized at the employee's discretion for a grading day at the end of the first, second or third quarter.

14-11 On days immediately prior to scheduled holidays or vacations, ESPs may leave after the dismissal of students at their assigned work site provided their professional responsibilities are completed. ESPs must utilize flex hours that were accumulated during the week of the holiday break in coordination with their immediate supervisor in advance of the holiday break in order to utilize this provision.

14-12 As the need arises, provided there is sufficient funding at the site budget, and per agreement of the ESP, administration may request ESPs report to their site prior to the first scheduled day of work according to the District's Work Calendar. These employees will be compensated at their hourly wage.

ARTICLE FIFTEEN

WAGES

15-1 **A.** For the duration of the agreement, the ESP salary shall be as listed in Appendix II.

B. Upon completion of each year of district service, ESPs will advance one step on the salary schedule with Governing Board approval of this agreement.

15-2 Longevity Stipend

Beginning School Year 2015-16 ESPs will no longer receive the longevity stipend. Employees who were receiving longevity stipends as of July 1, 2015, will be credited with steps to embed their longevity into their base salary.

15-3 Shift Differential

A. White Collar

All White Collar employees regularly scheduled to start work at/after the hour of 1:00 p.m. or at/before the hour of 5:00 a.m. shall have thirty (30) cents per hour added to their hourly rate as shift differential.

B. Food Service

A wage differential of thirty (30) cents per hour shall be paid to regularly scheduled Food Service employees at a site for hours worked after the hours of 6:00 p.m. and prior to the hour of 6:00 a.m.

15-4 Working Out of Class

A. An ESP authorized by their supervisor to perform work in a higher paying classification or grade than the grade of the position in which they perform their regular duties, shall receive additional compensation of two dollars and seventy-five cents ($2.75) per hour. The ESP shall be compensated for the actual hours worked in the higher classification.

This provision does not apply when the ESP is assigned to perform duties as part of the Industrial Injury Light Duty Program.

15-5 Pay Plan Procedure
ESPs have the option of selecting one (1) of three (3) pay plans:

A. Twenty (20) checks distributed bi-weekly throughout the school year calendar.

B. Twenty (20) checks distributed bi-weekly throughout the school year calendar with the last of the twenty checks to include an additional lump sum check for "summer pay." This option is only available if current district software permits and to the ESPs employed as of the first contract date of the school year. ESPs must submit a request to payroll by July 15 for this option.

C. Twenty-six (26) checks to be paid out pursuant to the current payroll calendar. During the summer break, checks are mailed to the ESP's summer address on file in Human Resources. This option is only available to ESPs employed as of the first contract date of the school year. ESPs must submit a request to payroll by July 15 for this option.

15-6 Extra Duty
Extra duty shall be compensated according to The Federal Fair Labor Standards Act (FLSA).

ARTICLE SIXTEEN

PROFESSIONAL DEVELOPMENT

16-1 The Professional Development fund is suspended.

TUSD shall allocate the remaining balance from the 2015-2016 Professional Development Fund to continue to be available for reimbursement or compensation for ESPs for the 2016-2017 contract year only.

16-2 ESPs will be reimbursed or compensated under the guidelines established by the Joint TUSD/TEA Professional Development Committee.

16-3 The reimbursement amount will not exceed $500 per current school year (which includes course work from July 1st through June 30th).

16-4 TUSD and TEA shall jointly publish all criteria and procedures established by the joint TUSD/TEA Professional Development Committee.

16-5 TEA and TUSD shall collaboratively develop a program of professional development designed to provide ESPs with the skill and knowledge that would enhance their opportunities for career advancement in TUSD. This program shall be available to ESPs for the 2019-20 School Year, or sooner.

ARTICLE SEVENTEEN

FRINGE BENEFITS

17-1 Medical Insurance

A. For the duration of this agreement, the employee will pay up to 15% of the cost of the PPO medical premium for District sponsored single coverage medical insurance for each employee.

B. The District shall make available to each eligible ESP the following optional insurance programs from which an ESP may choose at their own expense.

1. Dental Insurance;
2. Supplemental Life Insurance;
3. Vision;

4. Coverage for spouse and/or dependent children in items 1 and 3 above;
5. Short-Term Disability Insurance

C. District contribution to the District-sponsored single coverage medical insurance is pro-rated for new ESPs based upon the portion of the contract year the ESP works.

D. One ESP selected by the Association shall sit on the insurance committee.

17-2 Health Insurance Benefit Retention
ESPs on unpaid leave may retain their insurance benefits by enrolling in and paying the premiums personally.

17-3 Life Insurance
All benefit-eligible ESPs shall be provided at District expense with a term life insurance policy equal to the ESPs base salary as of July 1, but not less than $10,000. ESPs shall have the option of purchasing additional term life insurance at their own expense.

17-4 Mileage Allowance
ESPs who have prior authorization and are required to utilize their own vehicle in the performance of District duties or to transport themselves or District equipment to worksites other than their initially scheduled, regularly assigned worksites shall be reimbursed at the rate established by the Arizona Uniform System of Financial Records (USFR), for miles driven from the permanently assigned worksite(s) to all other sites, including the distance between temporary worksites. ESPs shall submit a completed mileage reimbursement form monthly.

17-5 Meals - Food Service
All Food Service employees are provided with food for a meal and breaks according to the established Food Service Department Policy.

17-6 Payroll Deduction
Payroll deduction shall be made available upon request to any ESP for any of the following:
A. District approved benefits
B. Direct deposit to District-approved Banking Institutions

17-7 Open Enrollment
Any open enrollment period shall occur between the dates of August and May, and shall be three (3) weeks in duration. An ESP may discontinue or modify participation in any portion of the insurance program at any time, subject to a qualifying status change, as defined by federal law.

17-8 Newly Eligible ESPs
A newly eligible ESP shall be provided at least thirty (30) calendar days to enroll in an insurance program in accord with Article 17-1. If ESP declines to participate in any District insurance programs, they shall so indicate the refusal on the enrollment form.

ARTICLE EIGHTEEN

HOLIDAYS

18-1 ESPs shall be granted the following paid holidays as designated in the district-approved calendar, provided they were on-pay status during any portion of their regular workday of their regular assignment immediately preceding and succeeding the holiday. If an employee utilizes leave prior to, or after a holiday, and is out of leave balances, they will not be considered on-pay status and thus will not be eligible to receive holiday pay.

A. Nine (9), Nine and a half (9-l/2), Ten (10), and Ten and a half (10-l/2) Month Employees:

Labor Day	1
Veterans' Day	1
Thanksgiving	23
Winter Break	10
Martin Luther King Day	1
Rodeo	2
Spring	32
Memorial Day	1 (for ESPs on pay status)

B. Twelve (12) Month Employees

Independence Day	1
Labor Day	1
Veterans' Day	1
Thanksgiving	23
Winter Break	10
Martin Luther King Day	1
Rodeo	2
Spring	10
Memorial Day	1
Juneteenth	1

C. Early Childhood Care Specialists

Independence Day	1
Labor Day	1
Veterans' Day	1
Thanksgiving	23
Winter Break	10
Martin Luther King Day	1
Rodeo	2
Spring	10
Memorial Day	1
Juneteenth	1

18-2 An employee required to work on a holiday shall be compensated at one and a half (1-1/2) times their normal rate of pay.

ARTICLE NINETEEN

LEAVE OF ABSENCE WITH PAY

19-1 SICK LEAVE – Accrual

A. All ESPs covered by this agreement shall be awarded sick leave benefits (without limit) based on the number of regularly assigned daily hours at the following rates.

	Sick Leave
12 Month	8 days a year
10 1/2 Month	5 days a year
10 Month	5 days a year
9 1/2 Month	5 days a year

9 Month	5 days a year

B. Probationary ESPs may not use sick leave during their initial sixty (60) day probationary period. If the probation is extended, the ESPs will only be eligible to take sick leave during this probation extension.

19-2 SICK LEAVE - Usage

A. Illness

Sick leave may be used in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For the purposes of sick leave, the term immediate family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

B. ESPs are required to notify their immediate supervisor(s) or designee(s) of a necessary sick leave absence at least one-half (1/2) hour prior to the start of the ESPs workday.

C. A written statement from the treating physician may be required by the District to substantiate an absence due to an ESPs illness or for illness within the ESPs immediate family if the absence is more than three (3) consecutive days duration, or those of less than three (3) days, when there is a reasonable doubt as to the proper use of sick leave.

D. ESPs who leave their assignment before the workday is finished or start their workday late due to illness or medical appointments, will have their absence time charged to sick leave to the nearest quarter hour.

E. Bereavement Leave

In the event of death in the family of an ESP, the ESP will be allowed up to two (2) days leave, not charged to the ESP and may use accumulated paid leave balances for a maximum of eight (8) days (which may include necessary travel time), excluding weekends.
Additional days may be granted at the discretion of the Superintendent or the designee. The two (2) District days provided are effective November 19, 20265.

F. Special Bereavement Leave

In the event of the death of a student, at least one ESP from the site may be permitted to attend the funeral without loss of leave time or compensation. In the event of the death of a staff member, at least one ESP from the site shall be permitted to attend the funeral without loss of leave time or compensation.

19-3 PERSONAL LEAVE - Accrual

A. Personal Leave will be credited to all ESPs covered by this agreement in the first month of the school year as follows.

	Personal Leave
12 Month	8 days a year
10 ½ Month	7 days a year
10 Month	7 days a year
9 ½ Month	7 days a year
9 Month	7 days a year

B. ESPs assigned to a regular position may accumulate personal leave (prorated by hire date), but not use it during their initial sixty (60) days of service. This restriction may be extended for an additional sixty (60) days of service at the District's option.

C. All unused personal leave shall be made part of the ESPs accumulated sick leave at the end of each fiscal year.

19-4 PERSONAL LEAVE - Usage

A. Personal leave days may not be taken the day immediately prior to or after a holiday or vacation, unless approved by the immediate supervisor. An ESP planning to use a personal day or days shall notify their immediate supervisor at least one (1) day in advance except in cases of emergency. The immediate supervisor may deny personal leave if an emergency occurs, and coverage of the ESPs responsibilities cannot be arranged.

B. An ESP with the approval of their supervisor may take personal leave during the first week or last week of school, or in the first work week prior to the start of school.

C. ESPs assigned to a regular position may accumulate personal leave, but not use it during their initial sixty (60) days of service. This restriction may be extended for an additional sixty (60) days of service at the District's option.

D. ESPs may use personal leave before or after a holiday or vacation for absenteeism for days of religious observation when the need for religious leave is documented.

E. Site Administrator may identify up to three days per year in which ESPs are expected to not utilize personal leave days. The dates shall be provided to staff by October 15 of the respective school year. Such dates shall occur during the State testing window for AzMERIT Testing and ACT testing.

19-5 VACATION LEAVE - Eligibility

In order to be eligible, an ESP must hold a regular twelve (12) month position in order to accrue vacation. Accrual is based on the regularly assigned daily hours in the ESPs workday.

19-6 VACATION LEAVE - Accrual

A. All ESPs covered by this agreement shall accrue vacation leave benefits based on the number of regularly assigned daily hours. Beginning 2014-2015 vacation leave shall be accrued according to the frequency established in district procedure below:

TERM	DAYS
1-5 YEARS	10
6-15 YEARS	15
16+ YEARS	20

B. Years of service shall be calculated from the ESPs date of hire with any adjustment necessary as a result of an unpaid leave of absence.

C. ESPs will earn vacation during the first year; however, are not eligible to schedule accrued vacation until after completion of the first year of employment.

D. ESPs will earn vacation at the rate of ten (10) days annually during the first, second, third, fourth, and fifth years of service.

E. During the sixth through fifteenth years of service, ESPs will earn fifteen (15) days annually.

F. Upon completion of fifteen (15) or more years of service, ESPs will earn twenty (20) days annually.

G. Twelve (12) month ESPs may accumulate up to and no more than 160 hours (or prorated cap) of vacation at any given time. No more than 160 hours may be rolled over into the next fiscal year.

Vacation must be scheduled no less than four (4) weeks in advance, except in cases of emergency, to ensure that an employee has the opportunity to use available vacation time.

H. If a nine (9), nine and one-half (9-1/2), ten (10), or ten and a half (10-l/2) month ESP is transferred to a twelve (12) month position, the ESP will accrue their vacation from the first day in the new assignment, at the vacation accrual rate equal to the years of service in the District as defined in Article 19-6 (A).

19-7 VACATION LEAVE - Usage

A. **1.** The immediate supervisor shall grant or deny vacation request in writing within ten (10) days of receipt. Denial by a supervisor of an ESPs vacation request shall be put in writing and a copy forwarded to Human Resources. ESPs having earned vacation may take vacation in increments as approved by the site administrator.

2. If a supervisor denies vacation to an employee and vacation will be lost under those circumstances, the supervisor shall submit a request in writing by March 31 to Chief Financial Officer (CFO) to pay out the vacation earned by the employee. The CFO shall either mandate that vacation be taken by the employee or approve that the vacation leave by paid out at the current rate of pay.

B. If a holiday occurs during an ESPs vacation, said holiday shall not be deducted from accumulated vacation leave.

C. If workload permits, vacation leave shall be granted at the time requested in writing by the ESP. If the nature of the work makes it necessary to limit the number of ESPs on vacation leave at the same time, the ESP with the greater District seniority shall be given their choice of vacation in event of conflict.

The District may require ESPs to take leave time at times determined by the District but shall give the ESPs the option of vacation leave or unpaid temporary leave during temporary, complete or partial closing of various worksite(s). However, should the ESP choose to take an unpaid leave during a time that coincides with a holiday period, the ESP shall be paid for the holidays provided for in Article 18.

D. A twelve (12) month ESP transferring to a less than twelve (12) month position will receive compensation for unused accumulated vacation prior to starting the new assignment.

E. Site Administrator shall identify up to three days per year in which ESPs may not utilize vacation leave and shall be denied. The dates shall be provided to the staff by August 31 of the respective school year. Such dates shall occur during the State testing window.

19-8 Jury Duty

A. ESPs subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An ESP ~~may choose: 1) to~~will keep their jury duty or witness pay and have their pay docked an equal amount~~; or, 2) in cases where jury duty pay exceeds the ESPs daily rate, ESP may use a personal leave day or be docked at their daily rate instead of using a jury code for those days~~.

B. ESPs subpoenaed for jury duty or as a witness are required to submit a copy of the jury summons or subpoena to their supervisor and inform the supervisor of ESPs choice regarding jury duty or witness pay. It is the employee's responsibility to report a jury duty or witness absence to the time clock system. No report of jury duty or witness absence need be submitted if the ESP chooses to take a pay dock or a personal leave day.

C. Absences due to litigation while the ESP is either a plaintiff, defendant, or subpoenaed as a witness outside of the course and scope of employment must be charged to personal leave, vacation, or dock.

19-9 Military Leave

ESPs will receive pay for all days during which they are employed in training duty under orders with any

branch of the armed forces for a period not to exceed thirty days in any two consecutive years. For purposes of this article only the term "years" means the fiscal year of the U.S. government. (A.R.S. 38-610).

19-10 Absence Due to On-the-Job Injury

A. An employee will use accumulated paid leave (sick, personal or vacation) for absences due to an industrial injury. After the seventh day of absence, the workers' compensation carrier will begin compensating the employee in accordance with state law. The employee may utilize any remaining paid leave to supplement the workers' compensation payment up to 100% of their regular pay. Upon the recommendation of the District industrial physician or the employee's personal physician, an Employee injured on the job may choose to work on "limited duty". Such "limited duty" may be in any classification so designated by the District for which the employee is able to perform and shall be paid at the rate at the time of the injury, and shall advance their yearly salary if applicable.

B. Within four (4) weeks of return to work, an employee may make arrangements with Payroll to buy back sick leave used for an on-the-job injury.

C. Family Medical Leave will run concurrently with the workers' compensation leave.

D. ESPs injured on the job may be assigned to work "restricted duty" as recommended by the industrial injury treating physician.

E. A combination of paid leaves, restricted duty, and unpaid leaves of absences are not to exceed twelve (12) months for a single on-the-job injury. At twelve months, the position will be released for recruitment.

F. When an ESP has been awarded a permanent disability preventing ESP from performing the essential functions of their pre-injury job classification, the District will attempt to find a position for which the ESP can qualify and/or in which reasonable accommodations can be made for the disability. In such a placement, regardless of any provisions elsewhere in this Agreement, the ESP will be paid the appropriate rate for the new position. Placement in another position as described in this article will not be considered if the ESP is pending lay-off, suspension or termination, is on a plan for improvement or recommendations to improve, or any type of disciplinary probation.

G. The District will adhere to the Arizona Workers Compensation Statute, the Federal Medical Leave Act, and the Americans With Disabilities Act.

19-11 Released Time

Released time may be granted to attend an approved conference or convention which would enhance an ESPs work performance. First consideration will be given to ESPs participating or presenting in the conference. Released time must be requested at least one (1) week before in-state meetings, and out-of-state forms must be submitted before the second Tuesday of the month for Superintendent approval prior to the conference.

19-12 Extended Illness or Injury

Return to work after an illness or injury lasting fifteen (15) days or more must be accompanied by a medical release from the attending physician. The release must state that the ESP is "ready and medically capable of return to their regular job and duties." The District may require a "return to work" evaluation at District expense.

19-13 Medical Leave Assistance Program

A. ESPs who have depleted their accrued sick and personal leave as a result of a qualified medical reason may request access to the Medical Leave Assistance Program by submitting a form to the Benefits office asking to receive donations of sick leave from other ESPs. A serious health condition is defined as a "non-work related" qualified medical reason that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

B. The donor ESP may donate a maximum of five (5) sick leave days for every thirty (30) days of

accumulated sick leave. The donor ESP will designate the donation in the name of the ESP to receive the donation.

C. The recipient ESP will be credited with the number of days donated, up to a maximum of one week after their projected return to work. Days donated in excess of this amount will be held in reserve and credited to the ESP only if needed. If not needed, days in excess of one week beyond the original

amount requested will be restored to the donor(s). Days of leave, not the actual wage of the donor ESP, will be donated.

D. No ESP shall be eligible for the Medical Leave Assistance Program after they qualify for long-term disability coverage.

19-14 Paid Parental Leave

In the event the Tucson Unified Governing Board approves Policy GCCA proposal related to Paid Parental Leave, this Agreement shall be amended to include GCCA in the appendix of his Agreement. The Associations shall be consulted prior to substantive changes being made to the Paid Parental Leave set forth in GCCA.

ARTICLE TWENTY

LEAVES OF ABSENCE WITHOUT PAY

20-1 Family Medical Leave

All requests for Family Medical Leave by District employees will be processed in accordance with the corresponding Governing Board Policy.

20-2 Governing Board Leave of Absence

A. The Board may grant a leave of absence to ESPs not to exceed one (1) year for the purposes listed below. No leaves will be granted for other employment.

1. Health of ESP (doctor's verification of illness is required)
2. Health of immediate family (as defined in 1-13); (doctor's verification of illness or disability and projected date of return to work is required)
3. New infant or childcare (birth certificate or doctor's statement required)
4. Course of study, education or training, as approved by TUSD (enrollment or registration documentation required)
5. Military service (military order required)
6. Campaign/Serve in public office
7. Union business

B. ESPs must have worked the equivalent of one full school year to be eligible for an unpaid, board-approved leave of absence.

C. ESPs may be granted consecutive leaves.

D. Upon granting the authorized absence, all rights of seniority, retirement, accrued leave with pay and other benefits shall be preserved and available to the applicant after the termination of the leave, provided they were earned prior to the leave.

E. ESPs on unpaid leave of absence shall be allowed to continue insurance coverage in the program in which they are enrolled, provided the ESP notifies the District of their desire to continue, and pays the premiums for the insurance and other benefits at the ESPs expense.

F. Requests for medical leave shall be in writing and accompanied by a doctor's verification of the illness or disability and projected date of return to work.

20-3 Medical 30-Day Leave

A. Requests for medical leave shall be in writing and accompanied by a doctor's verification of the

illness or disability and projected date of return to work. When an ESP has is medically unable to work and is not eligible for Federal FMLA, the ESP shall be allowed up to thirty (30) consecutive days on a status (using accruals), with a doctor's excuse. During this leave, the District will continue to pay premiums on its portion of the District sponsored insurance plans in which the MBU was enrolled at the beginning of the leave. At the end of this period, ESP must return to work (pending a medical release) or go on an unpaid leave of absence if applicable.

B. Personal 30-day Leave
A short-term leave for personal business may be granted; however, it shall be with loss of pay and shall not exceed thirty (30) days. At the end of this period ESP may request a board-approved leave or return to work.

C. 20-3, Short Term Leave and 20-1, Family Leave may not be used consecutively.

20-4 Maintenance of Position

A. Upon termination of a board-approved leave (12-month or less) or a short-term leave, the ESP, if ESP has not been subject to layoff, will be restored to their previous classification, grade and step. Seniority shall not accrue during the unpaid leave of absence above but shall be restored at the level prior to the leave of absence.

B. If the ESP is affected by layoff during said leave of absence, ESP shall be covered by provisions in Article 12.

ARTICLE TWENTY-ONE

SEPARATION BENEFITS

21-1 Retirement Savings Plan: ESPs who meet the eligibility requirements listed below will have their separation benefits paid directly to a tax-sheltered annuity 403(b) or the Health Reimbursement Account as determined by the exit interview between the approved vendor and the ESP. If no interview occurs, the separation benefits will be paid directly to the tax-sheltered annuity 403(b). This payment shall be paid after the employee's final paycheck. Those who do not meet the criteria will receive their separation benefits paid directly through the regular payroll processing.
The eligibility requirements for the retirement savings plan are:

- The employee who is severing employment if age 55 or older at the time of severance, and,
- The total of the payment for separation benefits is equivalent to $3,000 or more.

21-2 Severance Stipend

A. For those ESPs 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 ESP's 2016-2017 annual salary will be multiplied by .006 and then by the ESPs 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. Employees with less than thirteen (13) years of continuous service as of June 30, 2010 are not eligible for this stipend.

B. If an ESP who is eligible for this service stipend dies before the severance payment is made, said payment shall be paid to the beneficiaries or the estate of the deceased.

21-3 Sick Leave Pay at Separation

A. After ten (10) consecutive years of service in the Tucson Unified School District, ESPs who are members of the bargaining unit as of the effective date of this Agreement, or who become members after the effective date of this Agreement, shall receive pay for unused sick leave.

B. The District shall provide a payment for unused sick leave to ESPs upon separation in accord with the following: The amount of payment shall be 2/3rds of the base salary hourly rate of pay for Step 1 of the grade level of the ESP at separation multiplied by the number of sick leave hours accrued through the date of separation, up to a maximum of 500 hours. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally

required deductions will be taken from the payment including the ESPs contribution to the State Retirement Fund, if any. The rights contained in this paragraph are not considered vested rights.

C. If an ESP is eligible for the separation payment but dies before the payment is made, said payment shall be paid to the beneficiaries or the estate of the deceased.

21-4 Benefits contained in this article are only available to those ESPs who voluntarily separate from the District.

21-5 Insurance Conversion for Retired ESPs
Retired employees will be eligible to continue medical insurance coverage through COBRA. The information will be provided to the retired employee upon retirement.

21-6 Upon separation, ESPs shall receive pay at their hourly rate for all unused vacation leave.

ARTICLE TWENTY-TWO

HEALTH EXAMINATION

22-1 When the District determines that an ESPs health condition (mental or physical) may be impairing their job performance, the immediate supervisor, site administrator (or equivalent position), or Assistant Superintendent (or equivalent position), with the concurrence of the Human Resources Department may, with just cause, direct the ESP to have a health examination at District expense. ESPs will be given a copy of the directive which will state the reason(s) for such examination. Following the examination, results will be sent by the Human Resources Department, to the ESP, and immediate supervisor.

ARTICLE TWENTY-THREE

WAIVER

23-1 A. This Agreement supersedes all previous agreements between the District and the Association or the District and any of the covered ESPs.

B. During the term of this Agreement, the Association and the District expressly waive and relinquish the right to negotiate with each other and neither party shall be obligated to negotiate with each other with respect to any subject or matter whether or not referred to or covered in this Agreement except as specifically provided in this Agreement, or by mutual consent of the parties.

ARTICLE TWENTY-FOUR

NEGOTIATIONS

24-1 The negotiation process shall begin no later than March 1. Both parties agree to negotiate in good faith.

24-2 Impasse
If no agreement has been reached by April 15 as a result of good faith negotiations, either party may declare an impasse and the issues in dispute shall be submitted to mediation/arbitration. The American Arbitration Association (AAA) shall be requested to furnish a list of five (5) mediator/arbitrators from which the parties shall select a mediator/arbitrator in accordance with AAA rules.

The format, dates and times of meetings shall be conducted in closed sessions. The costs for the services of the mediator/arbitrator, including per diem expenses, if any, and actual and necessary travel expenses and subsistence, shall be shared equally by the District and the Association.

The mediator/arbitrator shall first attempt to resolve the dispute through the mediation process. Should this process fail, that person shall then function as the arbitrator of the issues remaining in dispute. Within ten (10) working days after the conclusion of arbitration hearings, the mediator/arbitrator shall submit a report in writing to the District and the Association only and shall set forth in the report findings of fact, reasoning and recommendations on the issues submitted. The report shall be advisory only and binding neither on the District nor the Association. Within five (5) days after receiving the report of the mediator/arbitrator, the representatives of the parties shall meet to discuss the report. No public release shall be made until after

such meeting. The respective parties shall take official action on the report of the mediator/arbitrator no later than fifteen (15) days after the meeting described above.

24-3 Decertification

A. Petition

1. A petition for an election to decertify the Association may be filed with the Superintendent by an ESP within the unit.

2. The petition shall contain the following information:

a. The name, address and telephone number of the petitioner and the name, address and telephone number of the agent to be contacted, if any;

b. A description of the established unit;

c. The approximate number of ESPs in the established unit;

d. A statement that the members in the established unit no longer desire the Association as their exclusive representative;

3. The petition shall be signed by at least thirty (30) percent of the ESPs in the established unit.

4. The petitioner shall concurrently serve a copy of the petition to the District and the Association.

B. Election

1. Upon receipt of a petition for decertification, the Board may conduct an impartial representative election. The costs for such an election shall be defrayed equally by the petitioning organization and the District.

2. A petition shall not be considered whenever a representation election has been held within the twelve (12) months immediately preceding the filing of the petition. If there is an existing agreement in effect, the petition must be initiated, signed and delivered to the Board within ninety (90) to one hundred twenty (120) working days prior to expiration of the Agreement to fulfill the requirement for receipt of a valid petition for decertification.

ARTICLE TWENTY-FIVE

SHARED DECISION-MAKING

25-1 Purpose

The purpose of a shared decision-making program is to create an atmosphere in which decision making is a collegial, shared, process that fosters an exchange of ideas and information necessary for effective professional practice and for improved student performance. The Association and District agree to continue pursuing jointly the implementation of legitimately recognized school councils as a foundation of a shared decision-making program. All provisions of this agreement shall continue to be in full force and effect throughout the process.

25-2 Joint Shared Decision-Making Committee

If needed, the TUSD Superintendent and TEA President shall appoint a committee to resolve any issues regarding school councils or any proposed changes to any TUSD policy affecting school council authority. The joint committee shall consist of an equal number of appointees by the TUSD Superintendent and the TEA President.

25-3 School Council Standards

In all cases, school councils must operate according to State and Federal laws and TUSD Board Policy.

25-4 No Reprisals

Neither the Board nor its supervisory employees shall engage in any reprisals against TEA, AEA, NEA and persons involved in the walkout of April and May of 2018.

ARTICLE TWENTY-SIX

DURATION

Unless specified otherwise in this Agreement, the provisions of this Agreement shall be effective beginning the first

day of the fiscal year and shall continue in full force and effect through the last day of the fiscal year. In the event ratification does not occur by the first day of the following fiscal year, the previous year's agreement shall continue automatically for 45 days, provided that the parties have negotiated in good faith commencing in March.

RATIFICATION

ALL PROVISIONS SHALL BE EFFECTIVE JULY 1, 2025~~5~~6, AND SHALL REMAIN IN FULL FORCE AND EFFECT THROUGH JUNE 30, 2027~~6~~6.

Tucson Unified School District	Tucson Education Association
_____	_____
~~Jennifer Eckstrom~~Dr. Ravi Shah, President TUSD Governing Board	James Byrne President Tucson Education Association
Date: _____	Date: _____

Approved as to form and content on this _____ day of _____, 2025~~5~~6 by:

_____

Ricardo Hernandez, Chief Financial Officer
Tucson Unified School District

APPENDIX I
WHITE COLLAR/FOOD SERVICE

Prior to the Board voting on any exemption change affecting a bargaining unit position, the Association will be notified and given the opportunity to discuss the change.

During the term of the Agreement, the wage schedule (Appendix II) shall not be changed without the mutual agreement of the Association and the District. If additional positions are identified during the term of this Agreement, or if the classification of a position changes, the Association will receive written notification of the change.

The definitions of classifications, the assignment of classifications to a pay grade on the wage schedule, and the determination of the appropriate pay grade on the wage schedule for classifications as they relate to other classifications are matters left to the sole discretion of the District.

White Collar/Food Services Classifications (WCL)

Grade	Position	Entry Rate
D	Cafeteria Worker	$~~15.45~~16.07
D	Data Technician	$~~15.45~~16.07
D	Early Childhood Care Specialist	$~~15.45~~16.07
D	Educational Audiologist Assistant	$~~15.45~~16.07
D	Food Service Meal Application Program Technician	$~~15.45~~16.07
D	Infant Care Specialist	$~~15.45~~16.07
D	Library Assistant	$~~15.45~~16.07
D	Office Assistant	$~~15.45~~16.07
D	Special Needs Aide - 504	$~~15.45~~16.07
D	Special Needs Aide - Adult	$~~15.45~~16.07
D	Food Service Inventory Technician	$~~16.08~~16.72
E	Attendance & Registration Technician	$~~16.11~~16.75
E	Cafeteria Worker, Lead	$~~16.11~~16.75
E	Community Education Assistant	$16.75
E	Early Childhood Care Specialist, Senior	$~~16.11~~16.75
E	School Community Liaison	$~~16.11~~16.75
E	Administrative Secretary	$~~16.76~~17.43
E	Lending Library Associate/Cataloger	$~~17.27~~17.96
E	Registrar	$~~17.27~~17.96
E	Lending Library Associate/Cataloger Lead	$18.31
E	Attendance Liaison	$~~18.15~~18.88
E	School Site Technology Liaison	$~~18.15~~18.88
F	Budget Control Assistant	$~~16.79~~17.46
F	CTE Specialist	$~~18.00~~ 18.72
F	Clothing Bank Specialist	$~~18.92~~19.68
F	Braillist	$~~19.68~~20.47
G	Behavior Intervention Monitor	$~~17.49~~18.19
G	Campus Monitor	$~~17.49~~18.19

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G	Early Childhood Teacher Assistant	$~~17.49~~18.19
G	Elementary Student Support Worker	$~~17.49~~18.19
G	Health Assistant	$~~17.49~~18.19
G	Health Assistant - Itinerant	$~~17.49~~18.19
G	Health Assistant Roving	$~~17.49~~18.19
G	Records Specialist	$~~17.49~~18.19
G	Teacher Assistant	$~~17.49~~18.19
G	Teacher Assistant - Bilingual	$~~17.49~~18.19
G	Testing & Phlote Compliance Technician - Language	$~~17.49~~18.19
G	Customer Service Specialist - Fac Maintenance	$~~17.85~~18.56
G	Customer Service Specialist - Transportation	$~~17.85~~18.56
G	Exceptional Education Compliance Monitor	$~~17.85~~18.56
G	Early Childhood Ex Ed Teacher Assistant	$~~18.03~~18.75
G	Ex Ed Teacher Assistant	$~~18.03~~18.75
G	Ex Ed Teacher Assistant - Hybrid	$~~18.03~~18.75
G	Ex Ed Teacher Assistant - Itinerant	$~~18.03~~18.75
G	Ex Ed Teacher Assistant - Remote	$~~18.03~~18.75
G	Instructional Specialist	$~~18.57~~19.31
G	Instructional Specialist - CTE	$~~18.57~~19.31
G	Instructional Specialist - General Subject	$~~18.57~~19.31
G	Instructional Specialist - Preschool	$~~18.57~~19.31
G	Intervention Technician	$~~18.57~~19.31
G	Community Health Worker	$~~18.76~~19.51
G	Ex Ed Teacher Assistant II	$20.30
G	Intervener	$21.12
G	Department Accounting Specialist	$~~21.56~~22.42
H	Accounting Technician	$~~18.24~~18.97
H	Accounts Payable Technician	$~~18.24~~18.97
H	Administrative Assistant	$~~18.24~~18.97
H	Administrative Assistant – Emergency Systems	$18.97
H	Administrative Assistant - Rental Office	$~~18.24~~18.97
H	Asset Management Associate	$~~18.24~~18.97
H	Bookstore Manager	$~~18.24~~18.97
H	Curator Assistant of Artifacts & Exhibits	$~~18.24~~18.97
H	Language Assessment Coordinator	$~~18.24~~18.97
H	Student Services Assistant	$~~18.24~~18.97
H	Office Manager	$~~19.36~~20.13
H	School Site Office Manager	$~~19.36~~20.13
H	Student Finance Accounts Specialist	$~~19.36~~20.13
H	Student Services Associate	$~~19.36~~20.13
H	Extracurricular Specialist	$~~20.55~~21.37
H	Payroll Associate	$~~20.55~~21.37
I	School Security Agent	$~~19.01~~19.77
J	Attendance Reporting Systems Analyst	$~~19.81~~20.60
J	Computer Support/Training Specialist	$~~19.81~~20.60

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~~J~~	~~Customer Support Center Specialist~~	~~$19.81~~
J	Customer Support Specialist	$20.60
J	Instructional Staff Development Specialist	$~~19.81~~20.60
J	Resource Specialist	$~~19.81~~20.60
J	Technical Support Specialist	$~~19.81~~20.60
J	Technology Services (TS) Field Technician	$~~19.81~~20.60
J	Food Service LAN Systems Specialist	$~~20.21~~21.02
J	Athletic Compliance Specialist	$~~21.03~~21.87
J	Language Support Specialist	$~~21.03~~21.87
J	Student Success Coach	$~~21.03~~21.87
J	Student Success Specialist	$~~21.03~~21.87
J	Program Specialist	$~~22.10~~22.98
K	TS Inventory Control Specialist	$~~23.04~~23.96
L	Accounting Associate	$~~21.52~~22.38
L	Accounting Associate - Cash Receipts	$~~21.52~~22.38
L	Technology Services (TS) Field Technician, Lead	$~~21.52~~22.38
M	Behavior Specialist	$~~22.43~~23.33
M	Behavior Specialist - Early Childhood Learning Center	$~~22.43~~23.33
M	E-Mail Systems Analyst	$~~22.43~~23.33
M	Licensed Practical Nurse	$~~25.79~~26.82
N	Data Integrity Analyst - SIS	$~~23.38~~24.32
N	Drop Out Intervention Specialist	$~~23.38~~24.32
N	Intervention Specialist	$~~23.38~~24.32
O	Network Administrator	$~~24.36~~25.33
O	Network Security System Analyst	$~~24.36~~25.33
O	Network Systems Coordinator	$~~24.36~~25.33
O	Systems Administrator	$~~24.36~~25.33
O	Telecommunications Technician	$~~24.36~~25.33

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APPENDIX II
White Collar/Food Service Wage Scale

	Grade D Base	Grade D Override	Grade D Total	Grade E Base	Grade E Override	Grade E Total	Grade F Base	Grade F Override	Grade F Total
Step 1	$15.45	$.62	$16.07	$16.11	$.64	$16.75	$16.79	$.67	$17.46
Step 2	$15.60	$.62	$16.22	$16.27	$.65	$16.92	$16.96	$.68	$17.64
Step 3	$15.77	$.63	$16.40	$16.43	$.66	$17.09	$17.12	$.68	$17.80
Step 4	$15.92	$.64	$16.56	$16.59	$.66	$17.25	$17.29	$.69	$17.98
Step 5	$16.08	$.64	$16.72	$16.76	$.67	$17.43	$17.47	$.70	$18.17
Step 6	$16.24	$.65	$16.89	$16.93	$.68	$17.61	$17.64	$.71	$18.35
Step 7	$16.40	$.66	$17.06	$17.10	$.68	$17.78	$17.82	$.71	$18.53
Step 8	$16.56	$.66	$17.22	$17.27	$.69	$17.96	$18.00	$.72	$18.72
Step 9	$16.74	$.67	$17.41	$17.44	$.70	$18.14	$18.18	$.73	$18.91
Step 10	$16.90	$.68	$17.58	$17.61	$.70	$18.31	$18.36	$.73	$19.09
Step 11	$17.07	$.68	$17.75	$17.80	$.71	$18.51	$18.54	$.74	$19.28
Step 12	$17.24	$.69	$17.93	$17.97	$.72	$18.69	$18.73	$.75	$19.48

Step 13	$17.41	$.70	$18.11	$18.15	$.73	$18.88	$18.92	$.76	$19.68
Step 14	$17.58	$.70	$18.28	$18.33	$.73	$19.06	$19.11	$.76	$19.87
Step 15	$17.77	$.71	$18.48	$18.51	$.74	$19.25	$19.30	$.77	$20.07
Step 16	$17.94	$.72	$18.66	$18.70	$.75	$19.45	$19.49	$.78	$20.27
Step 17	$18.12	$.72	$18.84	$18.89	$.76	$19.65	$19.68	$.79	$20.47
Step 18	$18.30	$.73	$19.03	$19.08	$.76	$19.84	$19.88	$.80	$20.68
Step 19	$18.48	$.74	$19.22	$19.26	$.77	$20.03	$20.08	$.80	$20.88
Step 20	$18.66	$.75	$19.41	$19.46	$.78	$20.24	$20.28	$.81	$21.09
Step 21	$18.86	$.75	$19.61	$19.65	$.79	$20.44	$20.48	$.82	$21.30
Step 22	$19.05	$.76	$19.81	$19.85	$.79	$20.64	$20.68	$.83	$21.51
Step 23	$19.23	$.77	$20.00	$20.05	$.80	$20.85	$20.90	$.84	$21.74
Step 24	$19.42	$.78	$20.20	$20.25	$.81	$21.06	$21.10	$.84	$21.94
Step 25	$19.62	$.78	$20.40	$20.45	$.82	$21.27	$21.31	$.85	$22.16
Step 26	$19.82	$.79	$20.61	$20.65	$.83	$21.48	$21.52	$.86	$22.38
Step 27	$20.02	$.80	$20.82	$20.86	$.83	$21.69	$21.75	$.87	$22.62
Step 28	$20.22	$.81	$21.03	$21.07	$.84	$21.91	$21.96	$.88	$22.84
Step 29	$20.42	$.82	$21.24	$21.28	$.85	$22.13	$22.18	$.89	$23.07
Step 30	$20.62	$.82	$21.44	$21.49	$.86	$22.35	$22.40	$.90	$23.30
Step 31	$20.83	$.83	$21.66	$21.70	$.87	$22.57	$22.62	$.90	$23.52
Step 32	$21.04	$.84	$21.88	$21.93	$.88	$22.81	$22.86	$.91	$23.77
Step 33	$21.25	$.85	$22.10	$22.15	$.89	$23.04	$23.08	$.92	$24.00
Step 34	$21.46	$.86	$22.32	$22.36	$.89	$23.25	$23.31	$.93	$24.24
Step 35	$21.67	$.87	$22.54	$22.59	$.90	$23.49	$23.54	$.94	$24.48
Step 36	$21.89	$.88	$22.77	$22.82	$.91	$23.73	$23.78	$.95	$24.73
Step 37	$22.11	$.88	$22.99	$23.05	$.92	$23.97	$24.02	$.96	$24.98
Step 38	$22.33	$.89	$23.22	$23.27	$.93	$24.20	$24.26	$.97	$25.23
Step 39	$22.55	$.90	$23.45	$23.50	$.94	$24.44	$24.50	$.98	$25.48
Step 40	$22.78	$.91	$23.69	$23.75	$.95	$24.70	$24.75	$.99	$25.74
Step 41	$23.01	$.92	$23.93	$23.98	$.96	$24.94	$25.00	$1.00	$26.00
Step 42	$23.24	$.93	$24.17	$24.22	$.97	$25.19	$25.24	$1.01	$26.25
Step 43	$23.47	$.94	$24.41	$24.46	$.98	$25.44	$25.49	$1.02	$26.51

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	Grade G Base	Grade G Override	Grade G Total	Grade H Base	Grade H Override	Grade H Total	Grade I Base	Grade I Override	Grade I Total
Step 1	$17.49	$.70	$18.19	$18.24	$.73	$18.97	$19.01	$.76	$19.77
Step 2	$17.68	$.71	$18.39	$18.42	$.74	$19.16	$19.20	$.77	$19.97
Step 3	$17.85	$.71	$18.56	$18.60	$.74	$19.34	$19.39	$.78	$20.17
Step 4	$18.03	$.72	$18.75	$18.79	$.75	$19.54	$19.58	$.78	$20.36
Step 5	$18.21	$.73	$18.94	$18.98	$.76	$19.74	$19.78	$.79	$20.57
Step 6	$18.39	$.74	$19.13	$19.17	$.77	$19.94	$19.98	$.80	$20.78
Step 7	$18.57	$.74	$19.31	$19.36	$.77	$20.13	$20.18	$.81	$20.99
Step 8	$18.76	$.75	$19.51	$19.55	$.78	$20.33	$20.38	$.82	$21.20
Step 9	$18.95	$.76	$19.71	$19.75	$.79	$20.54	$20.58	$.82	$21.40
Step 10	$19.14	$.77	$19.91	$19.95	$.80	$20.75	$20.79	$.83	$21.62
Step 11	$19.33	$.77	$20.10	$20.14	$.81	$20.95	$21.00	$.84	$21.84

Step 12	$19.52	$.78	$20.30	$20.34	$.81	$21.15	$21.20	$.85	$22.05
Step 13	$19.72	$.79	$20.51	$20.55	$.82	$21.37	$21.41	$.86	$22.27
Step 14	$19.92	$.80	$20.72	$20.76	$.83	$21.59	$21.63	$.87	$22.50
Step 15	$20.11	$.80	$20.91	$20.96	$.84	$21.80	$21.85	$.87	$22.72
Step 16	$20.31	$.81	$21.12	$21.17	$.85	$22.02	$22.07	$.88	$22.95
Step 17	$20.51	$.82	$21.33	$21.38	$.86	$22.24	$22.29	$.89	$23.18
Step 18	$20.73	$.83	$21.56	$21.59	$.86	$22.45	$22.51	$.90	$23.41
Step 19	$20.93	$.84	$21.77	$21.82	$.87	$22.69	$22.74	$.91	$23.65
Step 20	$21.14	$.85	$21.99	$22.03	$.88	$22.91	$22.96	$.92	$23.88
Step 21	$21.35	$.85	$22.20	$22.25	$.89	$23.14	$23.19	$.93	$24.12
Step 22	$21.56	$.86	$22.42	$22.47	$.90	$23.37	$23.42	$.94	$24.36
Step 23	$21.78	$.87	$22.65	$22.69	$.91	$23.60	$23.65	$.95	$24.60
Step 24	$22.00	$.88	$22.88	$22.93	$.92	$23.85	$23.90	$.96	$24.86
Step 25	$22.22	$.89	$23.11	$23.16	$.93	$24.09	$24.13	$.97	$25.10
Step 26	$22.44	$.90	$23.34	$23.38	$.94	$24.32	$24.37	$.97	$25.34
Step 27	$22.66	$.91	$23.57	$23.62	$.94	$24.56	$24.61	$.98	$25.59
Step 28	$22.89	$.92	$23.81	$23.86	$.95	$24.81	$24.87	$.99	$25.86
Step 29	$23.12	$.92	$24.04	$24.10	$.96	$25.06	$25.11	$1.00	$26.11
Step 30	$23.35	$.93	$24.28	$24.33	$.97	$25.30	$25.36	$1.01	$26.37
Step 31	$23.58	$.94	$24.52	$24.58	$.98	$25.56	$25.61	$1.02	$26.63
Step 32	$23.82	$.95	$24.77	$24.83	$.99	$25.82	$25.88	$1.04	$26.92
Step 33	$24.06	$.96	$25.02	$25.07	$1.00	$26.07	$26.13	$1.05	$27.18
Step 34	$24.30	$.97	$25.27	$25.32	$1.01	$26.33	$26.39	$1.06	$27.45
Step 35	$24.54	$.98	$25.52	$25.57	$1.02	$26.59	$26.65	$1.07	$27.72
Step 36	$24.79	$.99	$25.78	$25.84	$1.03	$26.87	$26.93	$1.08	$28.01
Step 37	$25.04	$1.00	$26.04	$26.09	$1.04	$27.13	$27.19	$1.09	$28.28
Step 38	$25.28	$1.01	$26.29	$26.35	$1.05	$27.40	$27.46	$1.10	$28.56
Step 39	$25.53	$1.02	$26.55	$26.61	$1.06	$27.67	$27.74	$1.11	$28.85
Step 40	$25.80	$1.03	$26.83	$26.89	$1.08	$27.97	$28.02	$1.12	$29.14
Step 41	$26.05	$1.04	$27.09	$27.15	$1.09	$28.24	$28.30	$1.13	$29.43
Step 42	$26.31	$1.05	$27.36	$27.42	$1.10	$28.52	$28.58	$1.14	$29.72
Step 43	$26.57	$1.06	$27.63	$27.69	$1.11	$28.80	$28.87	$1.15	$30.02

	~~Grade D~~	~~Grade E~~	~~Grade F~~	~~Grade G~~	~~Grade H~~	~~Grade I~~
~~Step 1~~	~~$15.45~~	~~$16.11~~	~~$16.79~~	~~$17.49~~	~~$18.24~~	~~$19.01~~
~~Step 2~~	~~$15.60~~	~~$16.27~~	~~$16.96~~	~~$17.68~~	~~$18.42~~	~~$19.20~~
~~Step 3~~	~~$15.77~~	~~$16.43~~	~~$17.12~~	~~$17.85~~	~~$18.60~~	~~$19.39~~
~~Step 4~~	~~$15.92~~	~~$16.59~~	~~$17.29~~	~~$18.03~~	~~$18.79~~	~~$19.58~~
~~Step 5~~	~~$16.08~~	~~$16.76~~	~~$17.47~~	~~$18.21~~	~~$18.98~~	~~$19.78~~
~~Step 6~~	~~$16.24~~	~~$16.93~~	~~$17.64~~	~~$18.39~~	~~$19.17~~	~~$19.98~~
~~Step 7~~	~~$16.40~~	~~$17.10~~	~~$17.82~~	~~$18.57~~	~~$19.36~~	~~$20.18~~
~~Step 8~~	~~$16.56~~	~~$17.27~~	~~$18.00~~	~~$18.76~~	~~$19.55~~	~~$20.38~~
~~Step 9~~	~~$16.74~~	~~$17.44~~	~~$18.18~~	~~$18.95~~	~~$19.75~~	~~$20.58~~

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Step 10	$16.90	$17.61	$18.36	$19.14	$19.95	$20.79
Step 11	$17.07	$17.80	$18.54	$19.33	$20.14	$21.00
Step 12	$17.24	$17.97	$18.73	$19.52	$20.34	$21.20
Step 13	$17.41	$18.15	$18.92	$19.72	$20.55	$21.41
Step 14	$17.58	$18.33	$19.11	$19.92	$20.76	$21.63
Step 15	$17.77	$18.51	$19.30	$20.11	$20.96	$21.85
Step 16	$17.94	$18.70	$19.49	$20.31	$21.17	$22.07
Step 17	$18.12	$18.89	$19.68	$20.51	$21.38	$22.29
Step 18	$18.30	$19.08	$19.88	$20.73	$21.59	$22.51
	Grade D	**Grade E**	**Grade F**	**Grade G**	**Grade H**	**Grade I**
Step 19	$18.48	$19.26	$20.08	$20.93	$21.82	$22.74
Step 20	$18.66	$19.46	$20.28	$21.14	$22.03	$22.96
Step 21	$18.86	$19.65	$20.48	$21.35	$22.25	$23.19
Step 22	$19.05	$19.85	$20.68	$21.56	$22.47	$23.42
Step 23	$19.23	$20.05	$20.90	$21.78	$22.69	$23.65
Step 24	$19.42	$20.25	$21.10	$22.00	$22.93	$23.90
Step 25	$19.62	$20.45	$21.31	$22.22	$23.16	$24.13
Step 26	$19.82	$20.65	$21.52	$22.44	$23.38	$24.37
Step 27	$20.02	$20.86	$21.75	$22.66	$23.62	$24.61
Step 28	$20.22	$21.07	$21.96	$22.89	$23.86	$24.87
Step 29	$20.42	$21.28	$22.18	$23.12	$24.10	$25.11
Step 30	$20.62	$21.49	$22.40	$23.35	$24.33	$25.36
Step 31	$20.83	$21.70	$22.62	$23.58	$24.58	$25.61
Step 32	$21.04	$21.93	$22.86	$23.82	$24.83	$25.88
Step 33	$21.25	$22.15	$23.08	$24.06	$25.07	$26.13
Step 34	$21.46	$22.36	$23.31	$24.30	$25.32	$26.39
Step 35	$21.67	$22.59	$23.54	$24.54	$25.57	$26.65
Step 36	$21.89	$22.82	$23.78	$24.79	$25.84	$26.93
Step 37	$22.11	$23.05	$24.02	$25.04	$26.09	$27.19
Step 38	$22.33	$23.27	$24.26	$25.28	$26.35	$27.46
Step 39	$22.55	$23.50	$24.50	$25.53	$26.61	$27.74
Step 40	$22.78	$23.75	$24.75	$25.80	$26.89	$28.02
Step 41	$23.01	$23.98	$25.00	$26.05	$27.15	$28.30
Step 42	$23.24	$24.22	$25.24	$26.31	$27.42	$28.58
Step 43	$23.47	$24.46	$25.49	$26.57	$27.69	$28.87

	Grade J	**Grade K**	**Grade L**	**Grade M**	**Grade N**	**Grade O**
Step 1	$19.81	$20.64	$21.52	$22.43	$23.38	$24.36
Step 2	$20.01	$20.86	$21.74	$22.65	$23.61	$24.60
Step 3	$20.21	$21.06	$21.95	$22.88	$23.85	$24.86
Step 4	$20.41	$21.27	$22.17	$23.11	$24.09	$25.10

Step 5	$20.61	$21.48	$22.39	$23.34	$24.33	$25.35
Step 6	$20.82	$21.70	$22.61	$23.57	$24.57	$25.60
Step 7	$21.03	$21.92	$22.85	$23.81	$24.82	$25.87
Step 8	$21.24	$22.14	$23.07	$24.05	$25.07	$26.12
Step 9	$21.45	$22.36	$23.30	$24.29	$25.31	$26.38
Step 10	$21.66	$22.58	$23.53	$24.53	$25.56	$26.64
Step 11	$21.89	$22.81	$23.78	$24.78	$25.83	$26.92
Step 12	$22.10	$23.04	$24.01	$25.03	$26.08	$27.18
Step 13	$22.32	$23.27	$24.25	$25.27	$26.34	$27.45
	Grade J	Grade K	Grade L	Grade M	Grade N	Grade O
Step 14	$22.54	$23.50	$24.49	$25.52	$26.60	$27.73
Step 15	$22.78	$23.74	$24.73	$25.79	$26.88	$28.01
Step 16	$23.00	$23.97	$24.99	$26.04	$27.14	$28.29
Step 17	$23.23	$24.21	$25.23	$26.30	$27.41	$28.57
Step 18	$23.46	$24.45	$25.48	$26.56	$27.68	$28.86
Step 19	$23.69	$24.69	$25.74	$26.83	$27.97	$29.15
Step 20	$23.94	$24.95	$26.00	$27.10	$28.24	$29.43
Step 21	$24.17	$25.19	$26.26	$27.37	$28.52	$29.73
Step 22	$24.41	$25.44	$26.52	$27.64	$28.81	$30.03
Step 23	$24.65	$25.70	$26.79	$27.92	$29.10	$30.33
Step 24	$24.91	$25.96	$27.06	$28.20	$29.39	$30.63
Step 25	$25.15	$26.22	$27.32	$28.48	$29.68	$30.94
Step 26	$25.40	$26.48	$27.59	$28.76	$29.98	$31.25
Step 27	$25.65	$26.74	$27.88	$29.05	$30.28	$31.56
Step 28	$25.92	$27.01	$28.15	$29.34	$30.58	$31.88
Step 29	$26.18	$27.28	$28.43	$29.63	$30.89	$32.19
Step 30	$26.43	$27.55	$28.71	$29.94	$31.20	$32.51
Step 31	$26.70	$27.83	$29.01	$30.23	$31.51	$32.85
Step 32	$26.97	$28.11	$29.30	$30.53	$31.83	$33.17
Step 33	$27.24	$28.39	$29.59	$30.84	$32.14	$33.50
Step 34	$27.51	$28.67	$29.89	$31.15	$32.46	$33.84
Step 35	$27.79	$28.96	$30.18	$31.46	$32.78	$34.18
Step 36	$28.06	$29.25	$30.48	$31.77	$33.12	$34.51
Step 37	$28.34	$29.54	$30.78	$32.09	$33.45	$34.87
Step 38	$28.62	$29.84	$31.10	$32.41	$33.78	$35.21
Step 39	$28.92	$30.14	$31.41	$32.73	$34.12	$35.56
Step 40	$29.20	$30.43	$31.72	$33.07	$34.46	$35.92
Step 41	$29.49	$30.74	$32.04	$33.39	$34.80	$36.28
Step 42	$29.78	$31.05	$32.36	$33.72	$35.16	$36.64
Step 43	$30.09	$31.36	$32.68	$34.07	$35.50	$37.01

APPENDIX III

Policy GBQ-E Exhibit

REASON FOR LEAVING TUSD	Eligibility for Rehire
Voluntary Resignation	Eligible
Retirement	Eligible
Contract Term Ends	Eligible
Probationary Period Termination/Nonrenewal	Mandatory Record Review
Expired Certificate/license required for position	Eligible (once credentials are reestablished)
Poor Performance	Mandatory Record Review
Unsafe Work Practices	Mandatory Record Review
Job Abandonment	Mandatory Record Review
Poor Attendance	Mandatory Record Review
Resignation in lieu of Dismissal	Mandatory Record Review
Felony conviction	Ineligible
Failure or refusal of a test for drugs/alcohol administered by TUSD while in a job working with students	Ineligible
Separation Agreement stating ineligibility	Ineligible
Theft	Mandatory Record Review
Possession, use, of drugs or alcohol on school property on at a school-sponsored activity	Ineligible
Firearms Possession	Ineligible
Threats or Intimidation as defined in ARS 13-1202	Ineligible
Assault as defined in ARS 13-1203 or Aggravated Assault under any of the circumstances described in ARS 13-1204	Ineligible
Loss of Fingerprint Clearance for criminal conviction	Ineligible
Breach of Confidentiality	Mandatory Record Review
Commission of a Crime	Mandatory Record Review
Sexual offenses as defined in ARS 13-1401 *et seq.*(Indecent exposure to a minor, public sexual indecency, sexual abuse, sexual conduct with a minor, sexual assault, unlawful sexual conduct, molestation of a child, bestiality)	Ineligible

Exhibit GBQ-E – Reason for Leaving TUSD – 10/02/2019

REASON FOR LEAVING TUSD	Eligibility for Rehire
Sexual Exploitation of a Minor/Child Pornography as defined in ARS 13-3551, *et seq.*	Ineligible
Child Abuse as defined in ARS 8-201(2)	Ineligible
Child Neglect as defined in ARS 8-201(25)	Mandatory Record Review
Discrimination as defined in Governing Board Policy AC if such discrimination was the sole basis for the termination.	Ineligible
Discrimination as defined in Governing Board Policy AC if such discrimination was not the sole basis for the termination.	Mandatory Record Review
Deliberately suppress or distort information or facts relevant to a pupil's academic progress; Misrepresent or falsify pupil, classroom, school, or district-level data from the administration of a test or assessment;	Ineligible
Engage in a pattern of conduct for the sole purpose or with the sole intent of embarrassing or disparaging a pupil;	Mandatory Record Review
Use professional position or relationships with pupils, parents, or colleagues for improper personal gain or advantage;	Mandatory Record Review
Make any sexual advance toward, engage in sexual activity, a romantic relationship, or dating of a pupil or child.	Ineligible
Use school equipment to access pornographic, obscene, or illegal materials	Mandatory Record Review
Engage in conduct which would discredit the teaching profession.	Mandatory Record Review
Submit fraudulent requests for reimbursement of expenses or for pay	Mandatory Record Review

Exhibit GBQ-E – Reason for Leaving TUSD – 10/02/2019

TUCSON UNIFIED SCHOOL DISTRICT

2026-2027

TEA WHITE COLLAR
AND
FOOD SERVICE
AGREEMENT

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ARTICLE ONE

DEFINITIONS

1-1 The term **ASSAULT** shall mean unlawfully causing any physical injury to another; intentionally placing another in reasonable apprehension of imminent physical injury through verbal or physical means (initiating/hazing, threats/intimidation, bullying); knowingly touching another with intent to injure, insult, or provoke such person. An assault does not require actual physical contact.

1-2 The term **ASSOCIATION** shall mean the Tucson Education Association.

1-3 The term **BARGAINING UNIT** shall mean all regularly assigned part-time and full-time employees in a classification listed in Appendix I, excluding confidential, temporary, initial probationary employees, substitutes and other employees designated by the Board.

1-4 The term **BOARD** shall mean the Governing Board of the Tucson Unified School District.

1-5 The term **BREAK** shall mean a specified uninterrupted paid, duty-free period during the workday.

1-7 The term job **CLASSIFICATION** shall mean a designated title for like positions as set forth in Appendix I.

1-8 The term **DATE OF HIRE** shall mean the most recent date an individual is employed in a regular part-time or full-time position, exclusive of temporary and/or substitute employment.

1-9 The term **DAY(s)** shall mean working days. Working days are considered to be those exclusive of holidays and weekends. During the summer, working days will be those when the District's Central Administrative Offices are open for business with the public.

1-10 The term **DEMOTION** shall mean a change in assignment of ESP(s) from a position in one classification to a position of another classification having a lower salary grade.

1-11 The term **DISTRICT** shall mean the Tucson Unified School District No. One.

1-12 The term **EDUCATION SUPPORT PROFESSIONAL (ESP)** shall mean an employee hired to fill a part-time or full-time position in a job classification listed in Appendix 1, and any other positions created during the term of this agreement, for which the Association negotiates, excluding confidential, temporary, initial probationary employees, substitutes, and other employees designated by the Board.

1-13 The term **EMERGENCY** shall mean an event which a reasonable, prudent person could not have reasonably prepared for and foreseen.

1-14 The term **EXTRA DUTY** shall mean those duties performed above and beyond the regular position and compensated according to The Federal Fair Labor Standards Act (FLSA).

1-15 The term **FAMILY** shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the ESP has or shares a major financial responsibility and is an established resident within ESPs the household.

1-16 The term **FTE** shall mean full-time equivalent.

1-17 The term **FULL-TIME** shall mean working 30 to 40 regularly assigned hours per week.

1-18 The term **GRIEVANCE** shall mean an action filed by an ESP alleging a violation, misinterpretation, or inequitable application of the terms or conditions of this Agreement.

1-19 The term **LAYOFF** shall mean a loss of regular employment with the District due to a lack of available work.

1-20 The term **LETTER OF DIRECTION** shall mean a letter from a supervisor to an ESP specifying certain directions to be followed.

1-21 The term **LUNCH PERIOD** shall be defined as a duty-free unpaid period of at least one-half (l/2) but no more than one (1) hour, scheduled as near as practical to the middle of an ESPs work shift.

1-22 The term **MENTAL HARASSMENT** shall mean to bother or torment repeatedly and persistently.

1-23 The term **OUT- OF-CLASS** shall mean an assignment in which an ESP is replacing an absent ESP in the classification or is assigned to the classification and given the responsibilities of the position.

1-23 The term **PART-TIME** shall mean working 20 or more regularly assigned hours per week, but less than 30 regularly assigned hours per week. Food Service employees hired before July 1, 1995, and who work less than twenty (20) regularly assigned hours per week are also considered part-time employees. These less than four-hour Food Service employees are not eligible for sick and personal leave, holiday pay, and insurance benefits listed in this Agreement.

1-24 The term **PERSONNEL FILE(S)** shall include those files in the possession of the ESPs supervisor which contain information concerning an ESP, exclusive of the supervisor's personal notes regarding the ESPs performance/conduct. The Personnel File maintained by Human Resources shall be considered the official personnel file.

1-25 The term **INITIAL PROBATION** shall mean a period of ninety (90) continuous workdays from the initial date of employment in a regular bargaining unit position with the management option of extending probation, based on written evaluation, by an additional ninety (90) continuous workdays. Management may also waive the probation period.

1-26 The term **PROMOTION PROBATION** shall mean a period of ninety (90) continuous workdays from the initial date of promotion in a regular full-time or part-time position with the management option to extend probation, based on written evaluation, by an additional ninety (90) continuous days. Management may also waive the probation period.

1-27 The term **PROFESSIONAL DEVELOPMENT** shall mean the voluntary participation by ESPs in any approved activity (as defined in Article 16) and selected by the individual. Professional development may count for reimbursement or compensation**.**

1-28 The term **PROMOTION** shall mean a non-temporary change in an ESPs job classification that would result in a higher pay grade.

1-29 The term **RECLASSIFICATION** shall mean a process by which an employee's position is evaluated to determine whether it is appropriately classified which may result in an upgrade, downgrade, rate of pay frozen at current rate (off schedule) or no change at all.

1-30 The term **REGULAR POSITION** shall mean a part-time or full-time Assignment within a classification of the bargaining unit which is assigned to a particular site or department, and which is budgeted as part-time or full-time and is not temporary, out of classification, or substitute in nature. Person(s) selected to fill such positions are regular ESPs.

1-31 The term **REPRESENTATIVE** shall mean any TEA member that is designated by the association to perform a function for the association. Upon request, the TEA president shall provide notification of such representatives.

1-32 The term **SCHOOL COUNCIL** shall mean the body of stakeholder representatives including site administration, faculty and staff, parents/guardians of pupils who attend the school, community representatives, and/or students established pursuant to A.R.S. §15-351.

1-33 The term **BARGAINING UNIT SENIORITY** shall mean the total number of years of uninterrupted service in a regular classification in the bargaining unit. However, seniority will not accrue during unpaid leaves of absence.

1-34 The term **DISTRICT SENIORITY** shall mean the total years of uninterrupted service calculated from the ESPs most recent date of hire with the District in a regular position. However, seniority will not accrue during unpaid leaves of absence**.**

1-35 The term **SHARED DECISION-MAKING** shall mean the process of decision making at a worksite in which decision making is shared by the site administrator(s), teachers, parents/guardians and ESPs within the framework of each site's school council and Governing Board Policy. Shared decision-making shall be synonymous with the term site-based decision-making.

1-36 The term **STAFF DEVELOPMENT** shall mean the required participation by ESPs in in-service activities. Staff development hours shall not count toward Professional Development credit unless ESPs use personal time.

1-37 The term **SUBSTITUTE** shall mean a person hired for an unspecified period of time to replace a regular ESP who is absent with no guarantee of continuous worksite or hour assignment. It is not the intent of the District to use substitutes in place of filling a vacancy.

1-38 The term **SUPERVISOR** shall mean a person in a position designated by the Governing Board as supervisory/exempt or administrative.

1-39 The term **TEMPORARY EMPLOYEE** shall mean a person in a white collar classification hired for a period of employment.

The ninety (90) daytime limitation for employment of temporary ESPs does not apply to teacher assistants whose positions depend upon enrollment or temporary ESPs replacing persons on leaves of absence.

1-40 The term **TRANSFER** shall mean a change in worksite that entails no change in rate of pay and that involves a regular ESP.

1-41 The term **VACANCY** shall mean a regular position which has not been eliminated and has previously been held by a member of the bargaining unit or a newly created bargaining unit position which is not filled administratively through the layoff process, returning from leave, demotion, involuntary transfer processes or assignment in accord with ADA.

1-42 The term **WORK WEEK** shall be a seven (7) consecutive calendar day period.

ARTICLE TWO

GENERAL PROVISIONS

2-1 Savings Clause

The Board and the Association recognize that the Board has certain powers, discretions, and duties that under federal law, the Constitution and laws of the State of Arizona may not be delegated, limited to or abrogated by an Agreement with any party. Accordingly, if any provision of this agreement or any application to any ESP covered hereby shall be found contrary to law, such provision or application shall have effect in the law only to the extent permitted by law, but all other provisions or applications of this Agreement shall nevertheless continue in full force and effect. The Association and District shall immediately reopen negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

2-2 Discrimination

A. Neither the District nor the Association shall discriminate against any ESP on the basis of race, religion, color, national origin, age, gender, gender identity, marital status, disability, or membership or participation in the Association's activities.

B. An ESP shall have the right to be free from physical or verbal abuse, mental harassment and racial, ethnic, or derogatory and/or defamatory statements.

C. Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Titles VI and vii of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, and other federal and state nondiscrimination laws and regulations.

D. The rights, privileges and benefits provided by virtue of this agreement shall be applied equitably to all ESPs.

2-3 District Rights

The District retains the right to manage its business, including the right to hire, layoff, assign, discipline, transfer, promote or terminate ESPs, subject only to such regulations and restrictions governing the exercise of these rights as are expressly provided in this Agreement.

2-4 Alteration

A. No change, revision, alteration or modification of this agreement in whole or in part shall be valid unless the same is ratified by both the Board and the Association and endorsed in writing hereon.

B. In case of emergency for during the term of this agreement, either party may request in writing to the other to reopen any article(s) for negotiation.

ARTICLE THREE

RECOGNITION

3-1 The District recognizes the Association as the exclusive representative of ESPs, and will negotiate terms and conditions of employment with the Association.

3-2 The District will post the White Collar/Food Service and Consensus Agreements on its website within thirty (30) calendar days from the date of Board approval and ratification by the Association.

ARTICLE FOUR

ASSOCIATION DUTIES AND OBLIGATIONS

4-1 As the exclusive representative of ESPs as defined in Article 1-1, Tucson Education Association (TEA) is obligated to represent all ESPs in the bargaining unit in good faith.

4-2 Hold Harmless/Indemnity

The Association shall indemnify and save harmless the District from and against any and all claims, damages or suits or other forms of liability which may arise out of or by reason of any action taken by the District or the Association for the purposes of complying with this Agreement.

4-3 The Association as a covered entity shall comply with all regulations as specified in the Americans with Disabilities Act (ADA).

ARTICLE FIVE

ASSOCIATION RIGHTS

5-1 Facilities

With prior notification, the Association and its representatives shall have the right to use District facilities at reasonable times when there is no disruption of normal activities for the purposes of conducting Association business.

5-2 Communications

A. The Association and its representatives shall have the right to post notices of activities and matters of Association concern on a designated bulletin board at reasonably accessible places at each worksite. The responsible supervisor at the site, or the designee, shall be given a copy of all material to be posted prior to actual posting. Documents posted may not include any defamatory material or advocate insubordinate acts.

B. The Association shall have the right to utilize the District's mail system to communicate with members of the bargaining unit on matters authorized by a responsible Association representative as evidenced by the Association logo. The Superintendent or the designee shall be given a copy of matters communicated through the District's internal mail system prior to distribution to ESPs. Documents communicated through the District's internal mail system may not include defamatory material or advocate insubordinate acts.

5-3 Information - Seniority List

Upon request, the District shall make available to the Association a list of ESPs organized by department (per group) in alpha order by classification and shall also include bargaining unit seniority date and number of hours worked.

5-4 Payroll Deduction

A. Upon receipt of written authorization from any individual, the Board agrees to deduct from the salary of members of the Tucson Education Association the annual amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by the Association. The Board further agrees to promptly transmit all such monies so deducted to the Association within five (5) days after deductions are made.

B. The individual's written authorization shall remain in effect during the term of employment of the individual unless employee revokes their authorization. Revocation shall be accomplished exclusively in the following manner: The individual shall initiate the requested revocation by providing written notice to the Association.

C. The deductions shall be made in equal amounts starting with the first full pay period after the start of the school year, or the first full pay period after District receives the individual's authorization.

D. In the event the individual's employment terminates, the Board has no obligation to recover any unpaid dues amounts for the Association. In addition, the Association agrees to indemnify the Board against any actions taken by any person for making any payroll deductions as specified in this Article 5-4.

5-5 Association Representatives

A. Association Representatives may take reasonable time off from work to provide representation for ESP(s) as defined in Article 6-2 and for the purposes of contract administration**.** An Association Representative shall notify the supervisor of any planned absence at least two (2) workdays in advance. Any Association Representative with the permission of their immediate supervisor may be released with less than two (2) days' notice, workload permitting.

Association Representatives will submit a form designated by the District to their supervisor when they notify the supervisor of their planned absence. This form will be maintained as a record of the time used by the Association Representative.

The Association will provide the District with the names of Association Representatives in each building and those members of official committees by October 15 and February 15 of each year of this Agreement.

B. **1.** TEA representatives shall be granted released time for AEA Delegate Assembly, time spent as a member of the TEA White Collar/Food Service Bargaining Team, and TUSD/TEA consultations or involvement in a third step grievance hearing or arbitration proceeding.

2. The following released time shall be provided, and substitute salary shall be paid by the Association:

a) Released time requests requiring substitutes for members of the TEA White Collar/Food Service Bargaining Team prior to March 1;

b) Released time requests requiring substitutes which exceed 20 days. The following release time requests shall not be included in those 20 days: AEA Delegate Assembly; time spent as a member of the TEA Bargaining Team on or after March 1; TUSD/TEA consultation; and/or Level III grievance or arbitration proceedings.

3. In addition to the ESP filling out the released time form (20-12), TEA will notify in writing the Chief Human Capital Officer in advance of released time requests. If the request is for AEA Delegate Assembly, time spent as a member of the Bargaining Team; a TUSD/TEA consultation; or a Level III grievance/arbitration, the written notification will indicate the reason.

4. Supervisors shall be given two (2) days advance notice.

5-6 Access

Association representatives shall have access to records and files of all non-confidential information necessary to the determination and processing of any grievances.

5-7 Consultation

A. Upon request of the Association or the District, the Association and the District agree to meet and consult at least once per month. Topics of discussion shall include matters of concern to either party. Released time may be granted to allow ESPs to participate in TUSD/TEA consultations.

B. The District and the Association agree to have the following two joint committees for the term of this Agreement. The purpose of each is stated below:

1. Review of Exceptional Education Issues

2. Professional Development Committee as outlined in Article 16

Each committee shall be composed of up to eight (8) members, four (4) members appointed by the Superintendent and four (4) members appointed by the TEA president. The committees will begin meeting no later than October 1 of each school year. Each committee will provide, upon request, a quarterly update to the superintendent, and will present its findings and recommendations to the Superintendent and TEA. If applicable, the joint committees will forward their recommendations to the TUSD and TEA bargaining teams for consideration in future negotiations.

5-8 Job Descriptions

Within ten (10) days of request by the Association, the District shall make available to the Association a job description for those classifications in the bargaining unit, including any additions made during the life of this Agreement. The District shall provide any modifications or new job descriptions to the Association within ten (10) days of implementation.

5-9 Board agendas and minutes will be available to the Association.

5-10 Upon request, the District will provide to the Association the following ESP information:

A. List of all ESPs who have had an increase or decrease in assigned hours (indicate change in hours) by the third Wednesday of each month.

B. List of all temporary/hourly ESPs and substitutes, including name, position, and site, upon request of the Association.

5-11 Association President and Vice President

Wherever the term Association is used, it is understood that the President of the Association or the designee acts for the association. The Association President and Vice President shall be entitled to a paid leave during the term of office and shall not suffer a loss of benefits. The Tucson Education Association shall reimburse the District for the cost of the paid leave and benefits.

5-12 The Association will be invited to participate in any group orientation the District holds for newly hired ESPs in the White Collar / Food Service bargaining units.

ARTICLE SIX

EDUCATION SUPPORT PROFESSIONAL RIGHTS

6-1 Personnel File

A. During Human Resource's normal business hours, an ESP, with or without an accompanying Association representative, may review the contents of their personnel file(s) (microfiche and hard copy) and to receive a copy of each at Board expense, which shall be kept in Human Resources.

B. Each ESPs personnel file shall contain all documents used in personnel actions and records of personnel actions involving the ESP. An ESP shall have the right to indicate in writing to the appropriate office those documents in their personnel file which may be obsolete, inaccurate or otherwise inappropriate to retain. Upon receipt of the written request to the Employee Relations Office said documents shall be reviewed by the Chief Human Capital Officer, and if determined to be obsolete, inaccurate, or otherwise inappropriate to retain, shall be destroyed within thirty-five (35) workdays. Letters of said request shall not be contained in an ESPs personnel file after such a process is requested and completed.

C. No derogatory material regarding an ESPs conduct shall be placed in the personnel file unless the ESP has been given the opportunity to review all material and an opportunity to indicate such review was completed by signing the documents. Signature shall not indicate agreement with the documents, only that a review has been completed. A written signed response to the materials may be completed by the ESP within ten (10) days and this response will be attached and placed in the personnel file. An ESP may provide a representative with a signed, dated permission statement allowing a specific designated representative to have access to and copy at reasonable cost the content of the ESPs official personnel file. Such permission shall be for a specific duration of time with a fixed termination date never longer than ten (10) days from the date of the signed permission statement. All representatives shall process such statements through the Chief Human Capital Officer prior to access to the ESPs official personnel file.

D. Grievance and materials related to grievance proceedings shall not be kept in the ESPs personnel file. Exceptions to this would be:

1. Personnel Action Forms;
2. Adjustments to issued reprimand letters;
3. Copies of grievance settlements stipulating the settlement in lieu of a Personnel Action Form.

6-2 Association Representation

Upon request, an ESP has the right to representation for the following:

A. Grievance procedures;
B. When receiving any disciplinary action;
C. When discussing an evaluation. If postponement of a meeting occurs in order to obtain a representative, that delay shall not invalidate the evaluation.
D. During the classification appeals procedure;

E. For meeting(s) reasonably requested by the ESP on job-related concerns. Such requests will not be unreasonably denied. Meetings on job-related concerns may be scheduled before, during or after the work hours;

F. When reviewing ESPs personnel file.

The ESP shall be responsible for arranging representation prior to the scheduled meeting. The District shall afford the ESP reasonable time to make such arrangements, should representation be desired by the ESP.

6-3 Complaints

Any complaints regarding an ESP which may have an effect on the ESP's evaluation, continued employment, or which may result in disciplinary action, that are made to the administration by any parent, student or other person, shall be in writing and a copy shall be furnished to the ESP within five (5) days, excluding days for which the ESP is absent. Where the original complaint was in writing, a copy of that written complaint shall be furnished to the MBU. Where the original complaint was either made verbally or based on the administrator's own observations, a detailed written summary of that complaint shall be furnished to the MBU. Delivery of either the written complaint or the written summary shall be within five (5) days of the administrator's learning of the complaint. Said ESP shall have the right to respond in writing within five (5) days and the response shall be reviewed by the administrator and attached to the complaint. Should the complaint result in disciplinary action, the discipline shall be issued within five (5) days from receipt of the response and the source of the complaint will be disclosed to the ESP.

6-4 Nepotism

Supervision, evaluation and the recommendation for hiring, retention, promotion, transfer, assignment, leave, salary, grievance adjustment, or discipline of an ESP shall not be made by a member of the family or an established person within the ESPs household.

6-5 Discrimination

ESPs shall have the right to be free from physical or verbal abuse, mental or sexual harassment, and racial, ethnic or derogatory and/or defamatory statements.

6-6 Political Action

An ESP shall have the liberty of political action outside of their work hours provided such action is within the laws of the United States of America and the State of Arizona; and provided further that such action does not impair their respective capacities.

An ESP shall be free from political coercion, or the pretended necessity of making political contributions of money, or other things of value, or engaging in any political work or activity against their wishes under the assumption that failure to do so will in any way affect their status as an ESP of the District.

6-7 Outside Employment

An ESP may secure outside employment beyond their normal workday, providing such employment does not interfere with the ESPs performance in their position with the District. No negative evaluation of performance or disciplinary action shall be predicated upon lawful, non-school related employment which has no impact upon the ESPs job performance.

6-8 Lawsuits and Liability

In case of a lawsuit against an ESP(s) by a third party, the District shall keep the ESP(s) informed regarding the handling of the incident. The ESP(s) will be informed by the District of the extent of coverage within the limitation of District policy of liability coverage.

6-9 Break Area

An area shall be provided at each site for the use of ESPs. The area shall be tobacco and smoke-free, adequately heated and cooled, and shall be accessible during working hours. The District shall provide a telephone in the area used as a staff lounge for the use of MBUs and ESPs to make local telephone calls.

6-10 Policy Handbook - Food Service

At the beginning of each school year, the Food Service Department shall make ESPs (paid from Food Service funds) aware of department rules and regulations. Such rules and regulations shall not conflict with any provisions of this Agreement. ESPs will be made aware of any changes in such rules and regulations.

6-11 Use of District Property

ESPs may use District property, supplies, materials, and work time only as necessary to complete their assigned work.

6-12 Student Supervision

A. School clerical and Food Service personnel shall not be required to teach or administer discipline to children. When students referred for discipline are sent to the office of the school and the principal is out of the building, the principal designee will be notified immediately.

B. An ESP may, within the confines of State law, protect themselves or other persons.

C. When an ESP and the site administrator have mutually determined that the ESP has been physically assaulted by a student, the ESP will be allowed up to two (2) days leave not charged to the ESP.

D. When an ESP and the site administrator have mutually determined that the ESP is in imminent physical danger through verbal, written or physical assault, the ESP may be allowed up to two (2) days leave not charged to the ESP.

6-13 Seniority Tie Breaker

In the event two or more ESPs share the same date of hire, seniority shall be determined by utilizing the last four digits in the ESP social security numbers. The ESP having the lowest number shall have the most seniority and others will be ranked from lowest to highest for their seniority order.

6-14 Physical Facilities

No ESP shall be required to work in any location which has been determined to be hazardous to ones health and/or safety by proper authority, i.e., Building Administrator, Health Inspector, Fire Inspector, District Engineer, etc. When buildings and/or worksites are closed because of emergencies, unsafe or hazardous conditions, ESPs may be temporarily reassigned to different locations until such time as the emergency or condition is rectified. No ESP shall suffer loss of pay resulting from these conditions.

6-15 Substitutes

A. In assigning a substitute to cover for the office manager or health clerk, priority will be given to schools where principals have dual assignments. Second priority will be given to school offices staffed with one person.

B. At all worksites, if a clerical ESP is out for an extended absence, a reasonable effort will be made to provide a substitute clerk, subject to District needs and the availability of funds.

C. It is not the intent of the District to use substitutes in place of filling a vacancy, or use an ESP as a substitute for a certificated employee.

6-16 Job Description

A. A description of duties for the specific classification shall be given to each new ESP when hired or when an ESP changes classification and will be available in Human Resources to current ESPs. The District shall notify the ESP with a written or electronic copy of any changes made to the minimum requirements, essential functions or marginal functions of the job descriptions at least ten days prior to implementation.

B. If necessary, training will be provided by the District within 90 days to an ESP whose job description has been modified as described in 6-15-A.

C. ESPs shall not be used as substitutes in certified positions and shall perform only those duties associated with their authorized assignment.

D. The duties and/or changes to duties to be performed by teacher assistants shall be approved by the teacher before the assignment is made. Any duties assigned shall comply with the federal program guidelines for teacher assistants in federally funded programs.

E. ESPs who are required to perform medical procedures, as outlined in their job descriptions, student individualized education plans (IEPs) and/or student 504 accommodation plans, shall receive proper training before performing such procedures without supervision. To ensure student safety, the District shall designate appropriate personnel to conduct said trainings, which shall include instruction/demonstration, observation of the ESP and documentation of completion. Every effort shall be made to provide the appropriate facilities, equipment and supplies necessary for said procedures to ensure student and ESP safety.

6-17 Health Office Coverage

All schools will be staffed with either a nurse or health assistant for those hours school is in session. If school health offices are not staffed by personnel hired specifically for that position, then clerical personnel shall not be required to dispense medication or administer first aid without first being provided specific training.

ARTICLE SEVEN

GRIEVANCE PROCEDURE

7-1 A. The District and the Association acknowledge that it is usually most desirable for an ESP and their immediate supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the ESP, a grievance may be filed to address an allegation of a violation of this agreement.

B. The purpose of this grievance procedure is to secure equitable solutions to a claim of the grievant in an equitable manner and at the lowest possible level.

7-2 Immediate Supervisor

1. In any school, the immediate supervisor is deemed to be the building principal, principal designee or acting principal in their absence, or the Food Service Manager/Designee.

2. If an ESP works at more than one school, the immediate supervisor shall be deemed to be the supervisor with whom the grievance has been filed.

3. If an ESP is not assigned to an individual school, the immediate supervisor is deemed to be the administrator by whom the ESP is evaluated.

7-3 Level One

A. An ESP with a Level I grievance shall first present it orally and informally, with or without a representative, to the grievant's immediate supervisor within fifteen (15) days from the occurrence of the alleged violation, or fifteen (15) days from the time the alleged violation is known to the grievant or the Association.

B. When presenting a Level I grievance, the grievant must specifically inform the immediate supervisor that the presentation is a Level I grievance. A Level I grievance shall include the following:

1. Date of alleged violation;

2. Section of Agreement allegedly violated;

3. Relief requested.

7-4 Level Two

A. If resolution is not reached by means of the Level I grievance procedure, the grievant shall have five (5) days from the date of the Level I grievance meeting to file a written grievance. The grievant may

present a claim in writing to the immediate supervisor, either directly or through the Association.

B. A written grievance shall meet the following specifications:

1. It shall contain a synopsis of the facts giving rise to the alleged violation or misinterpretation, including appropriate dates.
2. It shall contain the specific section of this Agreement which has been allegedly misinterpreted or allegedly inequitably applied.
3. It shall state the relief requested.
4. It shall be signed and dated by the grievant.

C. Within five (5) days after receiving the written claim of grievance, the immediate supervisor shall state the decision in writing and forward it to the Superintendent or designee, the grievant, and the Association.

7-5 Level Three

A. Within ten (10) days after receiving the written decision of the immediate supervisor or designee, (or within twenty (20) days from the date the Level I was filed if there was no written response to the Level II), the grievant may, either in person or through the representative, submit a written appeal from the immediate supervisor's decision to the Director of Employee Relations. Said appeal shall be accompanied by copies of the original claim of grievance and the immediate supervisor's written decision and shall state with particularity objections to that decision. The Director of Employee Relations shall investigate the claim, evaluate the evidence, and within ten (10) days after receiving the written appeal schedule a hearing, and within ten (10) days after the hearing, state in writing a decision. The Association shall receive copies of all grievance decisions made as a result of hearings without Association Representation. Such decisions will not be used by either party as precedent in future grievances.

B. A copy of the original grievance and the Level III decision shall be sent to the Association at the same time the Level III decision is provided to the grievant.

C. The Level III filing will be submitted with at least one date (within five (5) days of filing) when the Association representative and the grievant will be available.

7-6 Level Four - Arbitration

A. Only grievances arising out of an alleged misinterpretation or alleged violation of the express terms of this Agreement may be submitted to Level IV, and only on petition of the Association. All arbitration hearings will be held at times and locations mutually agreeable to both the District and the Association.

B. If the response of the Level III review does not result in resolution of the grievance, the Association on behalf of the grievant may invoke this Level IV procedure within ten (10) days of the receipt of the Level III decision.

C. The Director of Employee Relations and the Association shall submit the issue and schedule a hearing date with the selected arbitrator within ten (10) days of filing of the grievance at Level IV.

7-7 Selection of Arbitrators

The selection of arbitrators to hear TEA grievances shall be accomplished in the following manner:

TEA and TUSD shall agree on a list of arbitrators who are acceptable to both TEA and TUSD. The arbitrators shall be placed on a list in alphabetical order and assigned in that order as each grievance is filed. The intent is to rotate arbitrators. If an arbitrator's schedule prevents a mutually agreeable hearing date from being scheduled within forty-five (45) calendar days of filing for arbitration, then the next arbitrator on the list shall be assigned that grievance.

7-8 Arbitration

A. The arbitrator shall be bound by the following:

1. The arbitrator shall neither add to, detract from, nor modify the language of this Agreement.

2. The arbitrator shall expressly be confined to the precise issues jointly submitted by the parties. If the parties are unable to reach agreement on the submission of issues, the arbitrator shall formulate the issues to be determined.

B. The findings and recommendations for relief of the arbitrator shall be advisory. A copy of the decision shall be submitted to both parties within thirty (30) days of the hearing.

C. The fees and expenses of the arbitrator shall be borne equally by the parties. All other expenses shall be borne by the incurring party.

7-9 Time Limits

A. Failure at any step in this procedure to communicate the decision to the grievant by management within the specified time limit shall permit the grievant to proceed to the next step.

B. Failure at any step to appeal a grievance to the next higher step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step. Time limits specified in the grievance procedure may be extended in any specific instance only by mutual written consent of both parties.

7-10 Reprisals

No reprisals shall be taken by the District or the Association against a grievant or witness(es) because of participation in the grievance procedure.

7-11 Group Grievance

If, in the judgment of the Association representative, the grievance affects a defined group of ESPs, the Association may pursue the grievance at Level III. Prior to filing the written Level III grievance, TEA shall first present the grievance orally to the Director of Employee Relations in accordance with the Level I provisions.

7-12 Hearings and Decisions

A. At each of the levels of the grievance procedure the grievant, and their representative shall be given a reasonable opportunity to be heard. Hearings at each level will be held at times mutually agreeable to both the District and Association.

B. All decisions at Level II and Level III shall be in writing and shall include supporting reasons. Copies of all decisions and recommendations shall be promptly furnished to all parties in interest.

C. All decisions shall be implemented within ten (10) days unless stated otherwise in the decision.

7-13 Forms

Forms for filing grievances, withdrawing grievances, serving notices, taking appeals, making reports and recommendations and other necessary or related proceedings, shall be prepared by the District after consultation with the Association. Multiple copies shall be available upon request from TUSD Employee Relations or the Association.

7-14 Information

A. Reasonable access shall be made available to records and files of all non-confidential information necessary to the determination and processing of any grievance.

B. Only the following grievance information may be placed in an EPS's personnel file:
- **1.** Receiving additional monies/benefits;
- **2.** Placement on a salary schedule at a higher rate of pay;
- **3.** Placement in a position;
- **4.** Leave of absence and sabbatical approvals.

7-15 Participation in Grievance Process

A. Grievant(s) and a reasonable number of witnesses who testify orally at scheduled hearings or arbitration hearings shall receive their regular rate of pay for any part of their workday spent in the following grievance related activities:
- **1.** Attending scheduled grievance hearings;
- **2.** Attending arbitration hearings.

B. The ESP shall be released from their work duties only for the time necessary to testify and shall return to work immediately upon being released from the hearing. Arrangements for grievant(s) and witnesses must be made at least two (2) days prior to the scheduled hearing.

ARTICLE EIGHT

RECRUITMENT/SELECTION PROCESS

8-1 Vacancies

A. It is recognized that all position vacancies within the bargaining unit may represent a promotional opportunity for some bargaining unit member. Therefore, in recognition of the fact that the District encourages internal promotions/transfers in pursuing its intent to hire the best qualified person, the following procedures shall apply in filling all vacancies within the bargaining unit:
- **1.** Positions held by ESPs on leave status lasting over twelve (12) months will be considered vacancies and will be posted. When it is known a leave will extend beyond twelve (12) months, the position may be posted after the end of the eleventh (11) month.
- **2.** All vacancies shall be filled within twenty (20) days from close of posting except as provided in 8-1(3) below.
- **3.** Vacancies occurring within ninety (90) days of the end of the school year may be filled by temporary/hourly employees for the balance of the school year.
- **4.** During job fairs only, sites shall have the ability to offer on the spot hiring.

8-2 Job Vacancy Notices

A. Vacancies shall be posted on the TUSD website and in the Human Resources Department. All vacancy notices shall be posted for at least five (5) days prior to closing.

B. All vacancy notices may be posted at job sites.

C. Each vacancy notice shall include position, grade, hours, work location and closing date unless it is "opened until filled."

8-3 Promotion/Transfers/Voluntary Demotion

A. An employee wishing to apply for a promotion, transfer, or voluntary demotion, shall follow the application process as provided in 8-4 and shall be interviewed for the position if eligible. No employee voluntary transfer request shall be denied arbitrarily or capriciously.

B. To be eligible to compete for a promotion, transfer, or voluntary demotion, an ESP must have passed the initial and/or promotion probation period of their current position. ESP cannot be on an active plan of improvement or have pending discipline.

C. If an ESP is promoted to a higher grade, the new wage rate for the promoted ESP will be commensurate with the market average, the responsibilities of the position, job description and experience. The promotion shall reflect a minimum salary increase of 5%.

D. When an ESP voluntarily demotes (through the application process), the ESP will be placed in the new grade and classification at the step at which the ESP is currently paid in the classification being exited, relative to the starting step for that given position. This action will not be utilized as an alternative to disciplinary action.

8-4 Application

A. Any ESP meeting the minimum qualifications may apply for a vacancy by submitting an electronic application online on or before the advertised closing date.

B. All ESPs who apply and meet the posting criteria, shall be forwarded for consideration to the hiring authority along with any other candidates who meet the same requirements. Not less than three of the most senior ESPs shall be interviewed.

C. An ESP wishing to transfer to a vacant position elsewhere in the district in their same classification shall apply online by completely submitting an electronic application on or before the closing date of the position. Applications that meet the minimum requirements will be forwarded to the hiring authority for consideration.

D. Teacher Assistants shall not be assigned to a teacher without the teacher's participation in the selection process, unless the teacher is not available at the time of assignment, or when only one applicant is available for the position.

E. ESPs shall be allowed to flex their time to interview for another ESP position within TUSD.

F. ESPs will be paid their hourly wage if they serve on an interview team at the request of TUSD and/or within their TEA White Collar/Food Service capacity. No ESP shall exceed their guaranteed board approved hours for this service, and ESPs must have prior permission from their Supervisor.

8-5 Interview Process

A. The candidates selected for referral shall be interviewed by a committee composed of a gender and ethnically diversified committee of at least three (3) persons including:

1. One (1) employee selected from an Association generated list;
2. The immediate supervisor (Chairperson);
3. A non-administrator/staff member (for a school site vacancy), or an additional non-supervisory employee from the non-school site/department in which the vacancy occurs.

All interview questions or applicable skills tests, if necessary, shall be job-related and approved in advance by Human Resources in consultation with the Department Head.

The Chairman of the interview committee shall forward the name of the applicant being recommended for hire to the hiring authority or designee. No selection process shall be considered completed until Human Resources has reviewed the process and validated the selection.

It is understood, however, that the Board shall have final review and approval for all employment appointments.

Applicants who are interviewed, but not selected, will be notified within fifteen (15) days after the individual selected for the position has accepted, or when the vacancy has been canceled by the District.

B. The interview questions and final overall scores shall be made available for review to the grievant or representative in preparation for Level II grievance proceedings. The ESP will be charged a reasonable rate for copies of documents provided.

8-6 Site Priorities

When additional hours in a white collar position are available at a site, then white collar employees currently employed less than eight (8) hours per day at the site shall have priority for those hours as added

duty (does not increase regularly assigned hours) if the ESPs are qualified for the position and not currently working during the time the involved teacher(s) and/or administrator(s) determine(s) that additional hours are available. No ESP shall be scheduled to regularly work more than forty (40) hours per week.

ARTICLE NINE

RECLASSIFICATION

9-1 Procedure

A. An ESP who feels that their position has undergone a significant change in the kinds of duties, level of responsibility, and/or requirements shall submit a request for review of their position by filling out a Position Analysis Form available from the Human Resources Department. Once the Position Analysis Form is submitted to the supervisor, supervisor has ten (10) days to complete their portion and return it to the ESP. If the supervisor does not return the form within the stated timeline, the ESP shall forward the form to the Human Resources Department and the process will continue.

B. If the Human Resources Department performs an independent position audit, the ESP may also appeal the allocation as defined in 9-2 below.

C. An ESPs position will not be reviewed more than once every two (2) years.

D. The definition of classifications or the assignment of a classification to a pay grade on the wage schedule are matters left to the sole discretion of the District.

E. Within thirty (30) days of receipt of the analysis form, Human Resources shall inform the ESP of receipt. A meeting will be scheduled within thirty (30) days of notification to review their classification. The review may include but not be limited to:

1. Position Description Questionnaire;
2. Interviews;
3. Work Observation.

F. Thirty days following an individual ESPs classification review by the Human Resources Department, the ESP shall be notified in writing of the decision. If Human Resources needs to extend the timeline, the ESP shall be notified in writing of the need for such an extension. Said timelines do not apply to reclassifications submitted to an outside consultant.

9-2 Appeal

If the ESP disagrees with Human Resources' decision, ESP shall within twenty (20) days appeal the decision by corresponding with the Chief Human Capital Officer, specifically stating the reasons for an appeal. The Chief Human Capital Officer shall refer the appeal to the Classification Appeal Board composed of two (2) members appointed by the District and one (1) member appointed by the Association. However, no District appointee who has conducted the evaluation in the reclassification will serve as a voting member on the appeals committee. The Appeal Board shall review the appeal and within thirty (30) days of its receipt submit a recommendation to the Chief Human Capital Officer. The Chief Human Capital Officer shall, within ten (10) days of the Appeal Board's recommendation, correspond with the appealing ESP informing the ESP of the final decision.

The final decision by the Chief Human Capital Officer is not subject to appeal.

9-3 Wage Protection

A. If an ESP is reclassified to a higher grade, the new wage rate for the reclassified ESP will be commensurate with the market average, the responsibilities of the position, job description and experience but not less than five percent (5%).

B. An ESP shall not suffer a reduction in wages when the ESPs classification is changed to a lower grade. The ESP shall be placed at the step which is equivalent to the current rate of pay in the old classification, or frozen at their current rate of pay in the same classification (off-schedule) for a period not to exceed 12 months.

ARTICLE TEN

EVALUATION

10-1 Purpose

The evaluation is used to critique ESPs for the purpose of improving services in the District. This evaluation may be done on an annual basis or more frequently if necessary. The evaluation may provide one of the bases for administrative decisions regarding employment, promotion, demotion, or termination.

10-2 Evaluation Process

A. The administrator and/or immediate supervisor shall give a copy of the form to all ESPs, upon request.

B. Evaluation forms shall be completed by the administrator and/or immediate supervisor, discussed with the ESP in a conference, and signed by both**.** At least one evaluation per year shall be completed prior to May 13 for less than 12-month ESPs and prior to June 10 for 12 month ESPs. The original shall be retained in the ESPs file, a copy kept by the immediate supervisor, and a copy given to the ESP within five (5) days of the evaluation conference.

C. Teacher Assistant Evaluation

A teacher shall have input into their assigned teacher assistant's evaluation at least one (1) time per year. The site administrator is responsible for the evaluation.

D. Evaluation conferences shall be held in private away from the presence of pupils, parents, other ESPs, or the public. However, other individuals who are responsible for coordination of an ESPs activities may participate in that ESPs evaluation conferences.

10-3 ESP's Signature

The ESPs signature indicates only that the ESP has seen the written statement and does not necessarily indicate agreement with the contents of the statement(s). No ESP shall be required to sign a blank or incomplete form.

10-4 Rebuttal

An ESP may file objections in writing within ten (10) days of receipt of a copy of the completed form. If objections are filed, they shall be attached to all copies retained by the District.

10-5 Recommendations for Improvement

A. Recommendations for improvement shall be provided to ESPs upon recognition of any deficiencies. Recommendations for improvement shall be offered in writing to guide the ESP toward the solution of such deficiencies.

B. In the event an evaluation results in specific written recommendations for improvement, the ESP and supervisor shall meet within fifteen (15) days to determine a plan of action for meeting the recommendations of improvement. Follow-up evaluations will address progress or lack of progress in areas in need of improvement.

C. Recommendations for improvement shall not be based on any modifications to an ESPs job description if the District failed to notify the ESP of the modification as described in 6-16-A or to provide training as required in 6-16-B within 90 days of the modification.

10-6 Additional Evaluations

In addition to District-initiated evaluations, ESPs shall be provided up to two (2) additional evaluations in a year upon request of the ESP.

10-7 Surveillance

The use of eavesdropping or surveillance methods will not be used for conducting evaluations of ESPs. On school buses, video devices may be used to ensure student safety. The District shall notify the Association regarding the installation/use of any such equipment to be used for student safety. At no time shall the District use the security cameras in a location where ESPs or students have a reasonable expectation for

privacy.

10-8 Dismissal or Demotion
Dismissal or demotion of ESPs for performance deficiencies shall not be without just cause.

10-9 Pre-Termination Hearing
Prior to termination for performance deficiencies, a hearing will be held. An ESP will be notified in writing that they are immediately suspended with pay and that a pre-termination hearing is scheduled. Following the hearing, the decision of the supervisor will be communicated to the ESP and Human Resources. If termination is initiated, this decision will be communicated to the ESP by certified mail and a Personnel Action Form will be submitted to Human Resources. The ESP will be paid through the date of termination (which shall be no earlier than the day following the hearing) as specified in the letter. Dismissal can be appealed by filing a grievance directly at Level III.

ARTICLE ELEVEN

INVOLUNTARY ADJUSTMENT OF WORK

11-1 If the economic or efficient operation of the District makes it necessary to reduce the work force in any classification, attrition will be utilized as the first means of reducing the staff. If additional reduction is necessary, initial probationary, temporary and substitute ESPs in the affected classification at the site shall be laid off. If additional reduction is necessary after attrition and the layoff of temporary and/or substitute ESPs, then ESPs may be reduced in hours or months of employment, transferred, or laid off in accord with this Agreement. No involuntary adjustment of work shall be arbitrary, capricious, or without basis in fact. An involuntary adjustment of work shall not be used as a substitute for evaluation or disciplinary action.

A. Exceptions - Involuntary Transfer

1. When established exceptional education classes and their teachers are relocated to a new site, the exceptional education teacher assistant can relocate along with the class, provided the position continues to be budgeted.
2. In exceptional education situations where an exceptional education teacher assistant has been assigned on a one-to-one basis with a student and that student is relocated to a different site, the teacher assistant may relocate with the student, provided the position continues to be budgeted.

B. If an involuntary transfer within the same classification is not available, the ESP will be given the option of transferring to a vacant position in a comparable classification in which the ESP meets minimum qualifications or moving to a vacant position in a classification previously held within the bargaining unit by exercising their District seniority.

C. An ESP transferred in this process is not guaranteed the same number of months, days, or hours in the new assignment. Under no circumstance will an ESP be offered a position of less than four hours per day.

D. Under no circumstance shall an ESP be transferred into a classification that will result in a promotion, unless the previous classification has been upgraded through the reclassification process.

E. If after following all steps outlined above, there is no vacancy for an ESP the ESP shall be laid off pursuant to Article 12 below.

11-2 Involuntary Work Adjustment
If it becomes necessary for the district to involuntarily adjust an ESPs work assignment, the ESP within that classification, at that site, with the least classification seniority shall be the ESP affected.

1. Every effort will be made to maintain the ESPs scheduled hours (months & hours).
2. Under no circumstances will an ESP be offered a position of less than four (4) hours per day.
3. ESP shall be notified not less than twenty (20) days prior to a reduction.

ARTICLE TWELVE

LAY OFF

12-1 Procedures

A. If it becomes necessary to reduce the workforce of any classification in the bargaining unit, temporary and initial probationary employees occupying the affected classifications at the site shall be laid off first. Order of layoff shall be in the inverse order of classification seniority at the site.

B. The district shall notify the association and affected ESP(s) of a layoff as far in advance as possible, but at least four weeks in advance.

C. Laid off ESPs shall be recalled to their classification in the inverse order of layoff before a position within the affected classification is filled by promotion or initial hiring.

12-2 Recall

A. All temporary/substitute assignments shall be offered to be laid off ESPs on recall, in order of seniority, before any other person is offered a temporary/substitute assignment within the affected classification. Work as a substitute or temporary will not affect recall rights to a white collar/food service position.

B. The District shall maintain, as public record, a list of all ESPs who have retained recall rights. The list shall include the ESP's name, classification title, and date of hire into the District.

C. An ESP who is recalled from layoff shall be notified by phone or by mail at the phone number or address on file in the Human Resources department. The ESP is responsible for maintaining a current contact information in the human resources department. If the ESP does not contact the district's Human Resources Department within five (5) days from date of the letter, the offer will be rescinded. If the recall letter is returned as unclaimed, the district's obligation ceases. If the ESP accepts the offer of recall, they shall be available to work within ten (10) days of acceptance.

D. Individuals shall retain recall rights equaling the affected ESPs length of service up to a maximum of twelve (12) months from the day of layoff unless the ESP expressly withdraws in writing from the recall list. Individuals will have a date of hire and bargaining unit seniority as if they were not laid off. If, however, the individuals on layoff are not recalled within the eligibility time, their employment with TUSD shall be terminated and the District will not be obligated to provide seniority as defined above if hired into a different classification at a later date.

E. An ESP in a classification affected by a layoff shall retain recall rights in that classification. Laid off individuals shall be recalled in order of district seniority. If through a classification study a position, title, and/or responsibilities change significantly, the ESP shall be recalled to a position representative of the new classification category if minimum qualifications are met.

12-3 Order of Recall

A. Before any vacant full-time, twelve (12) month position is filled pursuant to Article 8 (Recruitment/Selection), the position shall be offered to be laid off full-time, twelve (12) month ESPs who meet the minimum qualifications. Laid off individuals shall be recalled in order of District seniority. Recall of any full-time, twelve (12) month ESP to a position of less than full-

B. time, twelve (12) months shall not eliminate the right of recall to a full-time, twelve (12) month position during the twelve (12) month period following recall.

C. Promotion

Under no circumstances will recall to a position result in a promotion.

12-4 Insurance Coverage and Continuation

When recalled ESPs return to work, all benefits including the appropriate step at the time of the layoff, shall be reinstated, and shall become effective the first day of the month after recall. While on layoff status, an ESP shall be allowed to participate in the COBRA insurance programs at their own expense.

12-5 Lay Off Protection

A. All regular part-time and full-time ESPs hired on or before August 16, 2000, shall not be laid off.

B. An ESP on layoff status is entitled to compete for any posted vacancy, provided they meet the qualifications. An ESP accepting a lower grade position shall retain recall rights in the position affected by the reduction. An ESP recommended for a position that would result in a promotion must notify the Human Resources Department within ten (10) days following the assignment to the new position if they wish to retain recall rights to the classification from which they were laid off. Failure to notify the Human Resources Department will result in the loss of recall rights to the previous classification.

12-6 Contracting Out

Before the District issues a contract for work currently being performed by bargaining unit employees or new work which is the same or similar to current bargaining unit work, its representatives will meet with representatives of the Association to discuss the reasons for the contracting decision and give the Association representatives the opportunity to present their suggestions for alternative ways of performing the work.

Any ESP who is covered by lay off protection and whose job is eliminated by contracting out shall not be laid off as a result of such job elimination.

ARTICLE THIRTEEN
NON-DISCIPLINARY ACTION, DISCIPLINE AND DISMISSAL FOR MISCONDUCT

13-1 Rules

A. Violations of the rules, regulations or policies of the Governing Board or of state and federal laws may result in disciplinary action which shall be in accordance with these rules.

B. The Governing Board or designee(s) reserves the right not to discipline an ESP for a violation of the rules, regulations or policies of the Governing Board.

C. An ESP may be disciplined for just cause including, but not limited to the following reasons:

1. Conduct which is a violation of any of the applicable rules, regulations, and policies of the Governing Board.
2. Conduct which fails to comply with any applicable duties as set forth in the Arizona Revised Statutes.
3. Insubordination.
4. Unprofessional conduct including but not limited to:
   a. Physical and/or verbal abuse of a pupil.
   b. Being under the influence of or using alcohol or illegal drugs while on duty.
   c. Conduct while on duty which would constitute a criminal offense.
   d. Conviction of a felony.
   e. Unauthorized absences which result in responsibilities not being performed.
   f. Misuse or unauthorized use of District property.

D. When appropriate, discipline shall be issued as soon as practical following a letter of inquiry. It is, however, reasonable for a supervisor to await a final determination from an outside agency (such as law enforcement, a court, or other state or federal agency) before determining if discipline is appropriate. A notice of intent to impose discipline should be issued within five (5) days after receipt of the ESPs response to a letter of inquiry. However, if additional time is required by either party for appropriate due process to occur, requests may be made to extend deadlines, and no such request shall be denied arbitrarily.

13-2 Non-Disciplinary Action

Supervisors will utilize non-disciplinary action as a means to counsel and instruct ESP on minor infractions, behavior deficiencies or offenses to establish or clarify expectations and make necessary improvements in their behavior. It will not be used for conduct towards students that is deemed highly inappropriate by a reasonable person's standard, is unprofessional or immoral as defined in the Arizona Administrative Code and/or which may be construed as criminal.

A. Informal conference

A Supervisor will meet with ESP informally via phone, in-person or via email to discuss minor behavior infractions that do not warrant discipline.

B. Letters of Direction

1. Will serve as a warning to an ESP that there may be a need to take further disciplinary action should the conduct continue or repeat.
2. When an ESP transfers or relocates, said letter may be transmitted to the files of the new supervisor only after the transfer or relocation has been completed.
3. After six months from the date of the letter of direction, at the written request of the ESP, the letter of direction shall be removed from the files of the supervisor provided that both of the following conditions are met:
   a. The action leading to the letter of direction, or any related action, has not been repeated in the six-month period following the letter of direction;
   b. No other letter of direction has been placed in the ESPs file(s) in the six-month period following the letter of direction.

13-3 Progressive Discipline

A. The District shall use progressive discipline as a means to identify and correct problems. Progressively more severe penalties may be imposed when related offenses are repeated. This does not require that each penalty be more severe than the immediate preceding one regardless of the offense involved. Progressive discipline encourages supervisors to informally counsel and instruct ESPs about necessary improvements in their behavior prior to taking disciplinary action (Non-Disciplinary Action).

B. The normal sequence of disciplinary action shall be as follows:

1. Written Reprimand I;
2. Written Reprimand II;
3. Suspension without pay for up to ten (10) days;
4. Termination;
5. It is recognized that some offenses may be sufficiently serious as to warrant the omission of one or more of the normal steps of discipline progression.

C. The District may forego non-disciplinary action and take immediate action if:

1. ESP is charged by criminal complaint, information or indictment of any criminal offense which would be deemed cause for dismissal.
2. The ESPs offense is of such serious nature that failure to take immediate action would seriously disrupt the functioning of the workplace. Such offenses include, but are not limited to, unprofessional or immoral conduct as defined in the Arizona Administrative Code.

D. Whenever disciplinary action is taken against an ESP, the ESP may appeal by filing a grievance at Level III to the Employee Relations Department within ten (10) days for reprimand and 30 calendar days for suspension.

E. Any discipline of an employee by a supervisor, shall be conducted in private. No ESP shall be reprimanded and/or disciplined in the presence of pupils, parents, other employees, or the public.

13-4 Letters of Reprimand

Upon determination by a supervisor that there exists cause to impose discipline, the supervisor will notify

the ESP of the intent to impose discipline via District email or hand delivery and schedule a meeting for issuance of the Written Reprimand. The MBU may waive this meeting within two (2) days of receiving the notice of intent to impose discipline by requesting the Written Reprimand be emailed to the MBU. An MBU's waiver of the meeting the Written Reprimand is not intended to limit a supervisor's discretion to meet with the MBU to discuss performance and expectations. The reprimand will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and that failure to correct will result in more severe discipline. A copy will be placed in the ESPs official personnel file, one copy will be given to the ESP and one copy will be retained by the supervisor.

13-5 Suspensions

If infraction(s) persist(s) or if the conduct is sufficiently severe warranting further discipline, the ESP will be notified, and a meeting scheduled to give the ESP written notification that they have failed to improve and that suspension is being issued without pay. The notification will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and state that failure to correct such behavior may result in termination. A copy will be given to the ESP and a copy will be placed in the ESPs official personnel file.

13-6 Pre-Termination Hearing

Prior to termination for misconduct, a pre-termination hearing will be held. The ESP will be notified in writing that the ESP is immediately suspended with pay and that a hearing will be scheduled. Following the hearing, the decision of the supervisor will be communicated to the ESP and the Human Resources Department. If termination is initiated, this decision will be communicated to the ESP by U.S. mail. The employee will be paid through the date of termination (which shall be no earlier than the day following the hearing) as specified in the letter.

13-7 Termination

If the decision is to terminate the ESP, the decision will be communicated by U.S. mail. The ESP will be paid through the termination date which shall be no earlier than the day following the Pre-Termination Hearing. Termination can be appealed by filing a grievance directly at Level III to the Employee Relations Department within ten (10) days of the date of the mailing, plus two days. The ESP will be notified of the appeal process.

It is expected that management will follow the disciplinary steps based on the severity of the incident. Disciplinary steps may or may not be given in sequence and variations from these practices may occur including immediate termination, when in the District's sole discretion, the circumstances warrant, when an ESP receives a disciplinary action they do not agree with, the grievance process may be utilized to achieve a fair and impartial outcome.

13-8 Eligibility for Rehire

Refer to Governing Board Policy GBQ Eligibility for Rehire and GBQ-E Exhibit which provides examples of reasons for leaving and corresponding eligibility for rehire. Policy Exhibit GBQ-E is in Appendix III of this Agreement. See Tucson Unified Governing Board policies for most up to date version of policy and exhibit.

13-9 Written Reprimand Retention

At the request of the ESP, a letter of reprimand shall be removed from their personnel file provided:

A. The action leading to the reprimand, or any related action, has not been repeated in an eighteen (18) month period following the reprimand;

B. No other letter of reprimand has been placed in their personnel file in an eighteen (18) month period following the reprimand.

C. Any discipline issued as a result of physical abuse against a student shall remain in the ESPs official personnel file and is not subject to removal for five (5) years from the date of the Level III decision or a Memorandum of Agreement signed by TEA and TUSD has been received by the

Office of Employee Relations. Removal is permitted after five (5) years at the request of the ESP and provided no additional reprimands have been issued during this period.

D. After five (5) years, and at the request of the ESP, the Employee Relations Director may agree to conduct a hearing to determine if a suspension can be removed from the requesting ESPs file in instances where accumulation of minor infractions resulted in suspension, and assuming no similar action has been documented.

13-10 Participation

ESPs participating in the discipline and dismissal proceedings shall receive their regular rate of pay for the actual time spent during their regularly scheduled workday to attend scheduled discipline conferences.

ARTICLE FOURTEEN

HOURS OF WORK

14-1 Lunch Period

Each employee working at least five (5) hours a day on a regular basis shall be entitled to a duty-free lunch period. Lunch periods are normally an unpaid interval of at least 30 minutes but shall not exceed one hour. If an employee's lunch period is interrupted because of an emergency, the time lost will be adjusted during the week at a time mutually agreeable between the employee and supervisor.

14-2 Breaks

A. All ESPs shall be allowed a break if their regular daily schedule calls for four (4) or more continuous hours of work within the following schedule:

Daily Hours Worked	Breaks
From 4 to less than 6-l/2 hours	one 15-minute break
From 6-l/2 to 8 hours	two 15-minute breaks

The time of each fifteen (15) minute break shall be established and administered by the immediate supervisor.

B. Breaks may be interrupted if deemed necessary by an appropriate authority in order to protect the health and safety of students, ESPs and/or the public and to protect District facilities. Breaks shall not be unreasonably interrupted.

C. Breaks may not be accumulated or saved to be used at a later time.

14-3 Show-up Pay

When an ESP reports to work on an ESPs authorized workday and is sent home for that day through no fault of their own, they shall be paid for their authorized hours at the ESPs regular rate of pay. Unless the Administrator has complied with 14-7 B.

14-4 Call Back Pay

ESPs who have finished their daily assignment(s) and left their place(s) of employment and are later called back by their immediate supervisor shall be compensated for two (2) hours or actual time worked, whichever is greater, to be paid at the ESPs regular wage.

14-5 Overtime/Compensatory Time

A. Overtime/compensatory time shall be compensated according to The Federal Fair Labor Standards Act (FLSA) .

B. Any period worked beyond forty (40) hours of the ESPs scheduled work week must be authorized in writing by the immediate supervisor, following administrative procedures, prior to that work period.

C. ESPs changing worksites or separating from the District, shall be paid all approved compensatory time.

14-6 Overtime Assignments

When overtime assignments cannot be filled on a voluntary basis, the District will assign overtime on a rotating basis, starting with the least senior qualified ESP(s) at the worksite.

14-7 Grading Days

A. Food Service: Three (3) days during the year are planned in the school calendar for teachers to use for grading days. Students are not in classes and therefore Food Service workers will be on a non-paid status for these days. In-service or training may be held on these days, but employees will be informed two (2) weeks prior to the date if they will be working. Employees will be paid for the actual hours involved in in-service or training.

B. Modified Schedule: If a school decides to work a modified schedule, they must provide ESP one (1) week advance notice to allow ESPs who are scheduled to work sufficient time to flex their hours. Such modifications shall be mutually agreed upon between ESP and their administrator in order to cover the change in hours.

14-8 In-service Day or Registration Day - Food Service

During the school year, in-service or registration days are scheduled that will interrupt the lunch period for students; therefore, Food Service workers may not be needed at their assigned sites. Employees will be given an opportunity to sign up for substitute work if work is available. Employees will be placed in vacancies that are close to their assigned hours and within a reasonable distance of their assigned site. Employees will be paid for actual hours worked.

Employees may choose to use a personal leave day if the Department is notified 24 hours prior to the non-workday.

Employees not using one of the above options will be placed on a non-paid status.

14-9 Bilingual Teacher Assistants

The District shall make reasonable efforts to provide bilingual teacher assistants a minimum of twenty (20) regularly assigned hours per week. These reasonable efforts shall take into consideration scheduling, availability of teacher assistants, and teacher input.

14-10 Planning Days

Teacher Assistants and Exceptional Education Teacher Assistants shall receive three (3) extra workdays in addition to the contract days. The extra days shall be assigned as follows:

Non-Exceptional Education Teacher Assistants

1. The first day shall be allocated for the assigned teacher and shall occur during the three teacher preparation days before the first day of school with students.

2. One of these days shall be reserved for the discretion of the site Administrator for the purpose of mandatory training to be assigned at the end of the first or end of the third quarters.

Exceptional Education Teacher Assistants

1. The first day of the three teacher prep days prior to the start of school shall be designated for mandatory training at the discretion of the Director of Exceptional Education.

2. The second extra day shall occur on the second or third day of teacher prep, immediately prior to the start of school and shall be an in classroom or work assignment.

3. The final extra workday shall be utilized at the employee's discretion for a grading day at the end of the first, second or third quarter.

14-11 On days immediately prior to scheduled holidays or vacations, ESPs may leave after the dismissal of students at their assigned work site provided their professional responsibilities are completed. ESPs must utilize flex hours that were accumulated during the week of the holiday break in coordination with their immediate supervisor in advance of the holiday break in order to utilize this provision.

14-12 As the need arises, provided there is sufficient funding at the site budget, and per agreement of the ESP, administration may request ESPs report to their site prior to the first scheduled day of work according to the District's Work Calendar. These employees will be compensated at their hourly wage.

ARTICLE FIFTEEN

WAGES

15-1 **A.** For the duration of the agreement, the ESP salary shall be as listed in Appendix II.

B. Upon completion of each year of district service, ESPs will advance one step on the salary schedule with Governing Board approval of this agreement.

15-2 Longevity Stipend

Beginning School Year 2015-16 ESPs will no longer receive the longevity stipend. Employees who were receiving longevity stipends as of July 1, 2015, will be credited with steps to embed their longevity into their base salary.

15-3 Shift Differential

A. White Collar

All White Collar employees regularly scheduled to start work at/after the hour of 1:00 p.m. or at/before the hour of 5:00 a.m. shall have thirty (30) cents per hour added to their hourly rate as shift differential.

B. Food Service

A wage differential of thirty (30) cents per hour shall be paid to regularly scheduled Food Service employees at a site for hours worked after the hours of 6:00 p.m. and prior to the hour of 6:00 a.m.

15-4 Working Out of Class

A. An ESP authorized by their supervisor to perform work in a higher paying classification or grade than the grade of the position in which they perform their regular duties, shall receive additional compensation of two dollars and seventy-five cents ($2.75) per hour. The ESP shall be compensated for the actual hours worked in the higher classification.

This provision does not apply when the ESP is assigned to perform duties as part of the Industrial Injury Light Duty Program.

15-5 Pay Plan Procedure

ESPs have the option of selecting one (1) of three (3) pay plans:

A. Twenty (20) checks distributed bi-weekly throughout the school year calendar.

B. Twenty (20) checks distributed bi-weekly throughout the school year calendar with the last of the twenty checks to include an additional lump sum check for "summer pay." This option is only available if current district software permits and to the ESPs employed as of the first contract date of the school year. ESPs must submit a request to payroll by July 15 for this option.

C. Twenty-six (26) checks to be paid out pursuant to the current payroll calendar. During the summer break, checks are mailed to the ESP's summer address on file in Human Resources. This option is only available to ESPs employed as of the first contract date of the school year. ESPs must submit a request to payroll by July 15 for this option.

15-6 Extra Duty

Extra duty shall be compensated according to The Federal Fair Labor Standards Act (FLSA).

ARTICLE SIXTEEN

PROFESSIONAL DEVELOPMENT

16-1 The Professional Development fund is suspended.

TUSD shall allocate the remaining balance from the 2015-2016 Professional Development Fund to continue to be available for reimbursement or compensation for ESPs for the 2016-2017 contract year only.

16-2 ESPs will be reimbursed or compensated under the guidelines established by the Joint TUSD/TEA Professional Development Committee.

16-3 The reimbursement amount will not exceed $500 per current school year (which includes course work from July 1st through June 30th).

16-4 TUSD and TEA shall jointly publish all criteria and procedures established by the joint TUSD/TEA Professional Development Committee.

16-5 TEA and TUSD shall collaboratively develop a program of professional development designed to provide ESPs with the skill and knowledge that would enhance their opportunities for career advancement in TUSD. This program shall be available to ESPs for the 2019-20 School Year, or sooner.

ARTICLE SEVENTEEN

FRINGE BENEFITS

17-1 Medical Insurance

A. For the duration of this agreement, the employee will pay up to 15% of the cost of the PPO medical premium for District sponsored single coverage medical insurance for each employee.

B. The District shall make available to each eligible ESP the following optional insurance programs from which an ESP may choose at their own expense.

1. Dental Insurance;
2. Supplemental Life Insurance;
3. Vision;
4. Coverage for spouse and/or dependent children in items 1 and 3 above;
5. Short-Term Disability Insurance

C. District contribution to the District-sponsored single coverage medical insurance is pro-rated for new ESPs based upon the portion of the contract year the ESP works.

D. One ESP selected by the Association shall sit on the insurance committee.

17-2 Health Insurance Benefit Retention

ESPs on unpaid leave may retain their insurance benefits by enrolling in and paying the premiums personally.

17-3 Life Insurance

All benefit-eligible ESPs shall be provided at District expense with a term life insurance policy equal to the ESPs base salary as of July 1, but not less than $10,000. ESPs shall have the option of purchasing additional term life insurance at their own expense.

17-4 Mileage Allowance

ESPs who have prior authorization and are required to utilize their own vehicle in the performance of District duties or to transport themselves or District equipment to worksites other than their initially

scheduled, regularly assigned worksites shall be reimbursed at the rate established by the Arizona Uniform System of Financial Records (USFR), for miles driven from the permanently assigned worksite(s) to all other sites, including the distance between temporary worksites. ESPs shall submit a completed mileage reimbursement form monthly.

17-5 Meals - Food Service

All Food Service employees are provided with food for a meal and breaks according to the established Food Service Department Policy.

17-6 Payroll Deduction

Payroll deduction shall be made available upon request to any ESP for any of the following:

A. District approved benefits

B. Direct deposit to District-approved Banking Institutions

17-7 Open Enrollment

Any open enrollment period shall occur between the dates of August and May, and shall be three (3) weeks in duration. An ESP may discontinue or modify participation in any portion of the insurance program at any time, subject to a qualifying status change, as defined by federal law.

17-8 Newly Eligible ESPs

A newly eligible ESP shall be provided at least thirty (30) calendar days to enroll in an insurance program in accord with Article 17-1. If ESP declines to participate in any District insurance programs, they shall so indicate the refusal on the enrollment form.

ARTICLE EIGHTEEN

HOLIDAYS

18-1 ESPs shall be granted the following paid holidays as designated in the district-approved calendar, provided they were on-pay status during any portion of their regular workday of their regular assignment immediately preceding and succeeding the holiday. If an employee utilizes leave prior to, or after a holiday, and is out of leave balances, they will not be considered on-pay status and thus will not be eligible to receive holiday pay.

A. Nine (9), Nine and a half (9-l/2), Ten (10), and Ten and a half (10-l/2) Month Employees:

Labor Day	1
Veterans' Day	1
Thanksgiving	3
Winter Break	10
Martin Luther King Day	1
Rodeo	2
Spring	2
Memorial Day	1 (for ESPs on pay status)

B. Twelve (12) Month Employees

Independence Day	1
Labor Day	1
Veterans' Day	1
Thanksgiving	3
Winter Break	10
Martin Luther King Day	1
Rodeo	2
Spring	0
Memorial Day	1
Juneteenth	1

C. Early Childhood Care Specialists

Independence Day	1

Labor Day	1
Veterans' Day	1
Thanksgiving	3
Winter Break	10
Martin Luther King Day	1
Rodeo	2
Spring	0
Memorial Day	1
Juneteenth	1

18-2 An employee required to work on a holiday shall be compensated at one and a half (1-1/2) times their normal rate of pay.

ARTICLE NINETEEN

LEAVE OF ABSENCE WITH PAY

19-1 SICK LEAVE – Accrual

A. All ESPs covered by this agreement shall be awarded sick leave benefits (without limit) based on the number of regularly assigned daily hours at the following rates.

	Sick Leave
12 Month	8 days a year
10 1/2 Month	5 days a year
10 Month	5 days a year
9 1/2 Month	5 days a year
9 Month	5 days a year

B. Probationary ESPs may not use sick leave during their initial sixty (60) day probationary period. If the probation is extended, the ESPs will only be eligible to take sick leave during this probation extension.

19-2 SICK LEAVE - Usage

A. Illness

Sick leave may be used in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For the purposes of sick leave, the term immediate family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

B. ESPs are required to notify their immediate supervisor(s) or designee(s) of a necessary sick leave absence at least one-half (1/2) hour prior to the start of the ESPs workday.

C. A written statement from the treating physician may be required by the District to substantiate an absence due to an ESPs illness or for illness within the ESPs immediate family if the absence is more than three (3) consecutive days duration, or those of less than three (3) days, when there is a reasonable doubt as to the proper use of sick leave.

D. ESPs who leave their assignment before the workday is finished or start their workday late due to illness or medical appointments, will have their absence time charged to sick leave to the nearest quarter hour.

E. Bereavement Leave

In the event of death in the family of an ESP, the ESP will be allowed up to two (2) days leave, not charged to the ESP and may use accumulated paid leave balances for a maximum of eight (8) days (which may include necessary travel time), excluding weekends.

Additional days may be granted at the discretion of the Superintendent or the designee. The two (2) District days provided are effective November 19, 2026.

F. Special Bereavement Leave

In the event of the death of a student, at least one ESP from the site may be permitted to attend the funeral without loss of leave time or compensation. In the event of the death of a staff member, at least one ESP from the site shall be permitted to attend the funeral without loss of leave time or compensation.

19-3 PERSONAL LEAVE - Accrual

A. Personal Leave will be credited to all ESPs covered by this agreement in the first month of the school year as follows.

	Personal Leave
12 Month	8 days a year
10 ½ Month	7 days a year
10 Month	7 days a year
9 ½ Month	7 days a year
9 Month	7 days a year

B. ESPs assigned to a regular position may accumulate personal leave (prorated by hire date), but not use it during their initial sixty (60) days of service. This restriction may be extended for an additional sixty (60) days of service at the District's option.

C. All unused personal leave shall be made part of the ESPs accumulated sick leave at the end of each fiscal year.

19-4 PERSONAL LEAVE - Usage

A. Personal leave days may not be taken the day immediately prior to or after a holiday or vacation, unless approved by the immediate supervisor. An ESP planning to use a personal day or days shall notify their immediate supervisor at least one (1) day in advance except in cases of emergency. The immediate supervisor may deny personal leave if an emergency occurs, and coverage of the ESPs responsibilities cannot be arranged.

B. An ESP with the approval of their supervisor may take personal leave during the first week or last week of school, or in the first work week prior to the start of school.

C. ESPs assigned to a regular position may accumulate personal leave, but not use it during their initial sixty (60) days of service. This restriction may be extended for an additional sixty (60) days of service at the District's option.

D. ESPs may use personal leave before or after a holiday or vacation for absenteeism for days of religious observation when the need for religious leave is documented.

E. Site Administrator may identify up to three days per year in which ESPs are expected to not utilize personal leave days. The dates shall be provided to staff by October 15 of the respective school year. Such dates shall occur during the State testing window for AzMERIT Testing and ACT testing.

19-5 VACATION LEAVE - Eligibility

In order to be eligible, an ESP must hold a regular twelve (12) month position in order to accrue vacation. Accrual is based on the regularly assigned daily hours in the ESPs workday.

19-6 VACATION LEAVE - Accrual

A. All ESPs covered by this agreement shall accrue vacation leave benefits based on the number of regularly assigned daily hours. Beginning 2014-2015 vacation leave shall be accrued according to the frequency established in district procedure below:

TERM	DAYS

1-5 YEARS	**10**
6-15 YEARS	**15**
16+ YEARS	**20**

B. Years of service shall be calculated from the ESPs date of hire with any adjustment necessary as a result of an unpaid leave of absence.

C. ESPs will earn vacation during the first year; however, are not eligible to schedule accrued vacation until after completion of the first year of employment.

D. ESPs will earn vacation at the rate of ten (10) days annually during the first, second, third, fourth, and fifth years of service.

E. During the sixth through fifteenth years of service, ESPs will earn fifteen (15) days annually.

F. Upon completion of fifteen (15) or more years of service, ESPs will earn twenty (20) days annually.

G. Twelve (12) month ESPs may accumulate up to and no more than 160 hours (or prorated cap) of vacation at any given time. No more than 160 hours may be rolled over into the next fiscal year. Vacation must be scheduled no less than four (4) weeks in advance, except in cases of emergency, to ensure that an employee has the opportunity to use available vacation time.

H. If a nine (9), nine and one-half (9-1/2), ten (10), or ten and a half (10-l/2) month ESP is transferred to a twelve (12) month position, the ESP will accrue their vacation from the first day in the new assignment, at the vacation accrual rate equal to the years of service in the District as defined in Article 19-6 (A).

19-7 VACATION LEAVE - Usage

A. **1.** The immediate supervisor shall grant or deny vacation request in writing within ten (10) days of receipt. Denial by a supervisor of an ESPs vacation request shall be put in writing and a copy forwarded to Human Resources. ESPs having earned vacation may take vacation in increments as approved by the site administrator.

2. If a supervisor denies vacation to an employee and vacation will be lost under those circumstances, the supervisor shall submit a request in writing by March 31 to Chief Financial Officer (CFO) to pay out the vacation earned by the employee. The CFO shall either mandate that vacation be taken by the employee or approve that the vacation leave by paid out at the current rate of pay.

B. If a holiday occurs during an ESPs vacation, said holiday shall not be deducted from accumulated vacation leave.

C. If workload permits, vacation leave shall be granted at the time requested in writing by the ESP. If the nature of the work makes it necessary to limit the number of ESPs on vacation leave at the same time, the ESP with the greater District seniority shall be given their choice of vacation in event of conflict.

The District may require ESPs to take leave time at times determined by the District but shall give the ESPs the option of vacation leave or unpaid temporary leave during temporary, complete or partial closing of various worksite(s). However, should the ESP choose to take an unpaid leave during a time that coincides with a holiday period, the ESP shall be paid for the holidays provided for in Article 18.

D. A twelve (12) month ESP transferring to a less than twelve (12) month position will receive compensation for unused accumulated vacation prior to starting the new assignment.

E. Site Administrator shall identify up to three days per year in which ESPs may not utilize vacation leave and shall be denied. The dates shall be provided to the staff by August 31 of the respective school year. Such dates shall occur during the State testing window.

19-8 Jury Duty

A. ESPs subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An ESP will keep their jury duty or witness pay and have their pay docked an equal amount.

B. ESPs subpoenaed for jury duty or as a witness are required to submit a copy of the jury summons or subpoena to their supervisor and inform the supervisor of ESPs choice regarding jury duty or witness pay. It is the employee's responsibility to report a jury duty or witness absence to the time clock system. No report of jury duty or witness absence need be submitted if the ESP chooses to take a pay dock or a personal leave day.

C. Absences due to litigation while the ESP is either a plaintiff, defendant, or subpoenaed as a witness outside of the course and scope of employment must be charged to personal leave, vacation, or dock.

19-9 Military Leave

ESPs will receive pay for all days during which they are employed in training duty under orders with any branch of the armed forces for a period not to exceed thirty days in any two consecutive years. For purposes of this article only the term "years" means the fiscal year of the U.S. government. (A.R.S. 38-610).

19-10 Absence Due to On-the-Job Injury

A. An employee will use accumulated paid leave (sick, personal or vacation) for absences due to an industrial injury. After the seventh day of absence, the workers' compensation carrier will begin compensating the employee in accordance with state law. The employee may utilize any remaining paid leave to supplement the workers' compensation payment up to 100% of their regular pay. Upon the recommendation of the District industrial physician or the employee's personal physician, an Employee injured on the job may choose to work on "limited duty". Such "limited duty" may be in any classification so designated by the District for which the employee is able to perform and shall be paid at the rate at the time of the injury, and shall advance their yearly salary if applicable.

B. Within four (4) weeks of return to work, an employee may make arrangements with Payroll to buy back sick leave used for an on-the-job injury.

C. Family Medical Leave will run concurrently with the workers' compensation leave.

D. ESPs injured on the job may be assigned to work "restricted duty" as recommended by the industrial injury treating physician.

E. A combination of paid leaves, restricted duty, and unpaid leaves of absences are not to exceed twelve (12) months for a single on-the-job injury. At twelve months, the position will be released for recruitment.

F. When an ESP has been awarded a permanent disability preventing ESP from performing the essential functions of their pre-injury job classification, the District will attempt to find a position for which the ESP can qualify and/or in which reasonable accommodations can be made for the disability. In such a placement, regardless of any provisions elsewhere in this Agreement, the ESP will be paid the appropriate rate for the new position. Placement in another position as described in this article will not be considered if the ESP is pending lay-off, suspension or termination, is on a plan for improvement or recommendations to improve, or any type of disciplinary probation.

G. The District will adhere to the Arizona Workers Compensation Statute, the Federal Medical Leave Act, and the Americans With Disabilities Act.

19-11 Released Time

Released time may be granted to attend an approved conference or convention which would enhance an ESPs work performance. First consideration will be given to ESPs participating or presenting in the conference. Released time must be requested at least one (1) week before in-state meetings, and out-of-state forms must be submitted before the second Tuesday of the month for Superintendent approval prior to the conference.

19-12 Extended Illness or Injury

Return to work after an illness or injury lasting fifteen (15) days or more must be accompanied by a medical release from the attending physician. The release must state that the ESP is "ready and medically capable of return to their regular job and duties." The District may require a "return to work" evaluation at District expense.

19-13 Medical Leave Assistance Program

A. ESPs who have depleted their accrued sick and personal leave as a result of a qualified medical reason may request access to the Medical Leave Assistance Program by submitting a form to the Benefits office asking to receive donations of sick leave from other ESPs. A serious health condition is defined as a "non-work related" qualified medical reason that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

B. The donor ESP may donate a maximum of five (5) sick leave days for every thirty (30) days of accumulated sick leave. The donor ESP will designate the donation in the name of the ESP to receive the donation.

C. The recipient ESP will be credited with the number of days donated, up to a maximum of one week after their projected return to work. Days donated in excess of this amount will be held in reserve and credited to the ESP only if needed. If not needed, days in excess of one week beyond the original amount requested will be restored to the donor(s). Days of leave, not the actual wage of the donor ESP, will be donated.

D. No ESP shall be eligible for the Medical Leave Assistance Program after they qualify for long-term disability coverage.

19-14 Paid Parental Leave

In the event the Tucson Unified Governing Board approves Policy GCCA proposal related to Paid Parental Leave, this Agreement shall be amended to include GCCA in the appendix of his Agreement. The Associations shall be consulted prior to substantive changes being made to the Paid Parental Leave set forth in GCCA.

ARTICLE TWENTY

LEAVES OF ABSENCE WITHOUT PAY

20-1 Family Medical Leave

All requests for Family Medical Leave by District employees will be processed in accordance with the corresponding Governing Board Policy.

20-2 Governing Board Leave of Absence

A. The Board may grant a leave of absence to ESPs not to exceed one (1) year for the purposes listed below. No leaves will be granted for other employment.

1. Health of ESP (doctor’s verification of illness is required)
2. Health of immediate family (as defined in 1-13); (doctor’s verification of illness or disability and projected date of return to work is required)
3. New infant or childcare (birth certificate or doctor’s statement required)
4. Course of study, education or training, as approved by TUSD (enrollment or registration documentation required)
5. Military service (military order required)
6. Campaign/Serve in public office
7. Union business

B. ESPs must have worked the equivalent of one full school year to be eligible for an unpaid, board-approved leave of absence.

C. ESPs may be granted consecutive leaves.

D. Upon granting the authorized absence, all rights of seniority, retirement, accrued leave with pay and other benefits shall be preserved and available to the applicant after the termination of the leave, provided they were earned prior to the leave.

E. ESPs on unpaid leave of absence shall be allowed to continue insurance coverage in the program in which they are enrolled, provided the ESP notifies the District of their desire to continue, and pays the premiums for the insurance and other benefits at the ESPs expense.

F. Requests for medical leave shall be in writing and accompanied by a doctor's verification of the illness or disability and projected date of return to work.

20-3 Medical 30-Day Leave

A. Requests for medical leave shall be in writing and accompanied by a doctor's verification of the illness or disability and projected date of return to work. When an ESP has is medically unable to work and is not eligible for Federal FMLA, the ESP shall be allowed up to thirty (30) consecutive days on a status (using accruals), with a doctor's excuse. During this leave, the District will continue to pay premiums on its portion of the District sponsored insurance plans in which the MBU was enrolled at the beginning of the leave. At the end of this period, ESP must return to work (pending a medical release) or go on an unpaid leave of absence if applicable.

B. Personal 30-day Leave

A short-term leave for personal business may be granted; however, it shall be with loss of pay and shall not exceed thirty (30) days. At the end of this period ESP may request a board-approved leave or return to work.

C. 20-3, Short Term Leave and 20-1, Family Leave may not be used consecutively.

20-4 Maintenance of Position

A. Upon termination of a board-approved leave (12-month or less) or a short-term leave, the ESP, if ESP has not been subject to layoff, will be restored to their previous classification, grade and step. Seniority shall not accrue during the unpaid leave of absence above but shall be restored at the level prior to the leave of absence.

B. If the ESP is affected by layoff during said leave of absence, ESP shall be covered by provisions in Article 12.

ARTICLE TWENTY-ONE

SEPARATION BENEFITS

21-1 Retirement Savings Plan: ESPs who meet the eligibility requirements listed below will have their separation benefits paid directly to a tax-sheltered annuity 403(b) or the Health Reimbursement Account as determined by the exit interview between the approved vendor and the ESP. If no interview occurs, the separation benefits will be paid directly to the tax-sheltered annuity 403(b). This payment shall be paid after the employee's final paycheck. Those who do not meet the criteria will receive their separation benefits paid directly through the regular payroll processing.

The eligibility requirements for the retirement savings plan are:

- The employee who is severing employment if age 55 or older at the time of severance, and,
- The total of the payment for separation benefits is equivalent to $3,000 or more.

21-2 Severance Stipend

A. For those ESPs 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 ESP's 2016-2017 annual salary will be multiplied by .006 and then by the ESPs 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. Employees with less than thirteen (13) years of continuous service as of June 30, 2010 are not eligible for this stipend.

B. If an ESP who is eligible for this service stipend dies before the severance payment is made, said payment shall be paid to the beneficiaries or the estate of the deceased.

21-3 Sick Leave Pay at Separation

A. After ten (10) consecutive years of service in the Tucson Unified School District, ESPs who are members of the bargaining unit as of the effective date of this Agreement, or who become members after the effective date of this Agreement, shall receive pay for unused sick leave.

B. The District shall provide a payment for unused sick leave to ESPs upon separation in accord with the following: The amount of payment shall be 2/3rds of the base salary hourly rate of pay for Step 1 of the grade level of the ESP at separation multiplied by the number of sick leave hours accrued through the date of separation, up to a maximum of 500 hours. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions will be taken from the payment including the ESPs contribution to the State Retirement Fund, if any. The rights contained in this paragraph are not considered vested rights.

C. If an ESP is eligible for the separation payment but dies before the payment is made, said payment shall be paid to the beneficiaries or the estate of the deceased.

21-4 Benefits contained in this article are only available to those ESPs who voluntarily separate from the District.

21-5 Insurance Conversion for Retired ESPs

Retired employees will be eligible to continue medical insurance coverage through COBRA. The information will be provided to the retired employee upon retirement.

21-6 Upon separation, ESPs shall receive pay at their hourly rate for all unused vacation leave.

ARTICLE TWENTY-TWO

HEALTH EXAMINATION

22-1 When the District determines that an ESPs health condition (mental or physical) may be impairing their job performance, the immediate supervisor, site administrator (or equivalent position), or Assistant Superintendent (or equivalent position), with the concurrence of the Human Resources Department may, with just cause, direct the ESP to have a health examination at District expense. ESPs will be given a copy of the directive which will state the reason(s) for such examination. Following the examination, results will be sent by the Human Resources Department, to the ESP, and immediate supervisor.

ARTICLE TWENTY-THREE

WAIVER

23-1 A. This Agreement supersedes all previous agreements between the District and the Association or the District and any of the covered ESPs.

B. During the term of this Agreement, the Association and the District expressly waive and relinquish the right to negotiate with each other and neither party shall be obligated to negotiate with each other with respect to any subject or matter whether or not referred to or covered in this Agreement except as specifically provided in this Agreement, or by mutual consent of the parties.

ARTICLE TWENTY-FOUR

NEGOTIATIONS

24-1 The negotiation process shall begin no later than March 1. Both parties agree to negotiate in good faith.

24-2 Impasse

If no agreement has been reached by April 15 as a result of good faith negotiations, either party may declare an impasse and the issues in dispute shall be submitted to mediation/arbitration. The American Arbitration Association (AAA) shall be requested to furnish a list of five (5) mediator/arbitrators from which the parties shall select a mediator/arbitrator in accordance with AAA rules.

The format, dates and times of meetings shall be conducted in closed sessions. The costs for the services of the mediator/arbitrator, including per diem expenses, if any, and actual and necessary travel expenses and subsistence, shall be shared equally by the District and the Association.

The mediator/arbitrator shall first attempt to resolve the dispute through the mediation process. Should this process fail, that person shall then function as the arbitrator of the issues remaining in dispute. Within ten (10) working days after the conclusion of arbitration hearings, the mediator/arbitrator shall submit a report in writing to the District and the Association only and shall set forth in the report findings of fact, reasoning and recommendations on the issues submitted. The report shall be advisory only and binding neither on the District nor the Association. Within five (5) days after receiving the report of the mediator/arbitrator, the representatives of the parties shall meet to discuss the report. No public release shall be made until after such meeting. The respective parties shall take official action on the report of the mediator/arbitrator no later than fifteen (15) days after the meeting described above.

24-3 Decertification

A. Petition

1. A petition for an election to decertify the Association may be filed with the Superintendent by an ESP within the unit.

2. The petition shall contain the following information:

a. The name, address and telephone number of the petitioner and the name, address and telephone number of the agent to be contacted, if any;

b. A description of the established unit;

c. The approximate number of ESPs in the established unit;

d. A statement that the members in the established unit no longer desire the Association as their exclusive representative;

3. The petition shall be signed by at least thirty (30) percent of the ESPs in the established unit.

4. The petitioner shall concurrently serve a copy of the petition to the District and the Association.

B. Election

1. Upon receipt of a petition for decertification, the Board may conduct an impartial representative election. The costs for such an election shall be defrayed equally by the petitioning organization and the District.

2. A petition shall not be considered whenever a representation election has been held within the twelve (12) months immediately preceding the filing of the petition. If there is an existing agreement in effect, the petition must be initiated, signed and delivered to the Board within ninety (90) to one hundred twenty (120) working days prior to expiration of the Agreement to fulfill the requirement for receipt of a valid petition for decertification.

ARTICLE TWENTY-FIVE

SHARED DECISION-MAKING

25-1 Purpose

The purpose of a shared decision-making program is to create an atmosphere in which decision making is a collegial, shared, process that fosters an exchange of ideas and information necessary for effective professional practice and for improved student performance. The Association and District agree to continue pursuing jointly the implementation of legitimately recognized school councils as a foundation of a shared decision-making program. All provisions of this agreement shall continue to be in full force and effect throughout the process.

25-2 Joint Shared Decision-Making Committee

If needed, the TUSD Superintendent and TEA President shall appoint a committee to resolve any issues regarding school councils or any proposed changes to any TUSD policy affecting school council authority. The joint committee shall consist of an equal number of appointees by the TUSD Superintendent and the TEA President.

25-3 School Council Standards

In all cases, school councils must operate according to State and Federal laws and TUSD Board Policy.

25-4 No Reprisals

Neither the Board nor its supervisory employees shall engage in any reprisals against TEA, AEA, NEA and persons involved in the walkout of April and May of 2018.

ARTICLE TWENTY-SIX

DURATION

Unless specified otherwise in this Agreement, the provisions of this Agreement shall be effective beginning the first day of the fiscal year and shall continue in full force and effect through the last day of the fiscal year. In the event ratification does not occur by the first day of the following fiscal year, the previous year's agreement shall continue automatically for 45 days, provided that the parties have negotiated in good faith commencing in March.

RATIFICATION

ALL PROVISIONS SHALL BE EFFECTIVE JULY 1, 2026, AND SHALL REMAIN IN FULL FORCE AND EFFECT THROUGH JUNE 30, 2027.

Tucson Unified School District	Tucson Education Association
_____	_____
Dr. Ravi Shah, President TUSD Governing Board	James Byrne President Tucson Education Association
Date: _____	Date: _____

Approved as to form and content on this _____ day of _____, 2026 by:

_____

Ricardo Hernandez, Chief Financial Officer
Tucson Unified School District

APPENDIX I
WHITE COLLAR/FOOD SERVICE

Prior to the Board voting on any exemption change affecting a bargaining unit position, the Association will be notified and given the opportunity to discuss the change.

During the term of the Agreement, the wage schedule (Appendix II) shall not be changed without the mutual agreement of the Association and the District. If additional positions are identified during the term of this Agreement, or if the classification of a position changes, the Association will receive written notification of the change.

The definitions of classifications, the assignment of classifications to a pay grade on the wage schedule, and the determination of the appropriate pay grade on the wage schedule for classifications as they relate to other classifications are matters left to the sole discretion of the District.

White Collar/Food Services Classifications (WCL)

Grade	Position	Entry Rate
D	Cafeteria Worker	$16.07
D	Data Technician	$16.07
D	Early Childhood Care Specialist	$16.07
D	Educational Audiologist Assistant	$16.07
D	Food Service Meal Application Program Technician	$16.07
D	Infant Care Specialist	$16.07
D	Library Assistant	$16.07
D	Office Assistant	$16.07
D	Special Needs Aide - 504	$16.07
D	Special Needs Aide - Adult	$16.07
D	Food Service Inventory Technician	$16.72
E	Attendance & Registration Technician	$16.75
E	Cafeteria Worker, Lead	$16.75
E	Community Education Assistant	$16.75
E	Early Childhood Care Specialist, Senior	$16.75
E	School Community Liaison	$16.75
E	Administrative Secretary	$17.43
E	Lending Library Associate/Cataloger	$17.96
E	Registrar	$17.96
E	Lending Library Associate/Cataloger Lead	$18.31
E	Attendance Liaison	$18.88
E	School Site Technology Liaison	$18.88
F	Budget Control Assistant	$17.46
F	CTE Specialist	$18.72
F	Clothing Bank Specialist	$19.68
F	Braillist	$20.47
G	Behavior Intervention Monitor	$18.19
G	Campus Monitor	$18.19
G	Early Childhood Teacher Assistant	$18.19

G	Elementary Student Support Worker	$18.19
G	Health Assistant	$18.19
G	Health Assistant - Itinerant	$18.19
G	Health Assistant Roving	$18.19
G	Records Specialist	$18.19
G	Teacher Assistant	$18.19
G	Teacher Assistant - Bilingual	$18.19
G	Testing & Phlote Compliance Technician - Language	$18.19
G	Customer Service Specialist - Fac Maintenance	$18.56
G	Customer Service Specialist - Transportation	$18.56
G	Exceptional Education Compliance Monitor	$18.56
G	Early Childhood Ex Ed Teacher Assistant	$18.75
G	Ex Ed Teacher Assistant	$18.75
G	Ex Ed Teacher Assistant - Hybrid	$18.75
G	Ex Ed Teacher Assistant - Itinerant	$18.75
G	Ex Ed Teacher Assistant - Remote	$18.75
G	Instructional Specialist	$19.31
G	Instructional Specialist - CTE	$19.31
G	Instructional Specialist - General Subject	$19.31
G	Instructional Specialist - Preschool	$19.31
G	Intervention Technician	$19.31
G	Community Health Worker	$19.51
G	Ex Ed Teacher Assistant II	$20.30
G	Intervener	$21.12
G	Department Accounting Specialist	$22.42
H	Accounting Technician	$18.97
H	Accounts Payable Technician	$18.97
H	Administrative Assistant	$18.97
H	Administrative Assistant – Emergency Systems	$18.97
H	Administrative Assistant - Rental Office	$18.97
H	Asset Management Associate	$18.97
H	Bookstore Manager	$18.97
H	Curator Assistant of Artifacts & Exhibits	$18.97
H	Language Assessment Coordinator	$18.97
H	Student Services Assistant	$18.97
H	Office Manager	$20.13
H	School Site Office Manager	$20.13
H	Student Finance Accounts Specialist	$20.13
H	Student Services Associate	$20.13
H	Extracurricular Specialist	$21.37
H	Payroll Associate	$21.37
I	School Security Agent	$19.77
J	Attendance Reporting Systems Analyst	$20.60
J	Computer Support/Training Specialist	$20.60

J	Customer Support Specialist	$20.60
J	Instructional Staff Development Specialist	$20.60
J	Resource Specialist	$20.60
J	Technical Support Specialist	$20.60
J	Technology Services (TS) Field Technician	$20.60
J	Food Service LAN Systems Specialist	$21.02
J	Athletic Compliance Specialist	$21.87
J	Language Support Specialist	$21.87
J	Student Success Coach	$21.87
J	Student Success Specialist	$21.87
J	Program Specialist	$22.98
K	TS Inventory Control Specialist	$23.96
L	Accounting Associate	$22.38
L	Accounting Associate - Cash Receipts	$22.38
L	Technology Services (TS) Field Technician, Lead	$22.38
M	Behavior Specialist	$23.33
M	Behavior Specialist - Early Childhood Learning Center	$23.33
M	E-Mail Systems Analyst	$23.33
M	Licensed Practical Nurse	$26.82
N	Data Integrity Analyst - SIS	$24.32
N	Drop Out Intervention Specialist	$24.32
N	Intervention Specialist	$24.32
O	Network Administrator	$25.33
O	Network Security System Analyst	$25.33
O	Network Systems Coordinator	$25.33
O	Systems Administrator	$25.33
O	Telecommunications Technician	$25.33

APPENDIX II
White Collar/Food Service Wage Scale

	Grade D Base	Grade D Override	Grade D Total	Grade E Base	Grade E Override	Grade E Total	Grade F Base	Grade F Override	Grade F Total
Step 1	$15.45	$.62	$16.07	$16.11	$.64	$16.75	$16.79	$.67	$17.46
Step 2	$15.60	$.62	$16.22	$16.27	$.65	$16.92	$16.96	$.68	$17.64
Step 3	$15.77	$.63	$16.40	$16.43	$.66	$17.09	$17.12	$.68	$17.80
Step 4	$15.92	$.64	$16.56	$16.59	$.66	$17.25	$17.29	$.69	$17.98
Step 5	$16.08	$.64	$16.72	$16.76	$.67	$17.43	$17.47	$.70	$18.17
Step 6	$16.24	$.65	$16.89	$16.93	$.68	$17.61	$17.64	$.71	$18.35
Step 7	$16.40	$.66	$17.06	$17.10	$.68	$17.78	$17.82	$.71	$18.53
Step 8	$16.56	$.66	$17.22	$17.27	$.69	$17.96	$18.00	$.72	$18.72
Step 9	$16.74	$.67	$17.41	$17.44	$.70	$18.14	$18.18	$.73	$18.91
Step 10	$16.90	$.68	$17.58	$17.61	$.70	$18.31	$18.36	$.73	$19.09
Step 11	$17.07	$.68	$17.75	$17.80	$.71	$18.51	$18.54	$.74	$19.28
Step 12	$17.24	$.69	$17.93	$17.97	$.72	$18.69	$18.73	$.75	$19.48
Step 13	$17.41	$.70	$18.11	$18.15	$.73	$18.88	$18.92	$.76	$19.68

Step 14	$17.58	$.70	$18.28	$18.33	$.73	$19.06	$19.11	$.76	$19.87
Step 15	$17.77	$.71	$18.48	$18.51	$.74	$19.25	$19.30	$.77	$20.07
Step 16	$17.94	$.72	$18.66	$18.70	$.75	$19.45	$19.49	$.78	$20.27
Step 17	$18.12	$.72	$18.84	$18.89	$.76	$19.65	$19.68	$.79	$20.47
Step 18	$18.30	$.73	$19.03	$19.08	$.76	$19.84	$19.88	$.80	$20.68
Step 19	$18.48	$.74	$19.22	$19.26	$.77	$20.03	$20.08	$.80	$20.88
Step 20	$18.66	$.75	$19.41	$19.46	$.78	$20.24	$20.28	$.81	$21.09
Step 21	$18.86	$.75	$19.61	$19.65	$.79	$20.44	$20.48	$.82	$21.30
Step 22	$19.05	$.76	$19.81	$19.85	$.79	$20.64	$20.68	$.83	$21.51
Step 23	$19.23	$.77	$20.00	$20.05	$.80	$20.85	$20.90	$.84	$21.74
Step 24	$19.42	$.78	$20.20	$20.25	$.81	$21.06	$21.10	$.84	$21.94
Step 25	$19.62	$.78	$20.40	$20.45	$.82	$21.27	$21.31	$.85	$22.16
Step 26	$19.82	$.79	$20.61	$20.65	$.83	$21.48	$21.52	$.86	$22.38
Step 27	$20.02	$.80	$20.82	$20.86	$.83	$21.69	$21.75	$.87	$22.62
Step 28	$20.22	$.81	$21.03	$21.07	$.84	$21.91	$21.96	$.88	$22.84
Step 29	$20.42	$.82	$21.24	$21.28	$.85	$22.13	$22.18	$.89	$23.07
Step 30	$20.62	$.82	$21.44	$21.49	$.86	$22.35	$22.40	$.90	$23.30
Step 31	$20.83	$.83	$21.66	$21.70	$.87	$22.57	$22.62	$.90	$23.52
Step 32	$21.04	$.84	$21.88	$21.93	$.88	$22.81	$22.86	$.91	$23.77
Step 33	$21.25	$.85	$22.10	$22.15	$.89	$23.04	$23.08	$.92	$24.00
Step 34	$21.46	$.86	$22.32	$22.36	$.89	$23.25	$23.31	$.93	$24.24
Step 35	$21.67	$.87	$22.54	$22.59	$.90	$23.49	$23.54	$.94	$24.48
Step 36	$21.89	$.88	$22.77	$22.82	$.91	$23.73	$23.78	$.95	$24.73
Step 37	$22.11	$.88	$22.99	$23.05	$.92	$23.97	$24.02	$.96	$24.98
Step 38	$22.33	$.89	$23.22	$23.27	$.93	$24.20	$24.26	$.97	$25.23
Step 39	$22.55	$.90	$23.45	$23.50	$.94	$24.44	$24.50	$.98	$25.48
Step 40	$22.78	$.91	$23.69	$23.75	$.95	$24.70	$24.75	$.99	$25.74
Step 41	$23.01	$.92	$23.93	$23.98	$.96	$24.94	$25.00	$1.00	$26.00
Step 42	$23.24	$.93	$24.17	$24.22	$.97	$25.19	$25.24	$1.01	$26.25
Step 43	$23.47	$.94	$24.41	$24.46	$.98	$25.44	$25.49	$1.02	$26.51

	Grade G Base	Grade G Override	Grade G Total	Grade H Base	Grade H Override	Grade H Total	Grade I Base	Grade I Override	Grade I Total
Step 1	$17.49	$.70	$18.19	$18.24	$.73	$18.97	$19.01	$.76	$19.77
Step 2	$17.68	$.71	$18.39	$18.42	$.74	$19.16	$19.20	$.77	$19.97
Step 3	$17.85	$.71	$18.56	$18.60	$.74	$19.34	$19.39	$.78	$20.17
Step 4	$18.03	$.72	$18.75	$18.79	$.75	$19.54	$19.58	$.78	$20.36
Step 5	$18.21	$.73	$18.94	$18.98	$.76	$19.74	$19.78	$.79	$20.57
Step 6	$18.39	$.74	$19.13	$19.17	$.77	$19.94	$19.98	$.80	$20.78
Step 7	$18.57	$.74	$19.31	$19.36	$.77	$20.13	$20.18	$.81	$20.99
Step 8	$18.76	$.75	$19.51	$19.55	$.78	$20.33	$20.38	$.82	$21.20
Step 9	$18.95	$.76	$19.71	$19.75	$.79	$20.54	$20.58	$.82	$21.40
Step 10	$19.14	$.77	$19.91	$19.95	$.80	$20.75	$20.79	$.83	$21.62
Step 11	$19.33	$.77	$20.10	$20.14	$.81	$20.95	$21.00	$.84	$21.84
Step 12	$19.52	$.78	$20.30	$20.34	$.81	$21.15	$21.20	$.85	$22.05

Step 13	$19.72	$.79	$20.51	$20.55	$.82	$21.37	$21.41	$.86	$22.27
Step 14	$19.92	$.80	$20.72	$20.76	$.83	$21.59	$21.63	$.87	$22.50
Step 15	$20.11	$.80	$20.91	$20.96	$.84	$21.80	$21.85	$.87	$22.72
Step 16	$20.31	$.81	$21.12	$21.17	$.85	$22.02	$22.07	$.88	$22.95
Step 17	$20.51	$.82	$21.33	$21.38	$.86	$22.24	$22.29	$.89	$23.18
Step 18	$20.73	$.83	$21.56	$21.59	$.86	$22.45	$22.51	$.90	$23.41
Step 19	$20.93	$.84	$21.77	$21.82	$.87	$22.69	$22.74	$.91	$23.65
Step 20	$21.14	$.85	$21.99	$22.03	$.88	$22.91	$22.96	$.92	$23.88
Step 21	$21.35	$.85	$22.20	$22.25	$.89	$23.14	$23.19	$.93	$24.12
Step 22	$21.56	$.86	$22.42	$22.47	$.90	$23.37	$23.42	$.94	$24.36
Step 23	$21.78	$.87	$22.65	$22.69	$.91	$23.60	$23.65	$.95	$24.60
Step 24	$22.00	$.88	$22.88	$22.93	$.92	$23.85	$23.90	$.96	$24.86
Step 25	$22.22	$.89	$23.11	$23.16	$.93	$24.09	$24.13	$.97	$25.10
Step 26	$22.44	$.90	$23.34	$23.38	$.94	$24.32	$24.37	$.97	$25.34
Step 27	$22.66	$.91	$23.57	$23.62	$.94	$24.56	$24.61	$.98	$25.59
Step 28	$22.89	$.92	$23.81	$23.86	$.95	$24.81	$24.87	$.99	$25.86
Step 29	$23.12	$.92	$24.04	$24.10	$.96	$25.06	$25.11	$1.00	$26.11
Step 30	$23.35	$.93	$24.28	$24.33	$.97	$25.30	$25.36	$1.01	$26.37
Step 31	$23.58	$.94	$24.52	$24.58	$.98	$25.56	$25.61	$1.02	$26.63
Step 32	$23.82	$.95	$24.77	$24.83	$.99	$25.82	$25.88	$1.04	$26.92
Step 33	$24.06	$.96	$25.02	$25.07	$1.00	$26.07	$26.13	$1.05	$27.18
Step 34	$24.30	$.97	$25.27	$25.32	$1.01	$26.33	$26.39	$1.06	$27.45
Step 35	$24.54	$.98	$25.52	$25.57	$1.02	$26.59	$26.65	$1.07	$27.72
Step 36	$24.79	$.99	$25.78	$25.84	$1.03	$26.87	$26.93	$1.08	$28.01
Step 37	$25.04	$1.00	$26.04	$26.09	$1.04	$27.13	$27.19	$1.09	$28.28
Step 38	$25.28	$1.01	$26.29	$26.35	$1.05	$27.40	$27.46	$1.10	$28.56
Step 39	$25.53	$1.02	$26.55	$26.61	$1.06	$27.67	$27.74	$1.11	$28.85
Step 40	$25.80	$1.03	$26.83	$26.89	$1.08	$27.97	$28.02	$1.12	$29.14
Step 41	$26.05	$1.04	$27.09	$27.15	$1.09	$28.24	$28.30	$1.13	$29.43
Step 42	$26.31	$1.05	$27.36	$27.42	$1.10	$28.52	$28.58	$1.14	$29.72
Step 43	$26.57	$1.06	$27.63	$27.69	$1.11	$28.80	$28.87	$1.15	$30.02

APPENDIX III

Policy GBQ-E Exhibit

REASON FOR LEAVING TUSD	Eligibility for Rehire
Voluntary Resignation	Eligible
Retirement	Eligible
Contract Term Ends	Eligible
Probationary Period Termination/Nonrenewal	Mandatory Record Review
Expired Certificate/license required for position	Eligible (once credentials are reestablished)
Poor Performance	Mandatory Record Review
Unsafe Work Practices	Mandatory Record Review
Job Abandonment	Mandatory Record Review
Poor Attendance	Mandatory Record Review
Resignation in lieu of Dismissal	Mandatory Record Review
Felony conviction	Ineligible
Failure or refusal of a test for drugs/alcohol administered by TUSD while in a job working with students	Ineligible
Separation Agreement stating ineligibility	Ineligible
Theft	Mandatory Record Review
Possession, use, of drugs or alcohol on school property on at a school-sponsored activity	Ineligible
Firearms Possession	Ineligible
Threats or Intimidation as defined in ARS 13-1202	Ineligible
Assault as defined in ARS 13-1203 or Aggravated Assault under any of the circumstances described in ARS 13-1204	Ineligible
Loss of Fingerprint Clearance for criminal conviction	Ineligible
Breach of Confidentiality	Mandatory Record Review
Commission of a Crime	Mandatory Record Review
Sexual offenses as defined in ARS 13-1401 *et seq.*(Indecent exposure to a minor, public sexual indecency, sexual abuse, sexual conduct with a minor, sexual assault, unlawful sexual conduct, molestation of a child, bestiality)	Ineligible

Exhibit GBQ-E – Reason for Leaving TUSD – 10/02/2019

REASON FOR LEAVING TUSD	Eligibility for Rehire
Sexual Exploitation of a Minor/Child Pornography as defined in ARS 13-3551, *et seq.*	Ineligible
Child Abuse as defined in ARS 8-201(2)	Ineligible
Child Neglect as defined in ARS 8-201(25)	Mandatory Record Review
Discrimination as defined in Governing Board Policy AC if such discrimination was the sole basis for the termination.	Ineligible
Discrimination as defined in Governing Board Policy AC if such discrimination was not the sole basis for the termination.	Mandatory Record Review
Deliberately suppress or distort information or facts relevant to a pupil's academic progress; Misrepresent or falsify pupil, classroom, school, or district-level data from the administration of a test or assessment;	Ineligible
Engage in a pattern of conduct for the sole purpose or with the sole intent of embarrassing or disparaging a pupil;	Mandatory Record Review
Use professional position or relationships with pupils, parents, or colleagues for improper personal gain or advantage;	Mandatory Record Review
Make any sexual advance toward, engage in sexual activity, a romantic relationship, or dating of a pupil or child.	Ineligible
Use school equipment to access pornographic, obscene, or illegal materials	Mandatory Record Review
Engage in conduct which would discredit the teaching profession.	Mandatory Record Review
Submit fraudulent requests for reimbursement of expenses or for pay	Mandatory Record Review

Exhibit GBQ-E – Reason for Leaving TUSD – 10/02/2019

TUCSON UNIFIED SCHOOL DISTRICT

2026~~5~~-2027~~6~~

CONSENSUS AGREEMENT

CONSENSUS AGREEMENT FOR 20265-20276

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ARTICLE ONE

DEFINITIONS

1-1 The term **ACTING ADMINISTRATOR** shall mean an MBU designated to assume the responsibilities of the site administrator in that administrator's absence for at least ½ day.

1-2 The term **ADDED DUTY** shall mean the responsibilities accepted by or assigned to an MBU that are in addition to the MBU's basic duties such as "loss of planning" or "lunchroom duty." A complete list of possible added duty assignments can be found in Article 29.

1-3 The term **ASSAULT** shall mean unlawfully causing any physical injury to another; intentionally placing another in reasonable apprehension of imminent physical injury through verbal or physical means (initiation/hazing, threats/intimidation, bullying); knowingly touching another with intent to injure, insult, or provoke such person. An assault does not require actual physical contact.

1-4 The term **ASSIGNMENT** shall mean:

A. The schools(s), subject(s) and/or grade level(s) assigned to a MBU.

B. For individuals assigned to a non-school site department, assignment shall mean the positions assigned to them within that department.

1-5 The term **ASSOCIATION** shall mean the Tucson Education Association.

1-6 The term **BOARD** shall mean the Governing Board of Tucson Unified School District.

1-7 The term **COMBINATION CLASS** shall mean a class established at an elementary school when two or more grade levels are combined in order to adhere to class size caps listed in Article 22-2.

1-8 The term **CONTINUING TEACHER** shall mean a person employed in a position in Tucson Unified School District which requires a teaching certificate from the State Board of Education (including counselors and librarians), and/or a teacher who has been employed full-time by the District for more than the major portion of three consecutive years, as defined in A.R.S. 15-538.01.

1-9 The term **CONTACT TIME** shall mean any time during the school day during which a MBU is required to instruct/supervise (excluding supervision paid as extra duty) students.

1-10 The term **CORE BLOCK** shall consist of no more than three (3) consecutive periods at the 6th grade level, and no more than two (2) consecutive periods at the 7th grade level.

1-11 The term **DATE OF HIRE** shall mean the effective date of a contract as approved by the Governing Board.

1-12 The term **DAYS** shall mean working days. Working days are considered to be those exclusive of holidays and weekends. During the school year, working days shall mean teaching days plus duty days. During the summer, working days will be those when the District's Central Administrative Offices are open for business with the public.

1-13 The term **DISCIPLINE** shall mean written reprimands, suspensions, and terminations.

1-14 The term **DISTRICT** shall mean the Tucson Unified School District.

1-15 The term **DISTRICT-INITIATED TRANSFER (DIT)** shall mean any MBU required to transfer job sites due to a District decision.

1-16 The term **EMERGENCY** shall mean an event which a reasonable, prudent person could not have reasonably prepared for and foreseen.

1-17 The term **EXTRA DUTY** shall mean additional responsibilities for which the MBU applies or volunteers, such as coach or class sponsor. A complete list of extra duty positions can be found in Article 29.

1-18 The term **FACULTY** shall mean the entire teaching body of a school to include, but not be limited to, classroom teachers, resource teachers, exceptional education teachers, counselors, and librarians.

1-19 The term **FAMILY** shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the MBU has or shares a major financial responsibility and is an established resident within the MBU's household.

1-20 The term **GRIEVANCE** shall mean an action filed by an MBU alleging a violation, misinterpretation, or inequitable application of the terms or conditions of this Agreement.

1-21 The term **LEAD** shall refer to a MBU who is responsible for assigning tasks, monitoring work and providing input into the evaluation of other MBUs. The lead MBU can also be responsible for program and staff development and monitoring staff compliance with district regulations.

1-22 The term **LETTER OF DIRECTION** shall mean a letter from a supervisor to a MBU specifying certain directions to be followed.

1-23 The term **LETTER OF REPRIMAND** shall mean a letter containing a rebuke of a MBU's conduct which shall be placed in the MBU's personnel file in the Human Resources Department.

1-24 The term **MEMBERS OF THE BARGAINING UNIT (MBU)** shall mean any or all full-time and part-time employees for whom the Association negotiates, including:

1.

Athletic Trainer, Head	Magnet Site Coordinator
Counselor	Nurse
Counselor, Career/Post-Secondary	Occupational Therapist
CTE Certified Cooperative Education Teacher	OMA Arts Integration Specialist
Curriculum Service Provider	Orientation and Mobility Specialist
Dean of Students	Physical Therapist
Diagnostician	Professional Development Academic Trainer
District Alternative Education Program Teacher (DAEP)	Project Coordinator for Grants
Educational Audiologist	Resource Teacher
Exceptional Education Adapted PE Teacher	Social Worker
Exceptional Education Teacher	Speech Clinician I
Exceptional Education Teacher Itinerant	Speech Clinician II
Exceptional Education Transition Coordinator	Student and Family Support Liaison
Hygienist	Teacher
In-School Intervention Teacher	Teacher – Fine Arts
Instructional Technology Integration Specialist	Teacher - GATE
Instructional Data Intervention Specialist	Teacher – GATE -Itinerant
Job Development Instructor	Teacher / Coach
Jr. ROTC Officer	Teacher Mentor
Language Acquisition Coach	Visual Arts Specialist
Library Media Specialist	

2. Any other positions created during the term of this agreement for non-administrative certificated staff.

1-25 The term **MULTI-AGE CLASS** shall mean a class at an elementary school of more than one grade level established as part of an educational program/philosophy designed to remain in place for more than one year.

1-26 The term **NEW SCHOOL/NEW DEPARTMENT** shall mean any existing school/department designated as a "new school/new department" by Tucson Unified School District Governing Board action.

1-27 The term **PERSONNEL FILE(S)** shall include those files in the possession of the MBU's supervisor which contain information concerning a MBU, exclusive of the supervisor's personal notes regarding the employee's performance/conduct. The personnel file maintained by the Chief Human Capital officer shall be considered the official personnel file.

1-28 The term **PREPARATION** shall mean a lesson plan for a class period of more than fifteen (15) minutes for middle school and high school teachers distinguished by differences in grade level and/or subject matter, and/or bilingual.

1-29 The term **PRINCIPAL** shall mean any building administrator or the administrator of any work location or functional division in the school district.

1-30 The term **PRINCIPAL DESIGNEE** shall mean that individual who while remaining in the classroom is on call for any emergency in the absence of the Principal.

1-31 The term **PROBATIONARY TEACHER** shall mean a person employed in a position in Tucson Unified School District which requires a teaching certificate from the State Board of Education (including counselors and librarians), and a teacher who has not been employed full-time by the district for more than the major portion of three consecutive school years, or a continuing teacher who has been designated in the lowest performance classification, as set forth in by A.R.S. 15-538.01.

1-32 The term **PROFESSIONAL DEVELOPMENT** shall mean the voluntary participation by MBUs in any approved activity (as defined in Article 19) and selected by the individual. Professional development shall count for the MBU's professional development stipend/reimbursement and recertification.

1-33 The term **PROGRAMMATIC NEED** shall mean specific instruction that must be offered to meet student needs due to federal/state legal requirements, and/or Board designated requirements.

1-34 The term **QUALIFIED EVALUATOR** shall mean any certified employee who is responsible for the supervision or independent observation of other certified employees and who has taken "evaluator training" as designated by TUSD's Assistant Superintendent for Curriculum and Instruction Department.

1-35 The term **RELOCATION** shall mean the move of an exceptional education teacher and their students to another site at any time during the year.

1-36 The term **RECRUITMENT EVENT** shall mean a job fair, expedited interview process or other event coordinated by Human Resources to fill multiple vacancies.

1-37 The term **REPRESENTATIVE** shall mean any TEA member that is designated by the association to perform a function for the association. Upon request, the TEA president shall provide notification of such representatives.

1-38 The term **SCHOOL COUNCIL** shall mean the body of stakeholder representatives which may include site administration, faculty and staff, parents/guardians of pupils who attend the school, community representatives, and/or students.

1-39 The term **SENIORITY** shall mean the number of years in the bargaining unit for MBUs with continuing TUSD employment. For part-time MBUs, seniority shall be pro-rated according to the percentage of the school year worked. Seniority is maintained and accrued during the time a MBU is on a recall list with the District and during any leaves of absence. In the event two or more MBUs have the same date of hire, their seniority rank shall be determined in the order of the last four digits of their Social Security number, lowest number being the most senior.

1-40 The term **SHARED DECISION-MAKING** shall mean the process of decision making at a worksite in which decision making is shared by the site administrator(s), teachers, parents/guardians, and educational support professionals within the framework of each site's school council and Governing Board Policy. Shared decision-making shall be synonymous with the term site-based decision-making. Shared decision-making is designed to comply with the decentralization provisions stated in the 1994 Arizona revised statutes (ARS 15-351).

1-41 The term **STAFF DEVELOPMENT** shall mean the participation by MBUs in in-service activities during normal work hours. Staff development hours shall count only for re-certification.

1-42 The term **STUDENT WITH A 504 ACCOMMODATION PLAN** shall mean any student who has been identified by the District as meeting the criteria specified in Section 504 of the Rehabilitation Act of 1973.

1-43 The term **SUBSTITUTE** shall mean a person who holds the appropriate credentials to be a substitute in the State of Arizona.

1-44 The term **TEACHER LOAD** shall mean the number of students instructed by a teacher at a middle school and/or high school. Students enrolled in any class period of more than fifteen (15) minutes duration shall be counted as part of a teacher's load.

1-45 The term **TEMPORARY CONTRACT** shall mean:

A. The contract issued to those MBUs selected to fill vacancies advertised after Labor Day of each succeeding school year.

B. The contract issued to any MBU hired to fill in for a MBU on a one-year Governing Board leave of absence.

C. The contract issued to any MBU with a 3/5 or less position.

D. The contract issued to any non-continuing MBU on an emergency or ~~provisional~~ otherwise deficient certification.

E. The contract issued to a teacher in the first year of the profession.

1-46 The term **TRANSFER** shall mean a change from one school or a non-school site department to another school or a non-school site department, resulting from the application of procedures in Article 7 or 8. The move of an entire school to another location shall not be considered a transfer.

1-47 The term **VACANCY** shall mean any budgeted position previously held by a member of the bargaining unit, whether a newly created budgeted position, or a previously held or newly created budgeted extra-duty position which is not filled administratively through application of Article 8, or assignment in accord with ADA.

Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, and other Federal and State non-discrimination laws and regulations.

ARTICLE TWO

GENERAL PROVISIONS

2-1 Discrimination

A. Neither the District nor the Association shall discriminate against any MBU on the basis of race, religion, color, national origin, age, sex, sexual orientation, gender, gender identity or expression, marital status, disability, or membership or participation in the Association's activities.

B. A MBU shall have the right to be free from physical or verbal abuse, mental harassment and ethnic or derogatory and/or defamatory statements.

C. The rights, privileges and benefits provided by virtue of this Agreement shall be applied equitably to all MBUs.

2-2 Board Policy

This Agreement constitutes officially adopted Board policy for the term of said Agreement, and the Board and the Association shall carry out the commitments contained herein and give them full force and effect.

2-3 Board Powers

The Board and the Association recognize that the Board and its administrators have certain powers, discretions and duties that, under Federal Law, the Constitution and Laws of the State of Arizona, may not be delegated, limited or abrogated by agreement with any party. Accordingly, if any provision of this Agreement or any application to any MBU covered hereby, shall be found contrary to law by legislative act or court of competent jurisdiction, such provision or application shall have effect in the law only to the extent permitted by law, but all other provisions or applications of this Agreement shall nevertheless continue in full force and effect. The Association and District shall immediately reopen negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

2-4 Alteration

A. No change, revision, alteration, or modification of this agreement in whole or in part shall be valid unless the same is ratified by both the Board and the Association and endorsed in writing hereon.

B. In case of emergency (as defined in Article 2-3) for 20252026-20262027, either party may request in writing to the other to reopen any article(s) for negotiation.

2-5 Control

Except for those policies described herein as Agreements between the Board and the Association, the Board has the prerogative and responsibility to formulate and implement such other policies and programs it determines are necessary for efficient and effective operation of the schools. The provisions of this Agreement shall control where any conflict exists between this Agreement and Board policy, practice, custom, writing or intentions not incorporated in this Agreement. This Agreement shall not be used as a reason to deprive MBUs of professional advantage.

2-6 Summer School

Should the Board elect to commence operation of its own summer school program (as opposed to contracting out), such program will not be covered under the terms of this Agreement.

ARTICLE THREE

ASSOCIATION AND EMPLOYEE RIGHTS

3-1 Facilities

A. The Association and its representatives shall be permitted to transact Association business on school

property and have the right to use school facilities at reasonable times, provided it does not interrupt

scheduled classroom activities or other school functions.

B. Association meetings may be held in school facilities at any reasonable time that does not interfere with scheduled classes or other school functions. Whenever an Association meeting will be scheduled during the workday at a school, arrangements for the meeting should, as a professional courtesy to the building administrator, be made no later than the day prior to the meeting.

3-2 Communications

A. The Association and its representatives shall have the right to post notices of activities and matters of Association concern on bulletin boards. Space on at least one such bulletin shall be provided in each school building.

B. The Association shall have the right to use mailboxes, and the District delivery service for communications to and from MBUs.

C. The Association shall, upon request, be granted time at faculty meetings/Professional Development to present reports and announcements.

D. The Association and the District shall jointly plan and conduct the orientation program for newly hired MBUs.

E. Regarding Section 3-2-A and 3-2-B above, such use of bulletin boards or mailboxes shall be limited to Association matters authorized by a responsible Association representative, as evidenced by the Association logo. The responsible supervisor at the building, or the designee, shall be given a copy of matters posted or deposited in mailboxes prior to actual posting or depositing. Documents deposited or posted may not include any defamatory material or advocate insubordinate acts.

3-3 District Information

A. The District agrees to furnish the Association available information concerning the financial resources of the District, including but not limited to financial reports, tentative budgetary requirements and allocations, agendas and minutes of Board meetings and seniority lists. The District also agrees to provide the Association with information needed by the Association to develop constructive negotiation proposals, provided, however, that the District shall not be required to prepare reports or surveys. The District further agrees to provide the following information to the Association:

1. Names, addresses, assignments and work sites of all MBUs hired by the District within 20 days of the date the individual starts working, or the Board approves the contract, whichever is earlier;
2. All vacancies shall be posted online;
3. Lists showing MBUs assigned to each building by October 1 as needed.
4. Lists of all extra duty assignments, including name, school, assignment and extra duty assignment by November 1 of each year;
5. Lists of substitutes in alphabetical order by October 1 of each year;
6. Seniority lists by date of hire and alphabetical order by October 1 and March 1 of each **y**ear;
7. Class size lists per MBU by building by October 15th of each year;
8. Lists of the specific administrators responsible for the distribution, preparing and compiling of the data listed in the Consensus Agreement by August 1 of each year.

B. All other information requested from the District will be provided to the Association in a timely manner.

3-4 TEA Representatives

Current law prohibits the District from compensating employees for performing Association business. However,

the District will make every effort to accommodate the employees' use of flex time or personal leave for the following activities.

A. Members of the TEA Board of Directors and members of official committees shall be permitted to leave the buildings at students' dismissal time in order to attend scheduled Association business.

B. Past practice concerning released time for TEA representatives shall be continued for AEA Delegate Assembly, time spent as a member of the TEA Bargaining Team, and TUSD/TEA consultations or involvement in a third step grievance hearing or arbitration proceeding. No individual shall be entitled to more than twenty (20) days of released time per school year for TEA/AEA/NEA activities, except time spent as a member of the TEA Bargaining Team, in TUSD/TEA consultations or involvement in a third step grievance hearing or arbitration proceeding shall not be counted in the twenty (20) day limitation.

C. The following released time shall be provided, and substitute salary shall be paid by the Association.

1. Released time requiring substitutes and requested for members of the Association's bargaining team prior to March 1.

2. Released time requests requiring substitutes which exceed forty (40) days. The following released time will not be included in those forty days:

a. AEA/NEA delegate assembly;

b. Time spent as a member of the Association's bargaining team on or after March 1;

c. TUSD/TEA consultations;

d. Level III grievances or arbitrations.

D. TEA will notify in writing the Chief Human Capital Officer in advance of released time requests. If the request is for AEA/NEA Delegate Assembly, time spent as a member of the bargaining team; a TUSD/TEA consultation; or a Level III grievance/arbitration, the written notification will indicate the reason.

E. The Association will provide the District with the names of Association Representatives in each building and those members of official committees by October 15 and February 15 of each year of this Agreement.

3-5 Association President and Vice President

Wherever the term Association is used, it is understood that the President of the Association or the designee acts for the Association. The Association President and Vice President shall be entitled to a paid leave during the term of office and shall not suffer a loss of benefits. The Tucson Education Association shall reimburse the District for the cost of the paid leave and benefits.

3-6 Notification

The District will post on its website both the White Collar/Food Service and the Consensus Agreements within thirty (30) calendar days from the date of Board approval and ratification by the Association. All bargaining unit agreements are available on the TUSD website.

3-7 Payroll Deduction

A. Upon receipt of written authorization from any individual, the Board agrees to deduct from the salary of members of the Tucson Education Association the annual amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by the Association. The Board further agrees to promptly transmit all such monies so deducted to the Association on a bi-monthly basis. Non bargaining unit employees may elect payroll deduction of the dues to TEA and a TEA member who moves into a non bargaining unit position may continue their payroll deduction for TEA membership. This is not intended to apply to members in or changing to recognized units (AFSCME, CWA, or ELI). The availability of payroll dues deduction should not imply applicability of the Consensus Agreement to

the employee who is authorizing the deduction. The applicability of the Employee Agreement is dependent on the employee's job classification.

B. The written authorization shall remain in effect during the term of employment unless the employee revokes the authorization**.** Revocation shall be accomplished exclusively in the following manner: The individual shall initiate the requested revocation by providing written notice to the Association.

C. The deductions shall be made in equal amounts starting with the first full pay period after the start of the school year, or the first full pay period after the District receives the authorization.

D. If authorized by the individual in the event the individual's employment is terminated by resignation or otherwise, the balance of dues for that year shall be deducted from the final paycheck. If the balance due the Association is greater than the final paycheck, the Board neither has liability for the difference, nor any obligation to recover said amount for the Association. In addition, the Association agrees to indemnify the Board against any actions taken by any person for making any payroll deductions as specified in this Article.

3-8 Consultation

Upon request of the Association or the District, the Association and the District agree to meet and consult at least once per month. Topics of discussion shall include matters of concern to either party. Released time may be granted to allow MBUs to participate in TUSD/TEA consultations.

3-9 Exclusivity

A. All rights and privileges granted to the Association under the terms and provisions of this Agreement are for the exclusive use of the Association.

B. The District may consult with any individual or organization on any topic, but will negotiate only with the Tucson Education Association.

C. As the exclusive representative of MBUs, Tucson Education Association (TEA) is obligated to represent in good faith all employees in the bargaining unit as defined in Article 1-24.

D. The Association shall indemnify and save harmless the District from and against any and all claims, damages or suits or other forms of liability which may arise out of or by reason of any action taken by the District or the Association for the purposes of complying with this Article.

3-10 Committees

A. Information regarding District committees formed to make recommendations which impact MBUs' terms and conditions of employment will be provided to the Association. Such committees will include Association participant(s). Recommendations for Association participant(s) will be made to the Superintendent by the Association President.

B. The District and the Association agree to have the following three standing committees for the term of this Agreement. The purpose of each is stated below:

1. Review of Exceptional Education Issues
2. Professional Development Committee as outlined in Article 19-3
3. Classroom Site Fund Planning Committee

C. Each committee shall be composed of up to eight (8) members, four (4) members appointed by the Superintendent and four (4) members appointed by the TEA president. The committee will begin meeting no later than October 1. Each committee will provide, recommendations to the Superintendent and TEA annually. If applicable, the joint committees will forward their recommendations to the TUSD and TEA bargaining teams for consideration when negotiating successor agreements.

3-11 Representation

A. Upon request, a MBU has the right to representation for the following:

1. Grievance procedures;
2. When receiving any disciplinary action;
3. When discussing an evaluation;
4. For meetings regarding performance related issues.

B. The MBU shall be responsible for arranging representation prior to the scheduled meeting. The District shall afford the MBU reasonable time to make such arrangements, should the MBU desire representation, unless immediate action is necessary as in 16-3-B.

C. If postponement of a meeting occurs in order to obtain a representative, that delay shall not invalidate the evaluation, grievance, discipline, or performance conversation, and no action shall be taken with respect to the MBU until a representative of the association is present, unless immediate action is necessary as in 16-3-B.

3-12 Complaints

Any complaints regarding a MBU which may have an effect on the MBU's evaluation, continued employment, or which may result in disciplinary action, shall be delivered to the MBU in writing. Where the original complaint was in writing, a copy of that written complaint shall be furnished to the MBU. Where the original complaint was either made verbally or based on the administrator's own observations, a detailed written summary of that complaint shall be furnished to the MBU. Delivery of either the written complaint or the written summary shall be within five (5) days of the administrator's learning of the complaint excluding days for which the MBU is absent. Said MBU shall have the right to respond in writing within five (5) days, and the response shall be reviewed by the administrator and attached to the complaint. Should the complaint result in disciplinary action, the discipline shall be issued within five (5) days from receipt of the response and the source of the complaint will be disclosed to the MBU. For purposes of this section, the term "complaint" means a statement that a MBU acted in an unsatisfactory or unacceptable manner. The term "complaint" does not include:
(a) an action observed or obtained by an administrator; (b) a statement made about the MBU from the District central offices, law enforcement, a state or federal agency, or news media; or (c) any concern associated with the MBU's certification.

ARTICLE FOUR

NEGOTIATION PROCEDURE

4-1 Recognition

The District recognizes the Association as the exclusive representative of all MBUs in the District and shall negotiate terms and conditions of employment with the Association in accordance with the following procedure:

4-2 Procedure

A. Both parties agree to negotiate in good faith. The obligation of good faith negotiations does not compel either party to agree to or to make a concession on a specific issue. The District shall make available to the Association the proposed budget for the next fiscal year as soon as it is available, including preliminary information concerning MBU salaries. The District shall provide the Association with public information requested by the Association.

B. Negotiations shall be conducted in closed session unless both parties agree to the contrary. Either party may designate its own representatives and may utilize the service of consultants.

C. Tentative agreement of individual items reached during negotiations shall be reduced to writing, dated and signed by the team's spokespersons. Tentative agreement of individual items shall be conditional upon the approval of the entire agreement by both parties. All tentative agreements negotiated by the

negotiations team are subject to formal ratification by the members of the Association and adopted by the District. After ratification by both parties, representatives of the District and Association shall sign the Agreement.

4-3 Timelines

Negotiations shall begin no later than March 1st. If no agreement has been reached by April 15th as a result of good faith negotiations, either party may declare an impasse and the issues in dispute shall be submitted to mediation/arbitration.

4-4 Impasse

A. Should the District and the Association be unable to agree within five (5) working days upon a mediator-arbitrator, the American Arbitration Association shall be requested to furnish a list of five (5) mediator-arbitrators from which the parties shall select a mediator-arbitrator in accordance with American Arbitration Association rules. The format, dates, and times of meetings shall be conducted in closed sessions. The costs for the services of the mediator-arbitrator including per diem expenses, if any, and actual and necessary travel expenses and subsistence shall be shared equally by the District and the Association.

B. The mediator-arbitrator shall first attempt to resolve the dispute through the mediation process. Should this process fail, that person shall then function as the arbitrator of the issues remaining in dispute. Within ten (10) working days after the conclusion of arbitration hearings, the mediator-arbitrator shall submit a report in writing to the District and Association only and shall set forth in the report the findings of fact, reasoning, and recommendations on the issues submitted. The report shall be advisory only and binding neither on the District nor Association. Within five (5) days after receiving the report of the mediator-arbitrator, the representatives of the parties shall meet to discuss the report. No public release shall be made until after such meeting. The respective parties shall take official action on the report of the mediator-arbitrator no later than fifteen (15) days after the meeting described above.

4-5 Expiration

If the Association is decertified pursuant to the procedures in Article 4-6 or otherwise loses recognition, this Agreement shall be considered null and void upon its expiration date.

4-6 Decertification Petition

A. Petition

1. A Petition for an election to decertify the Association may be filed with the Superintendent by a MBU or a teacher organization.

2. The petition shall contain the following information:

a. The name, address and telephone number of the petitioner, and the name, address and telephone number of the agent to be contacted, if any.

b. A description of the established unit.

c. The approximate number of teachers in the established unit.

d. A statement that the teachers in the established unit no longer desire the Association as their exclusive representative.

3. The petition shall be signed by at least 30 percent of the members in the bargaining unit.

4. The petitioner shall concurrently serve a copy of the petition upon the District by delivery to the Governing Board Office, upon the Association, and upon any other teacher organization known to claim to represent MBUs.

B. Election

1. Upon receipt of a petition for decertification, the Board may conduct a representation election under impartial auspices. The costs for such an election shall be shared equally by the petitioning organization and the District.

2. A petition shall not be considered whenever a representation election has been held within the 12

months immediately preceding the filing of the petition. If there is an existing agreement in effect, the petition must be initiated, signed, and delivered to the Board within 90 to 120 working days prior to expiration of the agreement to fulfill the requirement for receipt of a valid petition for decertification.

ARTICLE FIVE

GRIEVANCE PROCEDURE

5-1 Purpose

A. The District and the Association acknowledge that it is usually most desirable for the MBU and the immediate supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the MBU, a grievance may be processed.

B. The purpose of this grievance procedure is to secure equitable solutions to a claim in an equitable manner and at the lowest possible level.

5-2 Immediate Supervisor

A. In any school, the immediate supervisor is deemed to be the building principal, principal designee, or acting principal in their absence.

B. If a MBU works at more than one school, the immediate supervisor shall be deemed to be the supervisor with whom the grievance has been filed.

C. If a MBU is not assigned to an individual school, the immediate supervisor is deemed to be the administrator by whom the MBU is evaluated.

5-3 Level One

A. A MBU with a Level I grievance shall first present it orally and informally, with or without representative, to the grievant's immediate supervisor within fifteen (15) days following the alleged violation, or fifteen (15) days from the time the alleged violation is known to the grievant or the Association.

B. When presenting a Level I grievance, the grievant must specifically inform the immediate supervisor that the presentation is a Level I grievance. A Level I grievance shall include the following:

1. Date of alleged violation;

2. Section of Agreement allegedly violated;

3. Relief requested.

5-4 Level Two

A. If resolution is not reached by means of the Level I grievance procedure, the grievant shall have five (5) days from the date of the Level I grievance meeting to file a written grievance. The grievant may present a claim in writing to the immediate supervisor, either directly or through the Association.

B. A written grievance shall meet the following specifications:

1. It shall contain a synopsis of the facts giving rise to the alleged violation or misinterpretation, including appropriate dates;

2. It shall contain the specific section of this Agreement which has been allegedly inequitably applied;

3. It shall state the relief requested;

4. It shall be signed and dated by the grievant.

C. Within five (5) days after receiving the written claim of grievance, the immediate supervisor shall state

the decision in writing and forward it to the Director of Employee Relations, the grievant, and the Association.

5-5 Level Three

A. Within ten (10) days after receiving the written decision of the immediate supervisor (or within twenty (20) days from the date the Level I grievance was filed if there was no written response to the Level II), the grievant may, either in person or through the Association, submit a written appeal of the immediate supervisor's decision to the Director of Employee Relations. Said appeal shall be accompanied by copies of the original claim of grievance and the immediate supervisor's written decision and shall state with particularity objections to that decision. The Director of Employee Relations shall investigate the claim, evaluate the evidence, and within ten (10) days after receiving the written appeal schedule a hearing, and within ten (10) days after the hearing, state in writing a decision. The Association shall receive copies of all grievance decisions made as a result of hearings without Association representation. Level Three grievance decisions will not be used by either party as precedent in future grievances.

B. A copy of the original grievance and the Level III decision shall be sent to the Association at same time the Level III decision is provided to the grievant.

C. The Level III filing will be submitted with at least one date (within five days of filing) when the Association representative and the grievant will be available.

5-6 Level Four – Arbitration

A. Only grievances arising out of an alleged misinterpretation or alleged violation of the express Terms of this Agreement may be submitted to Level IV, and only on petition of the Association. All arbitration hearings will be held at times and locations mutually agreeable to both the District and the Association.

B. If the response of the Level III review does not result in resolution of the grievance, the Association on behalf of the grievant may invoke this Level IV procedure within ten (10) days of the receipt of the Level III decision.

C. TUSD's Director of Employee Relations and the Association shall submit the issue and schedule a hearing date with the selected arbitrator within ten (10) days of filing of the grievance at Level IV.

5-7 Selection of Arbitrators:

The selection of arbitrators to hear TEA grievances shall be accomplished in the following manner:

TEA and TUSD shall agree on a list of twelve (12) arbitrators who are acceptable to both TEA and TUSD. The arbitrators shall be placed on a list in alphabetical order and assigned in that order as each grievance is filed. The intent is to rotate arbitrators. If an arbitrator's schedule prevents a mutually agreeable hearing date from being scheduled within forty-five (45) calendar days of filing for arbitration, then the next arbitrator on the list shall be assigned that grievance.

5-8 Arbitration

A. The arbitrator shall be bound by the following:

1. The arbitrator shall neither add to, detract from, nor modify the language of this Agreement;

2. The arbitrator shall expressly be confined to the precise issues jointly submitted by the parties. If the parties are unable to reach agreement on the submission of issues, the arbitrator shall formulate the issues to be determined.

B. The findings and recommendations for relief of the arbitrator shall be advisory. A copy of the decision shall be submitted to both parties within thirty (30) days of the hearing.

C. The fees and expenses of the arbitrator shall be borne equally by the parties. All other expenses shall be borne by the incurring party.

5-9 Time Limits

A. Failure at any step in this procedure to communicate the decision on a grievance within the specified time limit shall permit the grievant to proceed to the next step.

B. Failure at any step to appeal a grievance to the next higher step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step. Time limits specified in the grievance procedure may be extended in any specific instance only by mutual written consent of both parties.

5-10 Reprisals

No reprisals shall be taken by the District or the Association against a grievant or witness(es) because of participation in the grievance procedure.

5-11 Group Grievance

If, in the judgment of the Association representative, the grievance affects a defined group of MBUs, the Association may pursue the grievance at Level III. Prior to filing the written Level III grievance, TEA shall first present the grievance orally to the Superintendent's designee in accordance with the Level I provision.

5-12 Hearing and Decisions

A. At each of the levels of the grievance procedure, the grievant and their representative shall be given a reasonable opportunity to be heard. Hearings at each level will be held at times mutually agreeable to both the District and Association.

B. All decisions at Level II and Level III shall be in writing and shall include supporting reasons. Copies of all decisions and recommendations shall be promptly furnished to all parties in interest, including the grievant and/or their representative.

5-13 Forms

Forms for filing grievances, withdrawing grievances, serving notices, taking appeals, making reports and recommendations and other necessary or related proceedings, shall be prepared by the District after consultation with the Association. Multiple copies shall be available upon request from TUSD Employee Relations or the Association.

5-14 Information

A. Reasonable access shall be made available to records and files of all non-confidential information necessary to the determination and processing of any grievance upon request to the Director of Employee Relations.

B. Only the following grievance information may be placed in a MBU's personnel file:

1. Receiving additional monies/benefits;
2. Placement on a salary schedule at a higher rate of pay;
3. Placement in a position;
4. Leave of absence and sabbatical approvals.

5-15 Participation in Grievance Process

A. Grievant(s) and a reasonable number of witnesses who testify orally at scheduled hearings or arbitration hearings shall receive their regular rate of pay for any part of their workday spent in the following grievance related activities:

1. Attending scheduled grievance hearings;

2. Attending arbitration hearings.

B. The MBU shall be released from their work duties only for the time necessary to testify and shall return to work immediately upon being released from the hearing. Arrangements for grievant(s) and witnesses must be made at least two (2) days prior to the scheduled hearing.

ARTICLE SIX

ASSIGNMENT

6-1 Qualifications

A. MBUs shall not be required to accept assignments outside the scope of their state/national certification, endorsement, highly qualified or North Central requirements, if applicable. However, if an MBU has been teaching a particular subject or grade level, the MBU has a professional responsibility to meet the certification and highly qualified requirements as defined by the state. Failure to meet certification and qualification requirements may result in the District voiding the employment contract.

B. Any position for in-house suspension programs shall be filled with a teacher.

6-2 Site Assignments

MBUs shall not be required to accept assignments to more than five (5) schools/sites, with the following exceptions:

Direct Link – Exceptional Education Teacher	Nurse
Teacher (Distance Learning)	Occupational Therapists
Hygienists	Physical Therapists
Hearing Impaired Teacher – Exceptional Education Teacher	Visually Impaired Teacher – Exceptional Education Teacher
Job Development Instructor	

6-3 Split Schedule

No MBU shall be required to accept a split schedule.

6-4 Assignments

A. Assignments shall be based on:

1. TUSD curriculum;
2. Needs of students based on enrollment and registration;
3. Class sizes and staffing ratios as per the Consensus Agreement;
4. The MBU's stated preference, education, and experience.

B. The District may assign teachers to different subjects and/or grade levels within a school.

~~**B.**~~**1.** Exceptional Education teachers may not be moved between Exceptional Education salary schedules.

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C. No assignment shall be arbitrary, capricious, or without basis in fact.

D. Any counseling or librarian vacancy shall be advertised and filled according to the Vacancy Recruitment and Selection process described in Article 7.

6-5 Initial Assignments for the Following School Year

A. No later than February 15 of each year, MBUs shall be asked in writing by the principal, designee, other appropriate District administrator, and/or department chairperson to identify their preferred assignment at their site(s), including the subject, grade level, extra duty assignments and/or schools (for MBUs assigned to more than one site).

B. No later than April 1, each MBU shall be notified in writing of their tentative assignment for the

following year. Exceptions are:

1. May 15 for Exceptional Education MBUs; and

2. First contract day of the next school year for itinerant music teachers.

C. Itinerant Music Teachers

No later than their last contract day, traveling music teachers shall submit their suggested schedules for the next school year to their site administrator(s) and the Assistant Director for Fine Arts. Tentative

schedules developed by the District for traveling music teachers will be provided to them by their first contract day. Traveling music teachers will have an opportunity for a consultation to suggest changes in their schedules prior to the opening of school.

6-6 Assignment Changes

A. Assignments shall not be changed without prior consultation with the MBU; however, if the assignment must be changed before the MBU reports to work the following year, and every reasonable effort has been made to consult without success, the MBU will then be notified in writing.

B. For Non-Exceptional Education MBUs assigned to more than one site, the addition, deletion, or exchange of less than 65 percent of site working time shall be an assignment change and not a transfer if it occurs prior to September 14 of each year. The addition, deletion, or exchange of 65 percent or more of site working time shall be a transfer. Any change of site working time after September 14 of each year shall be a transfer.

C. For Exceptional Education MBUs, any change in site working time before November 8 shall be considered an assignment change. In the event of an assignment change of an Exceptional Education MBU, the Exceptional Education MBU shall be provided two (2) working days "relieved of regular duties" to complete the assignment change.

6-7 Return from Leave

A. A MBU on a full-time leave for one school year or less, to include leave taken under FMLA will return to their previous site/school and will be assigned first in accordance with the provisions of this article.

B. MBUs on a fractional leave of absence will return to the site and FTE held at the time of their original request for a fractional leave.

C. Job Sharing

After expiration of a leave of absence granted for the purpose of job sharing, if vacancies do not exist at the site, Article 8 will apply.

ARTICLE SEVEN

VACANCY RECRUITMENT AND SELECTION

7-1 Vacancy Criteria

All qualified, eligible applicants may apply for vacancies during the specified posting period.

7-2 Posting Criteria

A. Each vacancy posting, except an extra duty vacancy, shall include:

1. School, position, grade/subjects or subject to be taught;

2. District, State and/or Federal Certification requirements;

3. District, State and/or Federal Endorsement requirements;

4. District and/or North Central Education and/or training requirements;

5. Performance Responsibilities, including programmatic needs; and

6. Date job begins.

B. All vacancies shall be posted on the TUSD website and in the Human Resources Department.

C. No vacancy notice shall be constructed in an arbitrary or capricious manner or without basis in fact.

D. MBUs returning from a Board approved Leave of Absence will be referred to the TUSD website or provided a list of vacant positions at the time they submit the required paperwork to return to work.

7-3 Applicant Criteria

A. To be considered for a vacancy, the applicant must meet the following criteria:

1. District, State and/or Federal Certification requirements;
2. District, State and/or Federal Endorsement requirements;
3. District and/or North Central Education and/or training requirements;
4. District, State or Federal affirmative action requirements;
5. Performance responsibilities, including programmatic needs.
6. State requirements for transfer based upon the applicant's performance evaluation classification.

B. Vacancies shall be filled within twenty (20) business days from close of posting, except when there are not enough highly qualified applicants, the district is filling vacancies for the following school year, or there are more than fifty (50) applicants.

C. MBUs who have been subject to a reduction in force at their sites, and those who are at a site that has been declared a new school, may apply for posted vacancies.

D. Any MBU who is involved in a Plan for Improvement may be prohibited from transferring.

7-4 Vacancies Advertised from Labor Day through the End of the School Year:

Vacancies advertised from Labor Day through the end of the school year shall be filled with temporary contract new hires. If there are no qualified new-hire applicants, vacancies may be re-advertised for MBUs.

7-5 Filling Vacancies for the Following School Year:

A. By February 1: Letters of Intent to Re-Employ shall be issued to temporary contract teachers selected to fill a budgeted, vacant position at their site. MBUs on temporary contracts who are notified by February 1 of the District's intent to re-employ for the following school year are considered MBUs for the purpose of filling vacancies for the following school year. The decision as to issuance of a letter of intent to re-employ for the following school year is left to the sole discretion of the District.

B. By February 15: Vacancies shall be advertised for all new positions, positions created due to separations or leave of absence, and those not filled by temporary contract teachers (those not issued a letter of intent to re-employ by February 1).

C. Until July 1: MBUs may apply as voluntary transfers unless they have accepted a position for that year. After July 1, if all affected parties agree to a release, the transfer may be granted.

D. Unassigned MBUs whose positions have been eliminated at the site in the spring shall be assigned to the RIF pool. All highly qualified and appropriately certified candidates in the RIF pool shall be guaranteed an interview at the first recruitment event after April 1st.

E. TUSD will inform the TEA president of the date, time, and process for upcoming recruitment events. The first two hours of the recruitment event will be limited to MBUs in the RIF pool only.

7-6 Candidate Selection/Interviews for Vacancies For The Following School Year (Through June 30).

A. ~~The five most senior~~All MBUs who apply, meet the posting criteria, and are ~~highly qualified and~~

appropriately certified shall be forwarded for consideration to the hiring authority along with any other candidates who meet the same requirements. *All qualified* MBUs shall be offered an interview opportunity.

B. In order to be considered for the vacant position, the applicants shall make themselves available for the scheduled interview. Interviews during off-contract time may be conducted by conference call if the MBU requests and makes such arrangement prior to the scheduled interview time.

C. MBUs shall be allowed time off to interview for another Consensus Agreement position in TUSD.

D. The school council shall determine guidelines regarding the composition of the interview committee(s), based on the grade level and/or content area of the position advertised.

E. The site administrator will include the same interview committee members in all interviews for any one posting.

F. The site administrator shall then consider the choice(s) of the interview committee and may select a candidate from the referred applicants. If the administrator rejects the recommendation of the interview committee, they shall state in writing the justification for such decision to the committee. The interview committee shall then reconsider the previously interviewed candidates. The site administrator is responsible for the final recommendation of a candidate to fill a vacancy.

7-7 Candidate Notification

A. **1.** MBUs referred for interview will be notified of selection or non-selection within fifteen (15) days of the position being filled or withdrawn.

2. MBUs will receive written notification from the Human Resources Department when they have been selected to fill a vacant position. The MBU will have two (2) days from date of receipt to decline the position. Failure to decline denotes acceptance.

B. When a MBU has been selected as the successful candidate for a vacancy during the school year, the MBU shall be allowed two (2) working days to complete the transfer of their materials to the new location.

7-8 Extra Duty

A. All extra duty vacancies listed in Article 29 (except as provided in 7-8-C) shall be filled by MBUs, providing they meet the following criteria.

1. District experience requirements;
2. District, State or Federal Affirmative Action requirements;
3. Performance Responsibilities;
4. District, State and/or Federal certification requirements.

B. Each extra duty vacancy posting shall include:

1. School;
2. Extra Duty;
3. District, State or Federal Affirmative Action requirements;
4. District experience requirements;
5. Performance Responsibilities;
6. Stipend to be paid;
7. Date job begins;
8. District, State and/or Federal Certification requirements.

C. The five (5) most senior MBUs who apply and meet the posting criteria shall be forwarded for consideration to the hiring authority for any high/middle school coaching vacancy along with any other

candidates who meet the same requirements. *No fewer than* three of the five most senior shall be an interviewed.

D. The following extra duty vacancies in elementary schools shall be posted only within the school where the extra duty vacancy exists: student council, vocal music and safety.

E. The following extra duty vacancies in middle schools shall be posted only within the school where the extra duty vacancies occur; audio visual; student council; newspaper and yearbook; and spirit line.

F. The following extra duty vacancies in senior high schools shall be posted only within the school where the extra duty vacancies occur; class sponsor; student council; Manager of Interscholastic Activities and Spirit Line. Head librarian, department chairperson, newspaper, yearbook and debate/speech shall be posted only within the school where the vacancy occurs if they are not combined with a teaching vacancy.

G. **1.** Only the following extra duty vacancies may be combined with teacher vacancies: Head librarian; department chairperson; middle and senior high school fine arts; and senior high school fine arts; and senior high school newspaper, yearbook, and debate/speech.

2. Extra duty positions that are combined with teaching positions shall be posted and filled in accordance with this Article. If more than one applicant meets the extra duty vacancy criteria for extra duty positions that are not combined with teaching positions, the appropriate administrator will make the selection.

H. No extra duty vacancy shall be filled in an arbitrary, capricious manner or without basis in fact. No extra duty vacancy notice shall be constructed in an arbitrary or capricious manner or without basis in fact.

ARTICLE EIGHT

INVOLUNTARY ASSIGNMENT/RELOCATION

8-1 District-Initiated Transfer Process

A. If the District determines that a District-initiated transfer is necessary, the faculty shall be informed as to the reasons for the transfer.

1. The Principal shall communicate the necessity for the transfer and request volunteers for a District-initiated transfer.

2. There shall then be two (2) DAYS in which to determine if a MBU wishes to volunteer to be a District-initiated transfer.

3. No District-initiated transfer from a site or program shall begin until the two (2) daytime period for volunteers has passed.

4. If more than one MBU meets the requirements for a voluntary DIT, then the most senior MBU shall be designated as the DIT. If only one MBU meets the requirements for a voluntary DIT, they shall be designated as the DIT.

5. In any event, a voluntary DIT will only be accepted as the DIT provided their transfer meets the criteria listed in Article 8-2-A.

B. A personal conference shall be initiated with the MBU designated as a District-initiated transfer by their immediate supervisor.

1. A written notice of transfer which states the reasons for the transfer will be provided to the DIT either at the conference or within five (5) days following the conference.

2. The reasons for transfer shall be discussed and the MBU shall have an opportunity to express any concerns regarding such transfer.

3. At said conference the MBU shall be informed of the following:

a. The economic, affirmative action and enrollment factors causing the decision to be made;

b. The factors causing that particular building, department or program to lose a MBU;

c. The factors causing that particular MBU to be transferred.

C. At said conference, MBUs that have been designated as a DIT will be referred to the applicant tracking system for a list of all positions available.

D. DIT Timeline

1. MBUs who are identified as DITs before the first contract day will rank in order all positions for which they are qualified. These positions will be filled with the most senior applicant, with the exception of schools designated as "New Schools."

2. MBUs who are identified as DITs after the first contract date of the school year up through September 14 will be transferred to a position for which they are qualified.

3. When a district initiated transfer happens in the fall, it shall take place no later than September 14. When a district initiated transfer occurs in the spring, it will not be effective until the following school year.

4. In the fall, MBUs transferred because of declining enrollment shall be given the right of first refusal in returning to the original site and/or program if enrollment increases and the position is re-opened prior to September 14.

8-2 Criteria

A. The criteria for transfers and relocations are:

1. Meet the economic, educational or affirmative action needs of the District.

2. Transfer shall not be used as a substitute for evaluation or disciplinary action.

3. Transfer in no way reflects on the competency or the qualifications of any MBU transferred for any reason.

B. Any MBU who is involved in a Plan for Improvement may be prohibited from transferring.

C. When it has been determined that a District-initiated transfer is necessary and there are no volunteers, the District shall utilize a combination of up to the most recent two year average of the MBUs Danielson components from Domains two and three of the evaluation, and their District Seniority points. Each component score will be added together across domains two and three and divided by 10 (total components) to create an average. This average along with the point value for District Seniority will be added together to determine the DIT score. MBU shall be provided with their score. Staff scores shall be made available to MBU without identifying information. In the event of a tie with the DIT score, total score from Domain three will be the deciding factor.

1. Danielson

Domains 2-3 total/10=average over most recent two years

2. District Seniority

0-5 years	1 point
6-10 years	2 points
11-20 years	3 points
21+ years	4 points

D. No District-initiated transfer shall be arbitrary, capricious or without basis in fact.

E. A MBU who is a District-initiated transfer shall not be required to be a District-initiated transfer again prior to the following school year.

8-3 Time to Complete Transfers or Relocation

A. Whenever a transfer, relocation, or an entire school is moved during contract days, MBU(s) shall be allowed two (2) working days relieved of regular duties to complete the transfer.

B. When a MBU has been designated as a District-initiated transfer during contract days, that MBU shall be given two (2) days off for the purpose of visiting schools at which vacancies exist, prior to specifying their preferred school assignment.

8-4 Relocation

A. Before the District makes a decision to move a class from one school site to another, the District will hold a meeting with all MBUs that might be affected by the possible relocation. The purpose of this meeting is to discuss the necessity of the possible relocation and to seek feedback from those that might be affected.

If the District does decide to relocate a class, a second meeting will be held to inform affected MBUs of the reasons for relocation.

B. If relocation occurs, the affected MBU has the choice of moving with their class or being designated as a DIT and placed in accord with Article 7 or 8. A MBU involved in a relocation must make their decision known within three (3) days of notification of such relocation.

8-5 Notification

TEA will be notified on a monthly basis, of MBUs selected to fill posted vacancies, their previous work site, the new work site, and status of the MBU prior to the assignment (long-term substitute, DIT, returning from leave, etc.)

8-6 Temporary Assignment

All MBUs who are District-initiated transfers or returning from leave of absence of more than one year may be temporarily assigned to positions other than posted vacancies, including substitute teacher positions, until they can be placed in a vacancy for which they are qualified. Such MBUs shall be placed in the first available vacancy for which they are qualified.

ARTICLE NINE

NORMAL WORKDAY

9-1 Duration

A. A normal workday for MBUs shall be a 7.5 hour day, excluding Nurses whose workday is 8 hours. Exceptions may include the provision as defined in Article 19-4, Staff Development, and parent teacher conferences that occur before or after school, but in no case shall the work week exceed 37.5 hours, excluding Nurses whose work week is 40 hours, nor shall student contact time be exceeded.

CONTRACT HOURS	**LUNCH** (*Free of all duties, including travel)*	**PLANNING** Elementary	**PLANNING** Middle & High Schools
5/5 (7.5 hours), 4/5 (6 hours),3/5 (4.5 hours)	Not less than 30 minutes	60 consecutive minutes	At least one period
½ (3.75 hours)	Not less than 30 minutes	30 consecutive minutes	30 consecutive minutes
2/5 (3 hours)	Not less than 30 minutes	30 consecutive minutes	30 consecutive minutes
1/5 (1.5 hours)		20 consecutive minutes	20 consecutive minutes

B. MBUs may be permitted to leave the building during any time for which they are not assigned a class with the authorization of the Principal or designee.

9-2 Dismissal

On days immediately prior to scheduled holidays or vacations, MBUs may leave after their students at their assigned worksite are dismissed.

9-3 Planning Time

A. Uninterrupted planning time sixty (60) consecutive minutes shall be provided daily within the normal workday for full-time teachers at elementary sites. Planning period adjustments may be made with the approval of the teacher if the adjustment does not decrease the number of minutes allocated for planning time.

B. At least one teaching period of uninterrupted planning time shall be provided each day for full-time teachers in middle schools and senior high schools. Planning period adjustments may be made with the approval of the teacher if the adjustment does not decrease the number of minutes allocated for planning time.

C. Uninterrupted planning time of at least sixty (60) minutes shall be provided daily within the normal workday for full-time MBUs not referred to in 9-3-A & B. Planning period adjustment may be made with approval of the MBU if the adjustment does not decrease the number of minutes allocated for planning time.

D. At the MBU's request, every reasonable effort will be made to ensure that the planning time for MBUs assigned to more than one site will be provided at the base school.

E. Planning time shall be free of any assigned activities, except where necessary for IEP activities, meetings with supervisors regarding evaluation observations, and parent conferences.

F. Voluntary in-services during planning periods may be held at the request of the majority of MBUs or at the administrator's suggestion with concurrence of the majority of MBUs in the building or department. All materials and written information distributed at voluntary in-services shall be made available to the faculty or department. Compensation for loss of planning period need not be provided if a MBU chooses to attend said voluntary in-service during a planning period.

9-4 Student Contact Time

A. MBUs shall not be required to plan instruction time in excess of 320 minutes per day in an elementary school exclusive of added duty instruction time.

B. For teachers assigned to more than one (1) site, the amount of student-teacher contact time **s**hall not exceed 300 minutes per day.

9-5 Field Trips

The District shall provide transportation and necessary substitutes for any approved field trips. When funds for field trip substitutes are not available, teachers may provide unpaid voluntary in-house coverage in lieu of substitutes. Approval for field trips will be given in writing.

9-6 Parent Conferences

A. **1.** Elementary and exceptional education schools shall be dismissed early a minimum of four (4) half days during the school year to grant teachers time for parent-teacher conferences.

2. Middle school students shall be dismissed early a minimum of three (3) half-days during the

school year to grant teachers time for parent-teacher conferences.

3. High school students shall be dismissed early a minimum of two (2) half-days during the school year to grant teachers time for parent-teacher conferences.

B. On parent teacher conference days, students shall be dismissed three hours early.

C. On parent conference days at any school level, MBUs may be assigned a "split" day, with up to one half of the teacher's normal workday allotted to evening parent-teacher conferences. The normal starting

time of the workday shall not be changed for parent-teacher conference days or faculty meetings without the consent of a majority of the MBUs.

9-7 Preparations

A. Middle and High school teachers shall have no more than three (3) preparations per day without the approval of the teacher. A core block will be considered one preparation.

B. Exceptional Education teachers in self-contained settings, Stand Alone 7-8 teachers at K-8 schools, and Stand-Alone sixth (6^{th}) grade teachers at K6 schools are exempt from these provisions.

9-8 Staffing Outside the Normal Workday

MBU who are required to attend staffings outside the normal workday will be compensated at the same rate as that applicable to loss of planning period.

9-9 Evening Events

Attendance at one open house and one other scheduled student performance/activity (excluding athletic events) by MBUs shall be part of their professional responsibilities without additional compensation. A sign-up list of scheduled activities will be posted in each school. MBUs will not be assigned student supervision responsibilities at such activities.

9-10 Traveling Coaches

Any day during the coach's season on which a coach's planning period falls on the last period of the normal school day, the coach may use the planning period for travel to the coaching site, provided there are no educational activities requiring their presence. If a coach does not have a planning period on the last period of the normal school day, the coach may travel to the coaching site immediately following the dismissal of students.

9-11 Registration

Teachers, excluding counselors, in elementary and middle schools shall not be required to participate in the registration of students for more than two (2) hours. The two (2) hour period may be any time during the three-day period preceding the opening day of school.

9-12 High School and Middle School Teaching Periods

A. No high school or middle school teacher shall be required to teach more than five (5) periods of more than fifteen (15) minutes in duration per day, except as specified in Article 21-4.

B. No MBU shall have more than one regular period of fifteen minutes or less per day.

C. Advisory/Conference Period: Schools with grades 6-12 may establish during the day advisory/conference periods once a week or more. To determine schedule, number of students per section and frequency, Administration shall seek school council recommendation. MBUs shall not be responsible for planning lessons or instruction. In order to track student location and participation, it may be necessary for teachers to take attendance during this time. This would not extend the regular 7.5-hour workday and would not affect the planning period and would not be eligible for over cap.

ARTICLE TEN

SAFE WORKING CONDITIONS

10-1 A. No MBU shall be required to work in any location which has been determined to be hazardous to one's health and/or safety by the proper authority, i.e. building administrator, health inspector, fire inspector, District engineers, District medical doctor, etc.

B. When buildings or classrooms are closed because of emergencies, unsafe or hazardous conditions, MBUs may be temporarily reassigned to different locations until such time as the emergency or condition is rectified. No MBU shall suffer a loss of pay resulting from such emergencies or conditions.

C. When it is required that a MBU conduct classes in another school because of any emergency or unsafe or hazardous condition for more than five working days, that MBU shall be given one day of released time to establish the new classroom. The District shall provide assistance in moving supplies to the new school. The same released time and assistance shall be provided when the class is returned to the original school.

ARTICLE ELEVEN

FACILITIES, EQUIPMENT and MATERIALS

11-1 Instructional Facilities

A. All areas which are used for purposes of instruction or instructional preparation shall be adequately heated, cooled, cleaned, and maintained. These areas will also include a desk and chair for the MBU. In the event that temperatures become a detriment to the instructional process, every reasonable effort shall be made to remedy the problem, including but not limited to the provision of additional heating/cooling units.

B. MBUs shall not be required to change teaching stations within a building more than twice per day unless program or facilities necessitate otherwise.

C. Space shall be provided for each MBU within each instructional area to store their instructional materials and supplies. Space with lock and key shall be provided to store personal articles.

D. Board space shall be provided in every classroom. Necessary consumable teaching materials including paper shall be provided. Replacement of instructional material necessitated by an emergency shall be completed within five (5) days. Typing, word processing and duplicating facilities to aid the MBUs in the preparation of instructional materials shall be provided.

11-2 Lounge

A. An area shall be provided in each school for the exclusive use of MBUs and classified employees as a staff lounge. The lounge shall be adequately heated and cooled.

B. The District shall provide a telephone in the area used as a staff lounge, for the use of MBUs and classified employees to make local telephone calls.

11-3 Offices

A. During the normal workday, department chairpersons shall be assigned space for their use.

B. MBUs whose job requires confidentiality shall be provided working space and access to a telephone where privacy is available.

11-4 Keys
MBU shall be provided with a key to their classroom. Keys shall be issued on the school site on one designated day during the three (3) pre-service days.

11-5 Facilities, Construction and Maintenance

A. No MBU shall be required to create, construct, or maintain facilities.

B. All athletic facilities will be prepared for all approved interscholastic competition by non-MBUs. Said preparation will take place prior to approved interscholastic competition.

C. Playgrounds will be maintained such that safe conditions exist.

D. MBUs shall not be responsible for major repairs beyond identifying and reporting required repairs.

11-6 Record Keeping
In the event records are destroyed due to an act beyond a MBU's control, the District shall provide clerical assistance to the MBU to help replace the records.

ARTICLE TWELVE

CALENDAR

12-1 There will be no more than two hundred and seven (207) contract days except in the event that the number of working days are not completed by the last scheduled working day of the school year, sufficient additional teaching days shall be scheduled by mutual agreement of TEA and the District in order to meet that requirement. (For the 2020-2021 contract year, New Teacher Induction contract days shall be increased to include the days of Teacher Induction.)

Contract days shall include:

A. No more than 180 teaching days.

B. At least three (3) preparation days for planning, in-service, and pre-service activities.

C. At least three (3) grading days for the exclusive use of the teacher to compile grades and/or complete related activities, and/or attend voluntary in-service activities.

D. At least one (1) day at the end of each year for compilation of grades, completion of year-end activities, and preparation for the following year.

E. Twenty (20) holidays/vacation.

12-2 A. No meetings and/or in-services will be required on grading days, except when at least 80% of the MBUs at a site vote to have meetings and/or in-services at their site on a grading day. In-service activities may, in any event, be provided on grading days on a strictly voluntary basis for each MBU.

C. Any and all materials and written information distributed at voluntary in-services shall be distributed to the faculty or department.

ARTICLE THIRTEEN

EVALUATION

13-1 Purpose
The purpose of this procedure is to evaluate the progress and success of both newly employed and experienced

MBUs for the purpose of improving instruction and services. Evaluation also provides the basis for administrative decisions. Such decisions may include the employment of personnel, their assignment, the movement to continuing status, or termination. If any conflict arises between the language of this Article and the Teacher Evaluation Process adopted by the Governing Board under Arizona statute, the Teacher Evaluation Process shall govern for the purposes of discipline, assignment, renewal, or termination of teachers.

13-2 Evaluation Instrument and Process

A. The District shall ensure that the evaluation system is in accordance with State law and shall develop the instrument in collaboration with TEA.

B. Orientation **-** The evaluator of the teacher(s) will conduct an orientation and provide materials outlining the evaluation process. This will be done by the principal or supervisor in a group setting prior to the first teaching day of each school year. The difference between evaluation and observation will be discussed during this time.

C. Conference - Beginning of the Year – By the end of the first quarter**,** the teacher and the evaluator will meet to discuss the evaluation process. Discussion must be about the teacher's goals and objectives for the classroom/school; measurable targets; standards for performance; pertinent student academic progress data; the analyses of parent and student survey data; and previous evaluation results.

1. It is important to consider the context in which the evaluation occurs. The experience level of the teacher should be taken into consideration. The performance of a novice teacher (a teacher new to the profession with fewer than three years of experience) is likely to be different from that of a more experienced teacher (a teacher with three or more years of experience) or reassigned teacher (a teacher who has been newly assigned to a grade, a content area or a school). Discussion of context should occur in the first conference.

2. The descriptions of the performance classification levels should be reviewed and discussed based on the goals being set during this conference.

3. During this initial conference, the evaluator and the teacher will review the teaching practices identified in the Danielson Domains. It is suggested that the components associated with each Danielson Domain be reviewed and discussed. The evaluator and teacher should be clear as to the expectations in each domain.

4. Throughout the year the teacher will work on established goals and collect evidence of success for future discussion with the evaluator. Scheduled and/or announced observations and/or conferences may also occur during this time.

D. The first formal observation will be scheduled. A conference should precede this formal observation for the purpose of identifying the details of the upcoming observation. Lesson plans will be shared, activities described, materials identified, teacher self-review discussed, etc. This individual conference will be completed face to face. This is an appropriate time for the informal observation and teacher self-review to be discussed.

E. Teacher Self-Review **-** This process is completed by the teacher in preparation for the evaluation process. The teacher reflects on their professional skills and knowledge as they relate to the InTASC Standards. This may be completed through a reflection including the domains of a framework utilized in the observation process. The Teacher Self-Review will be completed by December 1st of each year.

F. Formal Observation #1 **-** Observation of a complete and uninterrupted lesson.

G. Post Observation Conference #1 **-** The purpose of this meeting is to identify areas of strengths and opportunities for improvement based upon documentation provided to the teacher. Plans, activities and/or

strategies to help improve student academic performance and non-academic performance should be the outcomes of this conference. Announced observations/conferences may also occur during this time.

H. Pre–Observation Conference #2 **-** An optional conference, may precede the second formal observation for the purpose of identifying the details of the upcoming observation. Lesson plans may be shared, activities described, materials identified, teacher self-review discussed, etc. This conference shall be held if: a) a teacher scores 29 points or less in Domains 2 & 3; or b) upon teacher request.

I. Formal Observation #2 **-**Observation of a complete and uninterrupted lesson. Required for teachers who score 29 points or less in Domains 2 & 3 from the first observation or by teacher request. This is an announced observation in which the teacher has been given a date range of no more than two weeks.

J. Post–Observation Conference #2 **–** This is the teacher evaluation conference that may complete the evaluation cycle. **-** If this is the final Post Observation Conference, the summative evaluation document shall be prepared and presented to the teacher at least one day before conference. This may be done electronically through the evaluation management system. A review of data and other evidence of the teacher's performance is done at this time. The identification of future actions for teacher improvement/growth will also be determined. The teacher evaluation and performance classification are forwarded to the Assistant Superintendent. It is acceptable that the student achievement data being used in the evaluation process lags one year and represents prior year data.

13-3 Observation/Evaluation Procedure – Teachers

A. Observations shall be conducted only by qualified evaluators. Input into evaluations may be provided by other appropriately qualified evaluators. Each formal observation of performance will be made in person for an uninterrupted lesson. All monitoring and observations of the performance of a MBU will be conducted openly and with the full knowledge of the MBU.

B. In high schools, the MBU and administrator may request that the department chairperson observe the MBU's performance and also provide a written statement of the observation to the MBU and administrator. The department chairperson will not observe for the purpose of evaluation without prior knowledge and consent of the MBU. The administrator will continue to have full and final responsibility for the written evaluation.

C. The initial observation will be pre-arranged by the evaluator and the MBU.

D. Information from MBUs who have been assigned to assist MBUs shall not be used as a basis for teacher evaluations.

Status of Teacher	Minimum Number of Annual Formal Observations	Minimum Length of Formal Observations	Minimum Elapsed Time Between the First and Last Observation	Observation Deadlines per Semester	Summative Evaluation Completed
Teachers	1	Complete uninterrupted lesson	60 Days	December 1 May 1	May 15
Teachers Scoring 30 Points or More on First Observation	1	Complete uninterrupted lesson	60 Days	December 1 If a second observation is requested it must be completed by May 1	January 31

I. For all teachers, the evaluation shall include a minimum of one observation no later than December 1.

If a teacher scores 29 points or fewer in domains 2 & 3 on the first observation, or if teacher requests an additional observation, a second observation shall take place no later than May 1st.

a. Should the first observation not be completed by the December 1 deadline and a second observation occurs, only the components that scored below a three will be observed and scored.

II. Each formal observation shall be followed by a conference. Teachers will complete teacher self-review by December 1.

III. By January 15th of each year, the evaluator will complete domains 1 & 4 for those teachers who scored 30 points or more in domains 2 & 3 on their first observation.

IV. Evaluators shall complete each teacher's final summative evaluation no later than May 15 for teachers who score fewer than 30 points and no later than January 31 for teachers who score 30 points or more. The final evaluation shall be signed by the teacher at the final conference. The signature of the teacher indicates only that teacher has seen the statement of evaluation but does not necessarily indicate agreement with the contents of the statement. No teacher shall be required to sign a blank or incomplete evaluation form.

V. There shall be only ONE final evaluation document for teachers unless there is a plan for improvement which requires a second evaluation.

13-4 Rebuttal or Response; APPEALS

A. In the event that the MBU believes the evaluation is incomplete or unjust, the MBU may file a response or rebuttal in writing within ten days of the receipt of the evaluation document. The rebuttal or response shall be attached to the evaluation placed in the personnel file.

B. In the event that the MBU believes the evaluation is incomplete or unjust, the MBU may file an appeal to the joint TUSD/TEA appeals panel. The appeal must be filed by May 31st and provide supplemental evidence to the hearing panel within 10 days of filing the appeal.

13-5 Performance Improvement Conversations

Following classroom observations, when deficiencies in performance are recognized, the supervisor will give informal verbal feedback, which are verbal recommendations for improvement. The purpose of such conversations is to encourage the employee to utilize a variety of strategies to improve performance. Both the supervisor and the employee shall identify additional strategies pursuant to TUSD policy regulation GCO as agreed by TUSD and TEA.

13-6 Plan for Improvement

A. When an evaluation score classifies a certificated teacher as ineffective (or developing or lower for two consecutive evaluation periods), the teacher must be placed on a Plan for Improvement and a written preliminary notice of inadequacy of classroom performance shall be issued to the teacher unless the teacher meets the criteria for an exception as set forth in Governing Board Policy GCO.

B. Within thirty (30) calendar days from the plan start date, the MBU may request additional observation by the principal or an outside evaluator.

C. TEA shall select an objective and qualified evaluator from a comprehensive list published by TUSD September 30th with input from TEA.

D. Written plans for improvement will be provided when performance improvement strategies have not resulted in the deficiencies being corrected. MBUs for whom a plan for improvement is required, shall have the opportunity to suggest content for that plan prior to its finalization by the supervisor. The plan for improvement shall be written in accordance with state statutes and shall provide assistance to the MBU such as, but not be limited to:

1. Demonstration;

2. Direction of the MBU toward a model for emulation, allowing opportunities for observation and consultation;

3. Initiation of conferences with evaluator and MBU to plan positive moves toward improvement of the MBU's performance.

4. Guidance for the MBU toward professional growth may include opportunities to attend workshops, in-services or conferences which will lead to professional growth in areas identified as deficiencies;

5. Observation, continued and sustained, by the evaluator to note date-to-day lessons and their inter-relationships;

6. Maintenance and expansion of the collection of professional literature with assigned reading, designed to suggest possible solutions to identified problems.

13-7 Eavesdropping

The use of eavesdropping, public address, or audio systems, and similar surveillance technology shall be strictly prohibited. However, on school buses, video devices may be used to ensure student safety. The District shall notify the Association regarding the installation/use of any such equipment to be used for student safety. At no time shall the District use surveillance in a location where employees or students have a reasonable expectation for privacy.

13-8 Personnel File(s)

A. A MBU shall have the right to review the contents of their personnel file(s) and to receive a copy of each at District expense. A MBU shall be entitled to have a representative of the Association accompany them during such review. A MBU shall have the right to indicate those documents and/or other materials in the file(s) which may be obsolete, inaccurate or otherwise inappropriate to retain. Upon written request of the MBU to the Director of Employee Relations, said documents shall be reviewed by the Superintendent or the designee, and if, in fact, they are obsolete, inaccurate, or otherwise inappropriate to retain they shall be destroyed.

B. A MBU may provide a representative with a signed, dated permission statement allowing a designated representative to have access to and copy (at reasonable cost) the content of the MBU's official personnel file. Such permission shall be no longer than ten (10) days from the date of the signed permission statement. All representatives shall process such statements through the Chief Human Capital Officer prior to accessing the MBU's official personnel file.

C. No materials derogatory to a MBU's conduct, performance, character or personality shall be placed in the personnel file(s) unless the MBU has had the opportunity to review the material. The MBU shall acknowledge that they have had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The MBU shall also have the right to submit a written answer to such material which shall be reviewed and signed by the Superintendent or the designee and attached to the file copy(ies). The signature of the Superintendent or the designee shall in no way indicate agreement with the contents thereof.

13-9 Non-Renewal

A. Non-renewal of teachers for performance deficiencies shall be in accordance with state and federal statutes.

B. Failure to re-employ non-certified MBUs for performance deficiencies shall not be without just cause. Non-renewal may be appealed by filing a grievance at Level III.

13-10 Procedure – MBUs also acting as Head High School Coaches and Middle School Coaches

A. MBUs in extra duty assignments remain in probationary status for the first three years of that assignment. This probationary period may be extended by mutual agreement between the District and the MBU.

B. Prior to the beginning of each coaching season, the evaluator shall meet with coaches for the purpose of orienting them to the total evaluation plan and shall supply a copy of the evaluation instrument to each coach.

C. Prior to the first scheduled event, the coach will complete the appropriate sections of the evaluation form, setting forth goals and objectives for the season, and return it to the evaluator.

D. During the season, the evaluator will observe the coach at least once during practices, and at least once during events.

E. The evaluator will meet with the coach within fifteen (15) days after the end of the season to complete the evaluation.

F. The evaluator and coach will sign the evaluation form. The coach's signature indicates only that the coach has been the statement of evaluation but does not necessarily agree with the contents of the statement. No coach shall be required to sign a blank or incomplete evaluation form.

G. The evaluator may request input regarding the coach's performance from the Athletic Director. Only administrators shall evaluate coaches.

H. Only the following provisions of this agreement will apply to high school and middle school coaches: 13-1 Purpose; 13-4 Rebuttal or Response; 13-7 Eavesdropping; 13-8 Personnel File(s); 13-10 Procedure for Middle and High School Coaches; 3-11 Representation and 3-12 Complaints.

I. The non-renewal or dismissal of any MBU from a coaching position for performance deficiencies shall not be arbitrary, capricious or without just cause.

ARTICLE FOURTEEN
CLASSROOM CONTROL AND STUDENT DISCIPLINE

14-1 A. The MBU has a primary responsibility for facilitating learning and maintaining discipline in the classroom. A MBU may exclude a disruptive student from the room, in accord with A.R.S.-15-841. The student may be removed from the classroom for 30 minutes or the duration of the period, provided it is consistent with the GSRR and the USP. The student will be provided with work in an academic setting.

B. Prior to the first day of class, every MBU shall be provided with a copy of the school's student discipline procedure. MBUs can access a copy of the TUSD student rights and responsibilities document on the TUSD website. Said policies must make provision for student exclusion even in the case of administrative absence.

C. A teacher may remove a pupil from the classroom if either of the following conditions exists:

1. The teacher documented that the pupil has repeatedly interfered with the teacher's ability to communicate effectively with the other pupils in the classroom or with the ability of the other

pupils to learn.

2. The teacher has determined that the pupil's behavior is so unruly, disruptive or abusive that it seriously interferes with the teacher's ability to communicate effectively with other pupils in the classroom or with the ability of the other pupils to learn.

D. If, after discussion of the matter with the principal or the designee, the MBU objects to the readmission of the disruptive student to the classroom, the matter will be referred to the Placement Review Committee. The Committee shall be composed of two (2) teachers who are selected by the faculty members and one (1) administrator. The faculty members shall select a third teacher as an alternate member of the committee. If a committee member is the teacher refusing to readmit the disruptive student, the alternative member shall replace that teacher on the committee determining that student's readmission. The principal shall not return the disruptive student to the classroom without the teacher's consent until the committee determines it is the best or only practical alternative. The process for determining placement of a pupil in a class, or replacement in an existing class shall not exceed three (3) days from the date the pupil was first removed.

14-2 When a MBU has been assigned a student known to have serious and chronic behavioral problems that are disruptive of the learning environment transferred from another TUSD school for behavioral or disciplinary reasons", the MBU, the appropriate administrator, and other involved supportive personnel, or the child study team shall meet within ten (10) days of when said student is identified and brought to the attention of the appropriate administrator or counselor to develop mutually satisfactory methods of dealing with the problem, including but not limited to, appropriate class size.

14-3 A MBU may within the confines of State law and Governing Board policy protect themselves or other persons.

14-4 When it has been determined that a student has physically assaulted a MBU, an immediate short-term suspension will be imposed upon the student and the process for long-term suspension/expulsion shall begin forthwith.

14-5 When it has been determined that a student has damaged or destroyed the personal property of a MBU while on school premises or school duties, the District shall seek restitution from the student to compensate the MBU for their loss.

14-6 When an MBU and the site administrator have mutually determined that the MBU has been physically assaulted by a student, the MBU will be allowed up to two (2) days leave, not charged to the MBU.

14-7 When an MBU and the site administrator have mutually determined that the MBU is in imminent physical danger through verbal, written or physical assault, the MBU may be allowed up to two (2) days leave not charged to the MBU.

ARTICLE FIFTEEN
SITE REDUCTIONS/DISTRICT REDUCTION IN FORCE

15-1 State Law

In accordance with ARS §15-544, the Governing Board may utilize reduction in staff in order to effectuate economies in the operation of the District or to improve the efficient conduct and administration of the schools.

15-2 Determination

Each site, through the budgeting process, shall determine any site reductions in accordance with the following procedure:

A. Project the enrollment and program needs. Program area is determined by both an MBUs classification and assignment. Assignment refers to classroom or non-classroom for elementary schools and content area for secondary schools;

B. Determine the present staff in each grade and/or program area;

C. Determine the certification of all MBUs and/or the education and experience of MBUs for assignments with neither specified certification nor educational requirements;

D. Estimate the following year's staff including those MBUs returning from leaves of absence and adjusting for those MBUs retiring, resigning, taking a leave of absence, taking a sabbatical, being discharged and being transferred to non-bargaining unit positions;

E. Project staffing needs based on enrollment, program needs and the class size and staffing articles in this Agreement;

F. Upon request, all of the above information shall be delivered to the association by April 8. If there are any changes to the above information, upon request the updated information shall be delivered to the Association by April 30 of each school year.

15-3 Site Reduction Process – Priority Of Selection

When it becomes necessary to reduce employees at any given site, the District shall follow the process as defined by TUSD Governing Board policy regulation GCQA-R, "Reduction in Force Guidance."

15-4 School Closures or Restructuring

A. If the district determines that a school is to be closed or restructured, the faculty shall be informed in writing as to the reasons for such action. Every effort will be made to do so by February 1.

B. All affected MBUs will be placed in the RIF pool and may apply for openings.

C. All highly qualified and appropriately certified candidates in the RIF pool shall be guaranteed an interview at the first recruitment event.

15-5 Reduction In Force

A. Certificated MBUs

MBUs who do not secure a position by the last Friday before the end of the school year, shall be subject to a reduction in force.

B. Licensed MBUs

If a reduction in force is necessary for licensed MBUs, those MBUs whose licenses, or if applicable, certifications are expired shall be RIFed first. If further reductions are necessary, then such reductions will be made within those programs on the basis of seniority.

C. Exemptions

No MBU shall be subject to a reduction in force during a school year for which the MBU has signed a contract.

15-6 Notification

A. MBUs subject to the reduction in force shall be notified in writing no later than the last Friday before the end of the school year by first class mail or hand-delivered by the administrator.

B. All RIFed bargaining unit employees shall receive a letter from the District stating that the loss of their positions was due to a reduction in force. The District shall, upon request of the individual, send a duplicate of this letter to any placement or personnel file. Said letter shall automatically be placed in the personnel file of the RIF bargaining unit employee.

C. The Association shall receive a list of employees sent notification of the reduction in force along with each MBU's area(s) of certification and education and experience including their seniority ranking.

15-7 Recall Procedure

A. 1. Seniority

When the district determines that there will be budgeted, available positions, highly qualified appropriately certified RIFed MBUs will be recalled in order of bargaining unit seniority, according to the articles of this agreement. The individual being recalled shall contact the principal at the new school. The principal shall communicate the expectations for all teachers at that school. The MBU shall then communicate to human resources whether the position will be accepted or if the MBU would prefer to remain on the RIF recall list.

2. Seniority List

A list of the total MBUs in the District shall be compiled starting with the MBU having the most seniority and continuing to the MBU with the least seniority. The seniority list shall also itemize, after each name, each MBU's area(s) of certification. The seniority list shall be delivered to the Association by October 1 of each year. MBUs shall have the right to challenge their placement on the seniority list.

B. Preliminary Notice

The district human resources office shall first give notice of recall to MBUs by phone.

C. Response

Members of the bargaining unit (MBUs) shall accept or reject the offered position within forty-eight (48) hours from the receipt of the recall opportunity. If the MBU does not respond within forty-eight (48) hours, the job offer will be rescinded. Reduction in force (RIF) MBUs may decline up to three (3) recall opportunities. MBUs that reject (3) recall opportunities shall be removed from the recall list.

D. Official Notice

The District shall give written notice of recall by email to their last known email address, or by sending a first class letter. The association shall be notified in a timely manner about who has been recalled. The recall letter shall specify the position which is vacant, including the site, assignment, and full-time equivalency for the position. It shall be the responsibility of such MBUs to notify the District of any change in address, additional certification, or additional educational units. RIFed MBUs with expired fingerprint clearance cards, certifications and/or required endorsements shall be removed from the RIF list.

E. Full-Time/Part-Time Positions

MBUs who were previously assigned to part-time and full-time positions shall be recalled to full-time positions. Full-time MBUs shall have the option of accepting or rejecting any part-time positions that may exist without jeopardizing their recall status for any full-time position. Part-time MBUs shall have the option of accepting or rejecting any full-time positions that may exist without jeopardizing their recall status for any part-time position.

F. Qualifications for Recall

RIFed MBUs shall specify in writing the grade level, program and subject matter for which they wish to be considered for recall. MBUs shall have the right to limit the positions for which they will be considered for recall.

15-8 Recall Rights

A. Other Employment

If a MBU has secured employment elsewhere, they shall continue to retain recall rights, for a period of six (6) months unless the MBU expressly withdraws in writing from the recall list.

B. Benefits

All benefits to which MBUs were entitled at the time of their being released due to a reduction in force, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to MBUs upon their return to active employment, unless such benefits have been paid out as a separation benefit. Healthcare benefits shall become effective the first day of the month, following the month the MBU has been recalled. MBUs shall retain their placement on the salary schedule.

C. Recall List

The District shall maintain, as public record, a list of all MBUs who have retained recall rights. The recall list shall include the MBU's name, classification title, certification, highly qualified status, and date of hire into the District. A MBU shall remain on the recall list for at least two years after the effective date of layoff, unless the MBU waives recall rights in writing and/or resigns in writing to the District.

D. Grievances

The Association shall have the right to file a grievance for MBUs who are not recalled if it appears that their re-employment rights have been violated. Upon request, the District shall provide the Association with the current list of those MBUs who have retained recall rights, along with each MBU's area(s) of certification, and the education and experience of MBUs for assignments with neither specified certification nor educational requirements, and their seniority ranking by February 15 of each year.

ARTICLE SIXTEEN
NON-DISCIPLINARY ACTIONS, DISCIPLINE & DISMISSAL FOR MISCONDUCT

16-1 Rules

A. Violations by MBUs of the rules, regulations, or policies of the Governing Board or of state and federal laws may result in disciplinary action, which shall be in accordance with these rules.

B. The Governing Board or designee(s) reserves the right not to discipline a MBU for a violation of the rules, regulations, or policies of the Governing Board.

C. A MBU may be disciplined for just cause including, but not limited to, the following reasons:

1. Conduct which is a violation of any of the applicable rules, regulations, and policies of the Governing Board.

2. Conduct which fails to comply with any applicable duties as set forth in the Arizona Revised Statutes.

3. Insubordination.

4. Unprofessional conduct including but not limited to:

- **a.** Physical and/or verbal abuse of a pupil.
- **b.** Being under the influence of or using alcohol or illegal drugs while on duty.
- **c.** Conduct while on duty which would constitute a criminal offense.
- **d.** Conviction of a felony.
- **e.** Unauthorized absences which result in responsibilities not being performed.
- **f.** Misuse or unauthorized use of District property.

D. When appropriate, discipline shall be issued as soon as practical following a letter of inquiry. It is, however, reasonable for a supervisor to await a final determination from an outside agency (such as law

enforcement, a court, or other state or federal agency) before determining if discipline is appropriate. A notice of intent to impose discipline should be issued within five (5) days after receipt of the MBU's response to a letter of inquiry. However, if additional time is required by either party for appropriate due process to occur, requests may be made to extend deadlines, and no such request shall be denied arbitrarily.

16-2 Non-Disciplinary Action

Supervisors will utilize non-disciplinary action as a means to counsel and instruct MBUs on minor infractions, behavior deficiencies or offenses to establish or clarify expectations and make necessary improvements in their behavior. It will not be used for conduct towards students that is deemed highly inappropriate by a reasonable person's standard, is unprofessional or immoral as defined in the Arizona Administrative Code and/or which may be construed as criminal.

A. Informal conference

A Supervisor will meet with MBU informally via phone, in-person or via email to discuss minor behavior infractions that do not warrant discipline.

B. Letters of Direction

1. Will serve as a warning to an MBU that there may be a need to take further disciplinary action should the conduct continue or repeat.

2. When an MBU transfers or relocates, said letter may be transmitted to the files of the new supervisor only after the transfer or relocation has been completed.

3. After six months from the date of the letter of direction, at the written request of the MBU, the letter of direction shall be removed from the files of the supervisor provided that both of the following conditions are met:

a. The action leading to the letter of direction, or any related action, has not been repeated in the six-month period following the letter of direction;

b. No other letter of direction has been placed in the MBUs file(s) in the six-month period following the letter of direction.

16-3 Progressive Discipline

A. The District shall use progressive discipline as a means to identify and correct problems. Progressively more severe penalties may be imposed when related offenses are repeated. This does not require that each penalty be more severe than the immediate preceding one regardless of the offense involved. Progressive discipline encourages supervisors to informally counsel and instruct MBUs about necessary improvements in their behavior prior to taking disciplinary action (Non-Disciplinary Action).

B. The normal sequence of disciplinary action shall be as follows:

1. Written Reprimand I;

2. Written Reprimand II;

3. Suspension without pay for up to ten (10) days;

4. Termination;

5. It is recognized that some offenses may be sufficiently serious as to warrant the omission of one or more of the normal steps of discipline progression.

C. The District may forego non-disciplinary action and take immediate action if:

1. MBU is charged by criminal complaint, information or indictment of any criminal offense which would be deemed cause for dismissal.

2. The MBUs offense is of such serious nature that failure to take immediate action would seriously disrupt the functioning of the workplace. Such offenses include, but are not limited to, unprofessional or immoral conduct as defined in the Arizona Administrative Code.

D. Whenever disciplinary action is taken against an MBU, the MBU may appeal by filing a grievance at Level III to the Employee Relations Department within ten (10) days for reprimand and 30 calendar days

for suspension.

E. Any discipline of an MBU by a supervisor, shall be conducted in private. No MBU shall be reprimanded and/or disciplined in the presence of pupils, parents, other employees, or the public.

16-4 Letters of Reprimand

Upon determination by a supervisor that there exists cause to impose discipline, the supervisor will notify the MBU via district email or hand delivery of the intent to impose discipline and schedule a meeting for issuance of the Written Reprimand. The MBU may waive this meeting within two (2) days of receiving the notice of intent to impose discipline by requesting the Written Reprimand be emailed to the MBU. An MBU's waiver of the meeting for the Written Reprimand is not intended to limit a supervisor's discretion to meet with the MBU to discuss performance and expectations. The reprimand will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and that failure to correct will result in more severe discipline.

A copy will be placed in the MBUs official personnel file, one copy will be given to the MBU, and one copy will be retained by the supervisor.

16-5 Suspension

If infraction(s) persist(s) or if the conduct is sufficiently severe warranting further discipline, the MBU will be notified and a meeting scheduled to give the MBU written notification that they have failed to improve and that suspension is being issued without pay. The notification will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and state that failure to correct such behavior may result in termination. A copy will be given to the MBU, and a copy will be placed in the MBUs official personnel file.

16-6 Pre-Termination Hearing

Prior to termination for misconduct, a pre-termination hearing will be held. The MBU will be notified in writing that the MBU is immediately suspended with pay and that a hearing will be scheduled. Following the hearing, the decision of the supervisor will be communicated to the MBU and the Human Resources Department. If termination is initiated, this decision will be communicated to the MBU by U.S. mail. The MBU will be paid through the date of termination (which shall be no earlier than the day following the hearing) as specified in the letter.

16-7 Termination

If the decision is to terminate the MBU, the decision will be communicated by U.S. mail. The MBU will be paid through the termination date which shall be no earlier than the day following the Pre-Termination Hearing. Termination of a teacher, and the right to a hearing, shall be in accordance with A.R.S. 15-539. For non-teacher MBUs, termination can be appealed by filing a grievance directly at Level III to the Employee Relations Department within ten (10) days of the date of the mailing, plus two days. The employee will be notified of the appeal process.

It is expected that management will follow the disciplinary steps based on the severity of the incident. Disciplinary steps may or may not be given in sequence and variations from these practices may occur including immediate termination, when in the District's sole discretion, the circumstances warrant, when an MBU receives a disciplinary action they do not agree with, the grievance process may be utilized to achieve a fair and impartial outcome. For teacher MBUs, the grievance process shall not delay the termination process according to A.R.S. 15-539.

16-8 Eligibility for Rehire

Refer to Governing Board Policy GBQ Eligibility for Rehire and GBQ-E Exhibit which provides examples of reasons for leaving and corresponding eligibility for rehire. Policy Exhibit GBQ-E is in Appendix II of this Agreement. See Tucson Unified Governing Board policies for most up to date version of policy and exhibit.

16-9 Written Reprimand Retention

At the request of the MBU, a letter of reprimand shall be removed from their personnel file provided:

A. The action leading to the reprimand, or any related action, has not been repeated in an eighteen (18) month period following the reprimand;

B. No other letter of reprimand has been placed in their personnel file in an eighteen (18) month period following the reprimand.

C. Any discipline issued as a result of physical abuse against a student shall remain in the MBUs official personnel file and is not subject to removal for five (5) years from the date of the Level III decision or a Memorandum of Agreement signed by TEA and TUSD has been received by the Office of Employee Relations. Removal is permitted after five (5) years at the request of the MBU and provided no additional reprimands have been issued during this period.

D. After five (5) years, and at the request of the MBU, the Employee Relations Director may agree to conduct a hearing to determine if a suspension can be removed from the requesting MBUs file in instances where accumulation of minor infractions resulted in suspension, and assuming no similar action has been documented.

16-10 Participation

MBUs participating in the discipline and dismissal proceedings shall receive their regular rate of pay for the actual time spent during their regularly scheduled workday to attend scheduled discipline conferences.

ARTICLE SEVENTEEN

ACADEMIC FREEDOM

17-1 Classrooms

A. Academic freedom shall be guaranteed to MBUs within the District's instructional program and no limitation shall be placed upon the study and investigation of facts and idea except where contrary to statute or board policy.

B. The MBU may exercise full political, religious and citizenship responsibilities, but shall refrain from exploiting the instructional responsibility of their professional position.

C. Academic freedom guaranteed to a MBU requires that material presented to students be relevant to the course and appropriate to the maturity level of the students. MBUs shall at all times strive to promote tolerance for the views and opinions of others and for the right of individuals to form and hold differing views and opinions.

17-2 Materials

If an individual or a group attempts to exclude any District approved textbooks, library materials or Supplementary materials, the District shall act as follows:

A. All complaints regarding the use of any such materials shall be submitted to the Superintendent or designee in writing and signed by a resident of the District;

B. A committee of parents, MBUs and administrators shall be appointed by the Superintendent or designee. The committee shall review the complaint and submit a written recommendation to the Superintendent or designee;

C. The Superintendent or designee shall review the committee's recommendation and take appropriate action;

D. Any disputed materials shall remain in use in the District until the District takes formal specific action to remove the materials.

17-3 Personal
Except as provided under Article 16-3-C, the personal life of a MBU outside the normal workday or other school related activities is not an appropriate concern of Tucson Unified School District.

ARTICLE EIGHTEEN

HOLD HARMLESS

18-1 In the event the Board or an administrator overrules a teacher's professional judgment rendered in accordance with District policy concerning grades, promotions, retentions, the teacher shall be held harmless against all claims, demands, suits, or other forms of liability made against them by reason of such action. The teacher shall be provided written documentation within ten (10) days of such action.

ARTICLE NINETEEN

PROFESSIONAL AND STAFF DEVELOPMENT

19-1 Required Workshops

A. Travel Expense
If the District requires a MBU's attendance at any course, workshop, seminar, conference, or in-service training session, payment will be made for associated tuition and/or travel expense costs, except that no reimbursement will be made for travel expense within the Tucson metropolitan area. Attendance at such sessions will not be allowed for professional development stipend.

B. Compensation
For time spent in attendance beyond the regular work week or contract year, MBUs involved in required workshops shall be compensated at the MBU's daily/hourly rate. This hourly rate is based on the MBU's scheduled annual salary, exclusive of extra pay for extra service.

C. Recertification Documentation
For state recertification purposes, TUSD will provide documentation for activities completed during staff development Wednesdays or any other required workshop.

19-2 Voluntary Workshops
Nothing in the foregoing shall preclude a MBU from participating in any voluntary program upon terms mutually agreeable to the District and the MBU. All voluntary workshops shall be prominently advertised as voluntary.

19-3 Professional Development

1. TUSD shall allocate the remaining balance from the Professional Development Fund in 20242025-2025 2026 to continue to be available for reimbursement or compensation for certificated staff for the 20252026-2026 2027 contract year only.
2. Staff will be reimbursed or compensated under the guidelines established by the Joint TUSD/TEA Professional Development Committee.
3. The reimbursement amount will not exceed $500 per current school year (which includes course work from July 1st through June 30th.
4. TUSD and TEA shall jointly publish all criteria and procedures established by the Joint TUSD/TEA Professional Development Committee.

19-4 Staff Development During Contract Time

The purpose of staff development is to improve student learning by creating a collaborative environment among the staff at each site.

A. The principal and school council, with recommendations from the faculty and staff, shall review and approve the use of time during the contract day and work week to accommodate a sufficient amount of time to provide quality staff development.

B. Full-time MBUs who do not attend a mandatory staff development training held during the employee's normal workday or paid time must charge that time to sick or personal leave, and must comply with the provisions governing notification and use of sick/personal leave.

C. MBUs who do not attend staff development when performing District approved business or activities may be excused by their principal or designee without loss of personal or sick leave.

D. Exceptional Education Teachers* may use Wednesday Professional Development time at least once per quarter for the purposes of work relating to the duties of Case Carrier. Once the Professional Development calendar has been set, Exceptional Education staff shall meet with Administration to determine the dates for each quarter. Dates may be rescheduled to accommodate for mandatory site trainings as needed. * Not applicable to Preschool Teachers as there is currently a different Professional Development structure as compared to K-12. Preschool Teachers shall still be afforded their planning period for that day.

ARTICLE TWENTY

TEACHER ASSISTANTS

20-1 Assignment

A. 1. Teacher assistants shall not be assigned to a MBU without the MBU's participation in the selection process, unless the MBU is not available at the time of assignment, or when only one applicant is available for the position.

2. If the assistant position will be shared among multiple MBU's, all affected MBU's may not be required to participate in the selection.

B. MBUs entitled to a teacher assistant shall be provided a substitute teacher assistant in case of a vacancy.

20-2 Evaluation

A MBU shall have input into a teacher assistant's evaluation at least one (1) time per year. The site administrator is responsible for the evaluation.

20-3 Duties

A. The duties to be performed by teacher assistants shall be approved by the MBU before the assignment is made. Any duties assigned shall comply with federal program guidelines for teacher assistants in federally funded programs.

B. Teacher Assistants shall not be used as substitutes and shall perform only those duties associated with their authorized assignment.

C. Changes in the teacher assistant's duties shall be made only after consultation with the MBU.

ARTICLE TWENTY-ONE

SUBSTITUTES

21-1 Procedure

A. MBUs shall be informed in writing of a telephone number they may call and the procedures to follow when reporting unavailability for work. Once a MBU has reported unavailability, it shall be the

responsibility of the administration to arrange for a substitute

B. MBUs shall not be required to make more than one completed phone call to report an absence.

21-2 Qualifications

Each substitute shall possess a reciprocal, provisional, standard or substitute certificate.

21-3 Provisions for Substitutes

A. When a teacher who has a regularly assigned class is absent, a substitute shall be provided when available. When a librarian is absent, a qualified substitute shall be provided, if available. When a site counselor is absent more than five (5) days, a substitute will be provided, if available. If sufficient substitutes are not available to cover regular classes, substitutes for librarians may be reassigned to cover such classes.

B. In the event a substitute is not immediately available, the following procedure shall be used when the position must be filled by a MBU:

1. Middle School and High School

a. Teachers assigned to scheduled classes shall be asked to volunteer to substitute during their designated planning period.

b. If no classroom teacher volunteers to substitute in (1) above, teachers not assigned a scheduled class may be assigned to substitute.

c. If no classroom teacher is available to be assigned to substitute, a non-classroom teacher MBU may be assigned.

d. MBUs who are assigned or volunteer to substitute shall be paid the loss of planning rate for assignments of one (1) period or less or the MBU Classroom Substitute rate if the assignment exceeds one (1) period.

e. No teacher shall be required to substitute for more than one (1) period per day, no more than three times a week.

2. Elementary School

a. Teachers not assigned to a regular class may be assigned to substitute if no volunteers are available. Every effort shall be made to avoid dispersing students to different classrooms.

b. When a teacher is assigned to substitute, and more than three (3) students are dispersed to the classroom, the teacher shall be paid an amount equal to that of loss of planning period for the day when more than three students are assigned. Teacher shall have no more than eight (8) students or over cap maximum added to their class for the day, whichever is the greater.

c. No teacher shall be required to substitute more than three times a week.

d. MBUs who are assigned or volunteer to substitute shall be paid for loss of planning for assignments of one (1) hour or less or the MBU classroom Substitute rate for assignments exceeding one (1) hour.

21-4 Type and Length of Assignment

A. A substitute may be used to fill a position during the time a MBU is absent for a permitted reason and intends to return within the same school year.

B. A substitute may also be used as follows (However, it is not the intent to unreasonably delay the filling of vacancies):

1. During the twenty (20) day period before a vacancy is filled; or

2. For any vacancy occurring between the first contract day and September 14.

C. With the exception of 21-5, if a substitute qualifies for the vacancy they are filling and has been in that position for more than twenty (20) days, they will be employed to fill that position with retroactive salary and benefits (not including retroactive insurance coverage).

21-5 Extension

The twenty (20) day limit to fill a vacancy may be extended to no more than thirty (30) days if:

- No applicants apply who meet the vacancy criteria; or
- The individual initially selected rejects the position; or
- The individual selected cannot assume the position within the fifteen (15) day period; or
- The vacancy occurs between April 1 and the last day of school.

Any situation that requires an extension of time will be described to TEA in written correspondence delivered to TEA prior to any extension.

21-6 Selection of Substitutes

A. MBUs have the right to request specific substitutes.

B. The District shall assign the requested substitutes if those substitutes are available.

21-7 No Permanent Substitute

No MBU shall be assigned as a permanent substitute, except on a temporary basis, until a position for which they are appropriately certified and/or highly qualified becomes available.

ARTICLE TWENTY-TWO
CLASS SIZE/EXCEPTIONAL EDUCATION CASE MANAGEMENT LOAD

22-1 Limited Facilities

In any class in which instruction is solely or largely dependent upon the use of special equipment, machines or special workstations of a highly individualized nature, the District shall consult with the MBU of such a class to determine the optimum class size.

22-2 Maximum Class Size

A. By August 26 of each year, no regular classroom teacher in an elementary school or K-8 school shall be assigned more than the number of students for each grade listed except as provided in 22-2-B and 22-8 below:

K	= 26
1-3	= 29
4-6/Stand Alone (at K-8 school) 7-8	= 30
Combination/Multi-Age Classes	= 27

B. Class size maximums in an elementary school may be exceeded by up to four (4) students when there is no additional classroom space in the school, or if all classes at a grade level are at maximum and no reasonable combination class can be formed, and exceeding the class size limit will eliminate the need to hire an additional teacher. Assignment of students that exceed the class size maximum shall be made by the principal after consideration of volunteers.

22-3 Combination Classes

A. Kindergarten classes shall be exempt from becoming combination classes.

B. A combination dual language class may only be formed in circumstances where there are no qualified bilingual teachers available. No dual language class shall be formed without the written agreement of the teacher.

C. Teaching assignments for combination classes shall be made by the principal after consideration of volunteers. The assignments shall be distributed equitably.

22-4 Multi-Age Classes

Assignments to multi-age classes shall be on a voluntary basis unless the multi-age combination is a standard program of a given site.

22-5 Mainstreamed Students

A. Students with IEPs who are mainstreamed for any period of time shall be counted as full time students in both the regular classroom, and the exceptional education classroom case management load.

B. **1.** One elementary student mainstreamed under either of the following conditions shall not be counted as a full-time student in the regular classroom:
- **a.** Mainstreamed for thirty (30) minutes a day or less; or
- **b.** Mainstreamed for one (1) hour or less per week.

2. Only one such student will be mainstreamed under one of the above conditions in any one classroom.

C. Students' least restrictive environment shall be in accordance with their IEPs. No student will be mainstreamed or included prior to communication between the sending and receiving teacher. The administrator may be included when appropriate.

D. In accordance with best practices, every effort possible will be made so no general education classroom shall have more than 33% of its composition be students with an IEP requiring accommodations or modifications for the content of that class, with the exception being inclusion for Pre-School, which shall be 50% exceptional education students, and 50% typical peers. Administration shall document said efforts and shall provide documentation upon MBU request.

22-6 Case Carrier Loads and Class Size Caps for Site-Based Exceptional Education Teachers

Pre-School Self-Contained	12 students
Pre-School Integrated Classroom (with IEPs and 8 general education students)	8 students
Classrooms For Students with mild/Moderate Intellectual Disabilities	12 students
Classrooms For Students with Emotional Disabilities	12 students
Classrooms For Students with Multiple Disabilities or Severe Intellectual Disabilities	10 students
Classrooms For Students with Autism	12 students
Cross categorical Primary/Intermediate Self-Contained (MI/MO ID, SID, ED, Autism)	12 students
Cross Categorical Middle School, High School (ED, MI/MO ID, Autism)	12 Student

Elementary & K-8 (RESOURCE)/Middle School (RESOURCE)	20 students
High School (RESOURCE)	24 students

A. By September 26, Exceptional Education teachers shall not be assigned to be the case manager for more than the following number of students at one time for each year, nor have more students in a given class/section:

Cross categorical programs will provide services to students with varying disabilities.

Itinerant hearing impaired and visually impaired teachers will have the following load:

Case management load will be determined by the assignment of the student IEP service time. The number of students will vary, however the total amount of service time, individually or in groups will not exceed six (6) hours per day including required travel time.

B. Special education services and least restrictive environment are determined by the IEP team.

C. When combining two specific self-contained categories as listed in Article 22-6, with the exception of cross categorical, the caseload will be 80% of the highest-class ratio.

22-7 STUDENTS WITH A 504 ACCOMMODATION PLAN

A. MBUs shall be notified in writing by the site administrator/designee or student(s) assigned to them who have been identified as students with 504 accommodation plans. Notification shall occur within five (5) days of assignment.

B. Every effort will be made to equitably distribute Students with 504 accommodation plans among all MBUs within the appropriate grade and/or subject area.

22-8 Teacher Assistant Entitlement

A. Four (4) hours of teacher assistant time per day are provided immediately upon exceeding the class size by two (2), as defined in Article 22-2-A.

B. Teachers of combination classes in elementary schools Grades 1 through 6 shall be provided two (2) hours of assistant time per day when the class exceeds 27 students.

C. Four (4) hours of assistant time per day shall be provided when Exceptional Education case management loads (as defined in 22-6-A) are exceeded by four (4) students.

D. All combination dual language classes will be provided with at least two (2) hours of assistant time per day.

E. All MBUs entitled to teacher assistant time shall receive three (3) extra days of teacher assistant time in addition to the teaching days. The extra days shall be taken as follows:

1. The first day of the three teacher prep days prior to the start of school shall be designated for mandatory training at the discretion of the Director of Exceptional Education.

2. The second extra day shall occur on the second or third day of teacher prep, immediately prior to the start of school and shall be an in classroom or work assignment.

3. The final extra workday shall be utilized at the employees discretion for a grading day at the end of the first, second or third quarter.

F. Teacher assistant time provided in a-e above is in addition to any other teacher assistant time.

ARTICLE TWENTY-THREE

MIDDLE SCHOOL/HIGH SCHOOL STAFFING

Note - Provisions of Article 22-6 and 22-8 also apply to Article 23.

23-1 Teacher load – In accordance with the terms and conditions of this agreement, the teacher load caps will be reviewed annually. The staffing load may increase or decrease from year to year.

A. By August 26 of each year, the student load per full-time teacher shall be as follows:

1. 165 for all middle school and high school classes except vocal music, band, orchestra, and any class of less than fifteen (15) minutes duration;

2. 180 for middle school and high school PE classes; and

3. For less than full-time teachers, the student load shall be proportional to the teacher's contract.

23-2 Class Size

By August 26 of each year, individual class sizes for middle school shall not exceed 33 and high school teachers shall not exceed 36 with the exception of vocal music, band, and orchestra. If any one section exceeds this amount, see Article 29-3 F "Over Consensus Cap Compensation".

23-3 Exceeding Student Load/Class Size

Class size and student load maximums may be exceeded:

A. With the permission of the teacher, or

B. The student load per teacher may be exceeded by no more than two (2) students if the following conditions are met in this order:

1. Prior to exceeding, the District consults with the Association;

2. Any assignment of students that exceeds the student load limit shall be made only after consideration of volunteers;

3. Exceeding the student load limit will eliminate the need to hire another teacher, or eliminate the folding of in-place remedial, advanced or elective classes.

ARTICLE TWENTY-FOUR

SEPARATION BENEFITS

24-1 SICK LEAVE PAY AT SEPARATION for MBUs hired after August 16, 2005

A. After ten (10) consecutive years of service in the Tucson Unified School District, employees who are members of the bargaining unit as of the effective date of the agreement, or who become members after the effective date of the agreement, shall be eligible to request pay for unused sick leave. This request will be through written application to the District's Chief Human Capital Officer on or before November 15 for MBUs separating at the end of the semester, or on or before ~~February~~ March 1 for MBUs separating at the end of the school year. The years of consecutive service shall include any part-time service, provided that the total full-time and part-time pro-rated according to the percentage of the school year worked, and according to the percentage of a full contract, is equivalent to ten (10) years of full-time service.

B. The District shall provide a payment for unused sick leave to employees upon separation in accordance with the following: The amount of payment shall be accrued up to a maximum of 500 hours. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the

District's option. All legally required deductions shall be taken from the incentive payment including the employee's contribution to the state retirement fund, if any. The payment shall be the basic daily substitute rate at the time of separation multiplied by the number of sick leave days based on a 7.5 hour day to pay out up to 500 hours.

C. MBUs who meet the criteria for sick leave payout under this article do not receive their sick leave pay at separation through payroll. Rather, the amount of their accrued leave is paid directly to a tax-sheltered annuity 403(b) or the Health Reimbursement Account as determined by the exit interview between the approved vendor and the MBU. If no interview occurs, the separation benefits will be paid directly to the tax-sheltered annuity 403(b). This payment shall be paid after the employee's final paycheck. Those who do not meet the criteria will receive unused leave pay accruals through regular payroll processing. The eligibility requirements for the retirement savings plan are:

- The employee who is severing employment will receive employer contributions in lieu of compensation if age 55 or older at the time of severance, and,
- The total of the payment for unused leave accruals is equivalent to $3,000 or more.

24-2 Sick Leave Pay at Separation for MBUs hired on or prior to August 16, 2005

A. Upon separation, MBUs with at least ten (10) consecutive years of full-time service in TUSD and who were hired on or prior to August 16, 2005 are eligible to request and receive pay for ninety percent (90%) of the days of unused sick leave accumulated subsequent to July 1, 1991. This request will be through written application to the District's Chief Human Capital Officer on or before November 1 for MBUs separating at the end of the semester, or on or before February 1 for MBUs separating at the end of the school year. The years of consecutive service shall include any part-time service, provided that the total full-time and part-time service pro-rated according to the percentage of the school year worked, and according to the percentage of a full contract, is equivalent to ten (10) years of full-time service.

B. The District shall provide pay for unused sick leave accrued after June 30, 1991, and not used before date of separation, according to the following rate of pay:

The rate of pay will be the basic daily substitute rate at the time of separation

MBUs who meet the criteria for District contributions sick leave payout under this article do not receive their sick leave pay at separation through payroll. Rather, the amount of their accrued leave is paid directly to a tax-sheltered annuity 403(b) or the Health Reimbursement Account as determined by the exit interview between the approved vendor and the MBU. If no interview occurs, the separation benefits will be paid directly to the tax-sheltered annuity 403(b). This payment shall be paid after the employee's final paycheck. Those who do not meet the criteria will receive unused leave pay accruals through regular payroll processing. The eligibility requirements for the retirement savings plan are:

- The employee who is severing employment will receive employer contributions in lieu of compensation if age 55 or older at the time of severance, and,
- The total of the payment for unused leave accruals is equivalent to $3,000 or more.

24-3 Sick Leave Pay at Separation for MBUs hired before June 30, 1991

A. After twenty (20) consecutive years of full-time service in the Tucson Unified School District, a MBU hired prior to July 1, 2010 may receive the benefits of this Article by making written application to the District's Chief Human Capital Officer on or before November 1 for MBUs separating at the end of the semester, or on or before February 1 for MBUs separating at the end of a school year. The years of consecutive service shall include any part-time service, provided that the total full-time and part-time

service pro-rated according to the percentage of the school year worked, and according to the percentage of a full contract, is equivalent to twenty (20) years of full-time service.

B. The District shall provide pay for unused sick leave accrued before June 30, 1991, and not used before date of separation, according to the following rate of pay:

Rate of pay shall be the base salary daily rate of pay as found under the MBU's educational qualifications on Step One of the salary schedule for 1994-95. Rate of pay shall be multiplied by the number of sick leave days accumulated prior to June 30, 1991.

MBUs who meet the criteria for district contributions to sick leave payout under this article do not receive their sick leave pay at separation through payroll. Rather, the amount of their accrued leave is paid directly to a tax-sheltered annuity 403(b) or the Health Reimbursement Account as determined by the exit interview between the approved vendor and the MBU. If no interview occurs, the separation benefits will be paid directly to the tax-sheltered annuity 403(b). This payment shall be paid after the employee's final paycheck. Those who do not meet the criteria will receive unused leave pay accruals through the regular payroll processing.

The eligibility requirements for the retirement savings plan are:

- The employee who is severing employment will receive employer contributions in lieu of compensation if age 55 or older at the time severance and,
- The total of the payment for unused leave accruals is equivalent to $3,000 or more.

All legally required deductions will be taken from the incentive payment, including the employee's contribution to the State Retirement fund, if any. Sick leave used subsequent to July 1, 1991, will be deducted from sick leave accumulated after July 1, 1991, unless that accumulation has been depleted.

C. A MBU shall receive the separation benefits contained in this Article if the effective date of the separation is at the end of a semester or at the end of a school year. Exceptions to this provision may be granted to applicants who are forced to separate because of emergency.

24-4 No Vested Rights
MBUs who do not serve notice of separation as provided in Article 24-1, 24-2, or 24-3 during the term of this Agreement shall gain no vested rights through or under this Article.

24-5 Those benefits contained in this article are only available to those MBUs who voluntarily separate from the District.

24-6 Right to Reopen
Based on official action by the Board of Directors of TEA or the Governing Board of TUSD and upon written notice of said action, either party reserves the right to reopen negotiations of this article or any part thereof, under circumstances where the District or the Association deem it necessary to do so to facilitate the assertion of a legal position.

24-7 If an MBU dies who is entitled to the benefits listed in 24-1, 24-2, and/or 24-3, said benefits will be paid to the beneficiaries or the estate of the deceased.

ARTICLE TWENTY-FIVE

LEAVES OF ABSENCE WITH PAY

25-1 Sick and Personal Leave – all of the employee groups will have five (5) days sick leave and seven (7) personal days for employees working less than 12 months.

A.

1. MBUs shall accrue a total of five (5) days of sick leave starting at the beginning of a school year. For MBUs on extended contract, leave shall be increased according to the additional percentage of the school year worked. For part-time MBUs, leave shall be prorated according to the percentage of the school year worked based on a 7.5-hour day.

2. Sick leave shall be accumulated without limit.

3. MBUs shall have readily available access to their accumulated sick leave through the employee self-service portal..

4. When on authorized sick leave, no MBU shall suffer loss of leave time or salary and benefits during calendared holidays.

5. For bona fide reasons, the District may require a doctor's excuse after three (3) Consecutive days of absence on sick leave.

B.

1. MBUs shall be credited a total of seven (7) personal leave days.

2. For part-time MBUs, leave shall be prorated according to the percentage of the school year worked based on a 7.5-hour day.

3. Personal leave days may not be taken on the day immediately prior to or after a holiday, or vacation.

4. A MBU planning to use a personal leave day or days shall notify his or her principal at least one (1) day in advance, except in cases of emergency.

5. Any so-called "job-action" against the District is not a valid reason for personal leave.

6. MBUs may choose to take up to one (1) additional personal leave day per year provided that the MBU reimburses the District the daily substitute rate. The one (1) additional personal leave day may not accumulate. This day is in addition to the days specified in Article 25-1-B-1.

7. Site Administrator may identify up to three days per year on which MBUs are expected to not utilize personal leave days. The dates shall be provided to the staff by October 15 of the respective school year. Such dates shall occur during the State testing window for AzMERIT Testing and ACT testing.

25-2 Family Illness

Sick leave may be used in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For the purposes of sick leave, the term immediate family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

25-3 Bereavement Leave

In the event of death in the family of an MBU, the MBU will be allowed up to two (2) days leave, not charged to the MBU and may use accumulated paid leave balances for a maximum of eight (8) days (which may include necessary travel time), excluding weekends. Additional days may be granted at the discretion of the Superintendent or the designee. The two (2) District days provided are effective November 19, 2025.

25-4 Religious Leave

MBUs may use personal leave for absenteeism for days of religious observation when the need for religious leave is documented. When a religious observation occurs before or after a holiday or vacation, MBUs shall not be docked if personal leave balances are available.

25-5 Holiday Pay

MBUs shall suffer no loss of leave time or salary and benefits during calendared holidays, provided they were on pay status during any portion of their regular workday immediately preceding and succeeding the holiday. If an employee utilizes leave prior to, or after a holiday, and is out of leave balances, they will not be considered on-pay status and thus will not be eligible to receive holiday pay.

25-6 Special Bereavement Leave

In the event of the death of a student, at least one faculty member shall be permitted to attend the funeral without loss of leave time or compensation. In the event of death of a faculty member, close friends shall be permitted to attend the funeral without loss of leave time or compensation. Furthermore, in the event of death of a faculty member, members of the same department and/or grade level within the building shall be permitted to attend the funeral without loss of leave time or compensation.

25-7 Judicial Leave

A. MBUs subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An employee may choose: 1) towill keep their jury duty or witness pay and have their pay docked an equal amount; or 2) in cases where jury duty pay exceeds the employee's daily rate, employee may use a personal leave day or be docked at their daily rate instead of using a jury code for those days.

B. Employees subpoenaed for jury duty or as a witness shall submit a copy of the jury summons or subpoena to their immediate supervisor and inform the supervisor of their choice regarding jury or witness duty pay. It is the employee's responsibility to report a jury duty or witness absence to the sub system. No report of jury duty or witness absence need be submitted if the employee chooses to take a pay dock or a personal leave day.

C. Absences due to litigation while the MBU is either a plaintiff, a defendant, or subpoenaed as a witness outside of the course and scope of employment must be charged to personal leave or personal business in accord with Article 26-4, and may be taken before or after a holiday or vacation.

25-8 Military Service

A. A MBU shall receive pay for all days during which they are employed in training duty under orders with any branch of the armed forces for a period not to exceed thirty days in any two consecutive years. For purposes of this section only, the term "year" means the fiscal year of the U.S. Government. (ARS-38-610).

B. Induction into the military for an extended period of time shall not be at District expense; however, upon return, MBU shall be placed in their former or comparable position. In accordance with ARS 38-298, as amended 1964.

25-9 Absence Due to On-the-Job Injury

A. In the event of absence due to on-the-job injury, the District shall pay, while accumulated sick leave lasts, the necessary amount above the monies received by the MBU from the Industrial Commission to provide for 100% income. Accumulated sick leave shall be utilized at the same percentage as the salary payments contributed by the District.

B. When sick leave is exhausted, the MBU will be placed on an unpaid leave of absence pending release to return to work.

C. Within four (4) weeks of return to work, a MBU may make arrangements with payroll to buy back sick leave used for an on-the-job injury.

25-10 Released Time

A. Released time without loss of pay may be granted for MBUs to attend a District approved specific conference or convention subject to availability of funds. First consideration shall be given to MBUs on the program or holding office. Substitutes shall be provided for those MBUs granted released time.

B. **1.** Released time forms requiring Superintendent approval must be submitted to the immediate supervisor at least four (4) weeks prior to the scheduled date of the released time.

2. Released time forms not requiring Superintendent approval must be submitted to the immediate supervisor at least seven (7) days prior to the scheduled date of the released time.

3. In cases of emergency, released time may be granted when the requests do not comply with the specified timelines.

25-11 Exchange Teaching

A one-year (1) leave of absence, with pay, may be granted to a teacher who qualifies for an exchange position.

25-12 Medical Leave Assistance Program

A. MBUs who have depleted their accrued sick and personal leave as a result of a qualified medical reason may request access to the Medical Leave Assistance Program by submitting a form to the Benefits office asking to receive donations of sick leave from other MBUs. A serious health condition is defined as a "non-work related" qualified medical reason that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

B. The donor MBU may donate a maximum of five (5) sick leave days for every thirty (30) or more days of accumulated sick leave. The donor MBU will designate the donation in the name of the MBU to receive the donation.

C. The MBU recipient will be credited with the number of days donated, up to a maximum of one week after their projected return to work. Days donated in excess of this amount will be held in reserve and credited to the MBU only if needed. If not needed, days in excess of one week beyond the original amount requested will be restored to the donor(s). Days of leave, not the actual wage of the donor MBU, will be donated.

D. No MBU shall be eligible for the Medical Leave Assistance Program after they qualify for long-term disability coverage.

25-13 Paid Parental Leave

In the event the Tucson Unified Governing Board approves Policy GCCA proposal related to Paid Parental Leave, this Agreement shall be amended to include GCCA in the appendix of this Agreement. The Associations shall be consulted prior to substantive changes being made to the Paid Parental Leave provisions set forth in GCCA.

ARTICLE TWENTY-SIX

UNPAID LEAVES OF ABSENCE

26-1 Family and Medical Leave

A. All requests for Family Medical Leave by District employees will be processed in accordance with the corresponding Governing Board Policy.

26-2 Governing Board Leave

A. The Board may grant a leave of absence to MBUs not to exceed one (1) year for the purpose of professional study, travel, training programs, child-bonding immediately following the birth of a child or adoption, health, military service, participation in Association activities (whether local, state or national), and/or to campaign or serve in public office. All requests for such leaves of absence shall be submitted to the District by January 31. Only emergency requests will be considered after January 31.

B. MBUs may be granted consecutive leaves not to exceed one (1) year.

C. Requests for medical leave shall be accompanied by a doctor's verification of the illness or disability and a projected date for return to work.

D. Upon granting the authorized absence, all rights of tenure, seniority, retirement (subject to current Arizona State Retirement System), accrued leave with pay and other benefits shall be preserved and available to the applicant after the termination of the leave, provided they were earned prior to the leave.

E. MBUs on unpaid leave of absence shall be offered to continue insurance through COBRA in elections in which they are enrolled in. The MBU would be responsible to pay the premiums for the insurance and other benefits at the MBU's expense.

F. No leave of absence denial shall be arbitrary, capricious or without basis in fact.

26-3 Medical 30-Day Leave
When a MBU is medically unable to work and is not eligible for Federal FMLA, the, MBU shall be allowed up to thirty (30) consecutive days on a paid status (using accruals), with a doctor's excuse. During this leave, the District will continue to pay premiums on its portion of District-sponsored insurance plans in which the MBU was enrolled at the beginning of the leave. At the end of this period, MBU must return to work (pending a medical release) or go on an unpaid leave of absence if applicable.

26-4 Personal 30-Day Leave
Leave for personal business may be granted; however, it shall be with loss of pay and shall not exceed thirty (30) days. At the end of this period MBU must go on an unpaid leave of absence or return to work.

26-5 Public Office Leave
MBUs elected to public office shall be granted released time with loss of pay when the duties of public office conflict with the MBU's regular assignment.

ARTICLE TWENTY-SEVEN

HEALTH EXAMINATION

27-1 When the District determines that a MBU's health condition (mental or physical) may be impairing their job performance, the immediate supervisor, site administrator, or Assistant Superintendent, with the concurrence of the Human Resources Department may, with just cause, direct the MBU to have a health examination at District expense. The MBU will be given a copy of the directive which will state the reason(s) for such examination. Following the examination, results will be sent by the Human Resources Department to the MBU and immediate supervisor. All communication which results from the implementation of this Article shall be handled in a confidential manner.

ARTICLE TWENTY-EIGHT

FRINGE BENEFITS

28-1 Amount and Type

A. For the duration of this agreement, the employee will pay up to 15% of the cost of PPO medical premium for district sponsored single coverage medical insurance for each employee.

B. The types of insurance listed below shall continue for the duration of this agreement.

28-2 Types of Insurance
The District shall make available to each eligible MBU the following optional insurance programs from which a MBU may choose, at their own expense.
A. Dental Insurance;
B. Supplemental Life Insurance;
C. Vision;
D. Coverage for spouse and/or dependent children in items A and C above;
E. Short-Term Disability Insurance

28-3 Insurance Committee
Future changes in the District's medical and health insurance program will be recommended by an insurance committee. This committee shall consist of eleven (11) members, five (5) appointed by the Association, and six (6) appointed by the District.

28-4 Health Insurance Benefit Retention
MBUs on unpaid leave may retain their insurance benefits by enrolling in and paying the premiums personally.

28-5 Open Enrollment
Any open enrollment period shall occur between the dates of August and May and shall be three (3) weeks in duration. A MBU may discontinue participation in any portion of the insurance program at any time, subject to a qualifying status change, as defined by federal law.

28-6 Newly Eligible Employees
A newly eligible employee shall be provided at least thirty (30) calendar days to enroll in an insurance program in accordance with Article 28-1. If employee declines to participate in any District insurance programs, employee shall so indicate the refusal on the enrollment form.

28-7 Life Insurance
All benefits-eligible MBUs shall be provided at District expense with a term life insurance policy equal to the MBU's base salary as of July 1, but not less than $10,000, based on election of benefits during the Initial Employment or Annual Benefits Enrollment period. MBUs shall have the option of purchasing additional term life insurance at their own expense.

28-8 Payroll Deduction
Payroll deduction shall be made available upon request to any MBU for any of the following:
A. District approved benefits;
B. Direct deposit to District-approved banking institutions.

ARTICLE TWENTY-NINE

COMPENSATION
EXTRA DUTY/ADDED DUTY

29-1 Extra Duty

A. Effective July 1, 2001, newly offered extra duty assignments shall not be subject to the provisions of Article 16 (Non-Disciplinary Actions, Discipline and Dismissal for Misconduct).

B. MBUs in extra duty assignments remain in probationary status for the first three years of that assignment.

C. The pay for extra duty will be distributed equally over the period of the assignment.

D. If during the course of the extra duty assignment the activity is discontinued, the obligation to continue the stipend shall cease.

E. However, termination of an extra duty assignment shall be in accordance with District policies and the terms of the Consensus Agreement.

1. All duties of the extra duty assignment shall be performed for the duration of the assignment.

2. These duties and the consideration for them set forth below, are separate and distinct from any other contractual obligations between MBU and District and are in addition to those other duties.

F. **1.** No person will perform any of the extra duty assignments without their consent and the written consent of the site administrator.

2. The stipend for extra duty is determined by the grade of the stipend, corresponding to the extra duty assignment.

G. **Travel**

District Required Travel shall be reimbursed at the rate established by the Arizona Uniform System of Financial Records (USFR).

District required travel does not include mileage pay for MBUs (whose extra duty is at a different school than their position assignment) to travel to the extra duty job site.

H. **Coaching Expectations**

1. Coaches may not receive more than one stipend simultaneously in any one season.

2. Coaches may be released for athletic competitions (games) and/or travel to away games during Wednesday staff development activities. Travel is defined as being present with the athletic team to a different site for competition.

3. A coach cannot accept a position where two sports seasons overlap more than two weeks. Rare exceptions may be granted for post season play and scheduling changes made by the Arizona Interscholastic Association (AIA). No exception will be granted when any one season overlaps into a middle school sports season based on the season calendar.

4. **Contract Completion**

Upon completion of each season, the coach will meet with their immediate supervisor within fifteen (15) days to finalize the evaluation. During this meeting the coach will be required to turn in all keys, equipment and complete all season ending paperwork.

I. **Salary Index**

Extra duty positions are listed according to grade. The appropriate index is placed next to the grade level, unless otherwise noted next to the position.

1. Grades For Extra Duty

Grade 1 ($1,000)	**Grade 2 ($1,500)**	**Grade 3 ($1,800)**
HS Class Sponsor	MS Asst. Special Olympics Coach	HS Newspaper
MS Audio Visual	HS Dance	HS Student Council
MS Band	HS Debate	HS Theater
MS Drama	HS Dept Chair (10-25 Sections)	HS Yearbook
MS Newspaper	HS Head Librarian	
MS Orchestra	HS Chess	
MS Asst. Special Olympics Coach	HS Robotics	
MS Student Council		
MS Vocal/Choir		
MS Yearbook		
MS Mariachi		

Grade 4 ($2,000)	**Grade 5 ($2,400)**	**Grade 6 ($2,500)**
HS Vocal/Choir	MS Basketball	HS Department Chair (51+

HS Orchestra HS Special Olympics Coach HS Department Chair (26-50 Sections) MS Intramural HS Intramural HS Mariachi	MS Cross Country MS Soccer MS Track MS Volleyball MS Special Olympics Coach	Sections) HS /Color Guard
Grade 7 ($3,000) HS Asst. Baseball HS Asst. Track HS Asst. Volleyball HS Asst. Swim HS Asst. Cross Country HS Asst. Softball HS Driving	**Grade 8 ($ $4,000)** HS Asst. Basketball HS Asst. Soccer HS Asst. Wrestling HS Asst. Football HS Band HS Asst. Spiritline	**Grade 9 ($4,300)** HS Baseball HS Golf HS Swimming HS Track HS Volleyball HS eSports HS Cross Country HS Softball HS Tennis
Grade 10 ($5,625) HS Basketball HS Soccer HS Wrestling	**Grade 11 ($5,800)** HS Spiritline	**Grade 12 ($6,400)** HS Football

a. None of the above shall be provided as a regularly scheduled class during the school day.
b. All high school department chairs shall be granted either one period to conduct departmental business or the stipend pay listed above. All high school newspaper and yearbook sponsors shall be provided a regularly scheduled class for each extra duty assignment. Managers of Interscholastic Activities will either be relieved of teaching duties for one period a day to conduct interscholastic activities or receive the stipend pay listed above.
c. All Fine Arts teachers shall be provided regularly scheduled classes in which to implement the prescribed curriculum in each of the areas listed above. The indicated stipend is compensation for supervision of their curricular/extra-curricular extra duty activities beyond the normal working day.

J. All Fine Arts teacher shall be provided regularly scheduled classes in which to implement the prescribed curriculum in each of the areas listed above. The indicated stipend is compensation for supervision of their curricular/extra-curricular extra duty activities beyond the normal working day.

29-2 National Board Certified Mentor/Trainer/Facilitator

MBUs who hold a certificate from the National Board of Professional Teaching Standards shall be entitled to serve in the capacity of a TUSD/TEA mentor/trainer/facilitator for a period of one year. This year must have been within two years of the MBU becoming eligible. Participation beyond this one-year period is at the District's discretion.

29-3 Added Duty

A. Student Supervision

Any MBU who volunteers or is assigned to perform the following added duties shall be paid as listed below:

1.	Loss of planning time	$25.00 per period
	a. Any period with duration greater than 60 minutes	$50.00 per period
2.	Student supervision outside the normal workday, lunchroom duty, bus duty, playground supervision	$15.45 per hour
3.	MBU Classroom Substitution	
	a. Any period of sixty (60) minutes or less	$25.00
	b. Any assignment over sixty (60) minutes, but no more than a half day	$50.00
	c. Any assignment over half a day	$75.00

A MBU will be "assigned" to supervisory duties only in the event of an emergency when there is no monitor available to perform the duties and no MBU volunteers.

B. Elementary School

Any MBU performing the following added duties shall be paid the rate listed below for the numbers of hours that the site principal determines are available and necessary for the added duty to be accomplished. No person will perform any of the added duty assignments without their consent and the written consent of the site administrator.

Student Council and yearbook	$15.45/hour

C. Acting Administrators in Schools and Alternative Programs

Any MBU who is asked to assume the duties of an administrator for at least ½ day or more will receive $70.00 per day in addition to their regular salary.

D. Temporary Addition to Full-time Contract (Commonly referred to as 6/5)

MBUs who volunteer to teach an additional class beyond their full-time regular assignment shall be compensated at the rate of .2 FTE for the MBUs placement on that year's salary schedule and prorated in days for as long as the position needs to be filled. This temporary addition will be an extension of a full-time contract and includes teaching an additional section and MBU will be considered the teacher of record for that class period.

E. Exceptional Education Added Duty

1. Beginning with the first quarter of the year, exceptional education MBU's who are assigned as case carrier for additional students beyond the cap as stated in article 22-6-a shall be compensated at the rate of $250 per IEP/student per quarter. (For the non-self-contained teachers, added duty will begin with the first student or after the first student if no teaching assistant has been hired.)

Case carriers shall be defined as those who do all of the following as needed for each individual Exceptional Education student:

a. Write and finalize IEPs, amendments, and quarterly progress reports.
b. Participate in the following meetings: IEP/MET/RID, manifestation determination, parent conferences, review of placement, and MTSS.
c. Advocate for the student, the implementation of the IEP and all IEP related matters.
d. Work collaboratively with all service providers.

2. If all case carriers of the same program type (See program list in 22-6) at a site are at cap, said compensation will be provided with the first student exceeding caseload and if the caseload is

exceeded for more than 50% of the quarter *and* the exceeded completion must be verifiable through the district's compliance system. No more than one MBU shall be paid the added duty for the same student(s) per quarter under this provision. The added duty will be paid after the end of the quarter. Every effort shall be made to avoid exceeding exceptional education class sizes/caseloads.

3. If an MBU only writes an additional IEP but is not the case carrier, they will be paid a one-time payment of seventy-five dollars ($75.00) at the end of the quarter. The writer is considered the special education provider who writes and holds the IEP meeting and finalizes the IEP. The MBU may not be the case carrier for that student in the same quarter.

29-4 Over Consensus Cap Compensation

A. MBU's who exceed the cap set in article 22-2, 22-6 or article 23-1 shall receive a payment at the end of the current semester for the number of weeks and number of students the MBU is over capped.

B. The payment for the over cap MBU goes as follows:

1. The base rate is a first-year teacher salary with benefits.

2. The base rate will then be broken down to the number of week(s) spent over cap.

3. The chart below will be used for MBUs whose total cap exceed the cap in 22-6, 23-1A or 23-2 to find what percentage the MBU is owed based on the number of students over cap and the number of weeks spent over cap. MBUs that teach grades 6-12 and do not meet the class caps in 23-1A shall have the salary prorated by section.

a. Meeting over cap in 23-1(A)

$949.20 (weekly over cap rate) x percentage (see below) x number of weeks over cap = payout

b. Meeting section over caps in 22-6 or 23-2

Calculated for each section over cap $189.84 (weekly over cap rate per section) x percentage (see below) x number of weeks over cap = payout

Number of Students Over Cap	Percentage	Insert compensation amount for time spent over cap based on a first-year teacher salary with benefits
1 to 3	3.0%	
4 to 6	4.5%	
7 to 9	6.0%	
10 to 12	8.0%	
13 to 16	9.5%	
17 to 20	12.0%	
21 +	15.0%	

29-5 Salaries

A. The salary schedule as specified in article 29-13 shall be effective July 1, 20252026.

B. Upon completion of each year of district service teachers will advance one step on the salary schedule with Governing Board approval of this agreement

C. The salary schedule will not reflect compensation attained through advanced degrees professional development, or district service stipend.

D. TUSD shall continue the practice of discussing special compensation issues with the Association. An example includes incentives for MBUs at those schools under improvement due to state or federal labels.

29-6 Schedule Placement

A. Newly employed MBUs shall be placed on the appropriate salary at a step that reflects their previous experience. For MBUs hired effective July 1, 2022, or later, acceptable experience shall be limited to fifteen (15) years. Experience prior to earning a Bachelor's Degree shall not be credited to an employee for salary purposes.

B.
1. Newly employed MBUs shall be given credit for teaching experience in the Peace Corps, overseas, in private and public schools, and in accredited junior colleges or universities.
2. Vocational teachers with degrees shall also be allowed credit for approved work experience in their teaching fields.
3. Social workers shall receive credit for experience gained prior to meeting minimum certification requirements (Master's Degree) but subsequent to receipt of Bachelor's Degree.
4. Experience credit for noncertified MBUs must be subsequent to the MBU's holding the appropriate credentials for the position.

C. TUSD reserves the right to evaluate previous teaching and work experience.

D. Occupational therapists (OTs), Physical Therapists (PTs) and Speech and Language Pathologists (SLPs) shall be placed in the same manner as other MBUs, but using the schedule specified for their positions.

29-7 Salary Level Placement and Advancement:

A. Degree Compensation:
1. MBUs completing requirements for a Master's or Doctoral degree must submit official transcripts reflecting the awarding of said degree no later than November 1 of the contract year in order to receive the full amount of the stipend (pro-rated per FTE). Requirements for said degree must be completed prior to the start of the contract year. In the event a MBU completes the requirements after the start of the contract year, the MBU may still submit the appropriate documentation and will receive a pro-rated amount of the education stipend (pro-rated per FTE). The education stipend will be prorated to the pay period in which the official transcripts are submitted.
2. **a.** MBU who currently receive a Master's degree stipend or attain a Master's degree (or equivalent for OT/PTs) will earn an additional $2,000 (or pro-rated amount) in compensation above their placement on the salary schedule.
b. MBUs who currently receive a Doctoral degree stipend or attain a Doctoral degree will earn an additional $3,000 (or pro-rated amount) in compensation above their placement on the salary schedule.
3. **Occupational Therapists/Physical Therapists:**
Occupational and Physical Therapists may count all continuing education unit (CEU) credits received within the last ten years for additional degree compensation equivalent to the Master's degree stipend when 32 CEUs above a bachelor's degree have been credited.
4. Contracts reflecting salary changes for degree advancement shall be updated and re-issued to MBUs within thirty (30) days of submission to the District.
5. MBUs are eligible for only one educational stipend per contract year. If an MBU has more than one advanced degree, the highest degree attained will be recognized.

29-8 District Service Stipend

The District Service Stipend has been discontinued for all MBUs as of January 16, 2014. Any MBUs who received the District Service Stipend had their stipend embedded into their base salary by July 1, 2015.

Any MBU who received a district service stipend prior to January 16, 2014, will continue receiving their district service stipend which will be frozen at the amount they were awarded on or prior to January 16, 2014. MBUs who separate from the district for any reason shall forfeit all rights to their district service stipend regardless of the

length of break in service, beginning July 1, 2014 the district service stipend will be replaced with a step increase after each year of complete district service pending board approval.

FORMER DISTRICT SERVICE STIPEND TABLE

Consecutive Years of Service	Amount
6-10	$1,000
11-20	$1,100
21-30	$1,250
31 and more	$1,500

29-9 Pay Plan Procedure

MBUs have the option of selecting one (1) of three (3) pay plans:

A. Every other Friday during the school year – twenty (20) equal checks.

B. Twenty-six (26) checks—twenty (20) to be paid every other Friday during the school year and the remainder paid in a lump sum on the normal bi-weekly payday of the pay period encompassing the last day of school. This option is only available to the MBUs employed as of the first contract date of the school year.

C. Twenty-six (26) checks to be paid every other Friday. During summer vacation checks are to be mailed to the MBU's summer address. This option is only available to MBUs employed as of the first contract day of the school year.

29-10 Extended Contracts

A. In the event the number of days in a MBU's contract is extended, that MBU shall be paid at the daily rate of 1/207 of their scheduled salary per additional day. MBUs on an extended contract shall receive all holidays and benefits received by MBUs during the school year.

B. All counselors shall have five (5) additional days added to their work calendar. These days shall extend their regular work calendar to 212 days for the regular school year.

29-11 Partial Contracts

MBUs employed less than full time shall be paid pro rata salary and benefits. Part-time classroom MBUs shall be paid salary in accordance with the number of classes taught (1/5, 2/5, etc.) Non-classroom part-time teachers shall be paid salary and benefits in accordance with the pro-ration of the normal workday employed. Benefits are available for any 4/5 employee.

29-12 Classroom Site Fund

A. As the result of passage of HB 1007, the TEA and TUSD Joint 301/Classroom Site Fund Committee will review and if necessary, revise the plan for performance-based compensation (PBC), will review the utilization of the site menu monies annually, and will address issues and concerns regarding implementation of the plan. This plan outlines the process by which the PBC is implemented, and monies are awarded to individuals and sites.

B. MBUs shall be provided copies of the annual PBC plan by May 1 for the subsequent year.

C. The TEA/TUSD Classroom Site Fund Committee shall be appointed annually by each party in equal numbers. The TEA/TUSD Classroom Site Fund Committee shall design and recommend to the TUSD Superintendent and TEA President an appeals process for resolution of disputes arising out of this plan.

D. All Proposition 301/Classroom Site Fund increases anticipated by this provision are contingent upon receipt of funding or legislative authorization to expend. Any increase realized during the term of this agreement may be decreased for subsequent years if the level of funding received by the District or if expenditures authorized by the legislature for these components of Proposition 301/Classroom Site Fund are not maintained or are decreased, or if the MBU does not qualify or successfully participate in a plan implementing the component.

29-13 Salary Schedule

A. Salary schedule TDR(A) and Placement at hire on Schedule A below are for MBUs other than Occupational Therapists (OTS), Physical Therapists (PTS) and Speech and Language Pathologists (SLPS) who are employed by the District in the following positions:

- Counselor
- Library Media Specialist
- OMA Arts Integration Spec
- Resource Teacher
- Teacher
- Teacher - CTE
- Teacher - DL
- Teacher - DL Elementary
- Teacher - DL Secondary
- Teacher - ELD
- Teacher - ELD Itinerant
- Teacher - ELD Kinder
- Teacher - ELD Resource
- Teacher - Elementary
- Teacher - Fine Arts
- Teacher - GATE
- Teacher - GATE Itinerant
- Teacher - In-School Intervention
- Teacher - Itinerant
- Teacher - Kinder
- Teacher - Math Interventionist
- Teacher - Reading Interventionist
- Teacher - RTI
- Teacher - Secondary
- Teacher AVID
- Teacher Dual Language Itinerant
- Teacher Reading Recovery
- Jr ROTC Officer

Step	Grade TDR A 9.5mo Base	Override	Suppl Base/Menu	Total
1	$37,800.00	$2,000.00	$11,600.00	$51,400.00
2	$38,300.00	$2,000.00	$11,600.00	$51,900.00
3	$38,800.00	$2,000.00	$11,600.00	$52,400.00
4	$39,300.00	$2,000.00	$11,600.00	$52,900.00
5	$39,800.00	$2,000.00	$11,600.00	$53,400.00
6	$40,300.00	$2,000.00	$11,600.00	$53,900.00
7	$40,800.00	$2,000.00	$11,600.00	$54,400.00
8	$41,300.00	$2,000.00	$11,600.00	$54,900.00
9	$41,800.00	$2,000.00	$11,600.00	$55,400.00
10	$42,300.00	$2,000.00	$11,600.00	$55,900.00
11	$42,800.00	$2,000.00	$11,600.00	$56,400.00
12	$43,300.00	$2,000.00	$11,600.00	$56,900.00
13	$43,800.00	$2,000.00	$11,600.00	$57,400.00
14	$44,300.00	$2,000.00	$11,600.00	$57,900.00
15	$44,800.00	$2,000.00	$11,600.00	$58,400.00
16	$45,300.00	$2,000.00	$11,600.00	$58,900.00
17	$45,800.00	$2,000.00	$11,600.00	$59,400.00
18	$46,300.00	$2,000.00	$11,600.00	$59,900.00
19	$46,800.00	$2,000.00	$11,600.00	$60,400.00
20	$47,300.00	$2,000.00	$11,600.00	$60,900.00
21	$47,800.00	$2,000.00	$11,600.00	$61,400.00
22	$48,300.00	$2,000.00	$11,600.00	$61,900.00
23	$48,800.00	$2,000.00	$11,600.00	$62,400.00
24	$49,300.00	$2,000.00	$11,600.00	$62,900.00
25	$49,800.00	$2,000.00	$11,600.00	$63,400.00
26	$50,300.00	$2,000.00	$11,600.00	$63,900.00
27	$50,800.00	$2,000.00	$11,600.00	$64,400.00
28	$51,300.00	$2,000.00	$11,600.00	$64,900.00
29	$51,800.00	$2,000.00	$11,600.00	$65,400.00
30	$52,300.00	$2,000.00	$11,600.00	$65,900.00
31	$52,800.00	$2,000.00	$11,600.00	$66,400.00
32	$53,300.00	$2,000.00	$11,600.00	$66,900.00
33	$53,800.00	$2,000.00	$11,600.00	$67,400.00
34	$54,300.00	$2,000.00	$11,600.00	$67,900.00
35	$54,800.00	$2,000.00	$11,600.00	$68,400.00
36	$55,300.00	$2,000.00	$11,600.00	$68,900.00
37	$55,800.00	$2,000.00	$11,600.00	$69,400.00
38	$56,300.00	$2,000.00	$11,600.00	$69,900.00
39	$56,800.00	$2,000.00	$11,600.00	$70,400.00
40	$57,300.00	$2,000.00	$11,600.00	$70,900.00
41	$57,800.00	$2,000.00	$11,600.00	$71,400.00
42	$58,300.00	$2,000.00	$11,600.00	$71,900.00
43	$58,800.00	$2,000.00	$11,600.00	$72,400.00
44	$59,300.00	$2,000.00	$11,600.00	$72,900.00
45	$59,800.00	$2,000.00	$11,600.00	$73,400.00
46	$60,300.00	$2,000.00	$11,600.00	$73,900.00
47	$60,800.00	$2,000.00	$11,600.00	$74,400.00
48	$61,300.00	$2,000.00	$11,600.00	$74,900.00
49	$61,800.00	$2,000.00	$11,600.00	$75,400.00
50	$62,300.00	$2,000.00	$11,600.00	$75,900.00
51	$62,800.00	$2,000.00	$11,600.00	$76,400.00
52	$63,300.00	$2,000.00	$11,600.00	$76,900.00
53	$63,800.00	$2,000.00	$11,600.00	$77,400.00
54	$64,300.00	$2,000.00	$11,600.00	$77,900.00
55	$64,800.00	$2,000.00	$11,600.00	$78,400.00
56	$65,300.00	$2,000.00	$11,600.00	$78,900.00
57	$65,800.00	$2,000.00	$11,600.00	$79,400.00
58	$66,300.00	$2,000.00	$11,600.00	$79,900.00
59	$66,800.00	$2,000.00	$11,600.00	$80,400.00
60	$67,300.00	$2,000.00	$11,600.00	$80,900.00
61	$67,800.00	$2,000.00	$11,600.00	$81,400.00
62	$68,300.00	$2,000.00	$11,600.00	$81,900.00
63	$68,800.00	$2,000.00	$11,600.00	$82,400.00
64	$69,300.00	$2,000.00	$11,600.00	$82,900.00
65	$69,800.00	$2,000.00	$11,600.00	$83,400.00
66	$70,300.00	$2,000.00	$11,600.00	$83,900.00
67	$70,800.00	$2,000.00	$11,600.00	$84,400.00
68	$71,300.00	$2,000.00	$11,600.00	$84,900.00
69	$71,800.00	$2,000.00	$11,600.00	$85,400.00
70	$72,300.00	$2,000.00	$11,600.00	$85,900.00
71	$72,800.00	$2,000.00	$11,600.00	$86,400.00
72	$73,300.00	$2,000.00	$11,600.00	$86,900.00
73	$73,800.00	$2,000.00	$11,600.00	$87,400.00
74	$74,300.00	$2,000.00	$11,600.00	$87,900.00
75	$74,800.00	$2,000.00	$11,600.00	$88,400.00
76	$75,300.00	$2,000.00	$11,600.00	$88,900.00
77	$75,800.00	$2,000.00	$11,600.00	$89,400.00
78	$76,300.00	$2,000.00	$11,600.00	$89,900.00
79	$76,800.00	$2,000.00	$11,600.00	$90,400.00
80	$77,300.00	$2,000.00	$11,600.00	$90,900.00
81	$77,800.00	$2,000.00	$11,600.00	$91,400.00

Step	Grade Counselor Base	Override	Suppl Base/Menu	Total
1	$38,713.04	$2,000.00	$11,600.00	$52,313.04
2	$39,225.12	$2,000.00	$11,600.00	$52,825.12
3	$39,737.20	$2,000.00	$11,600.00	$53,337.20
4	$40,249.28	$2,000.00	$11,600.00	$53,849.28
5	$40,761.35	$2,000.00	$11,600.00	$54,361.35
6	$41,273.43	$2,000.00	$11,600.00	$54,873.43
7	$41,785.51	$2,000.00	$11,600.00	$55,385.51
8	$42,297.58	$2,000.00	$11,600.00	$55,897.58
9	$42,809.66	$2,000.00	$11,600.00	$56,409.66
10	$43,321.74	$2,000.00	$11,600.00	$56,921.74
11	$43,833.82	$2,000.00	$11,600.00	$57,433.82
12	$44,345.89	$2,000.00	$11,600.00	$57,945.89
13	$44,857.97	$2,000.00	$11,600.00	$58,457.97
14	$45,370.05	$2,000.00	$11,600.00	$58,970.05
15	$45,882.13	$2,000.00	$11,600.00	$59,482.13
16	$46,394.20	$2,000.00	$11,600.00	$59,994.20
17	$46,906.28	$2,000.00	$11,600.00	$60,506.28
18	$47,418.36	$2,000.00	$11,600.00	$61,018.36
19	$47,930.43	$2,000.00	$11,600.00	$61,530.43
20	$48,442.51	$2,000.00	$11,600.00	$62,042.51
21	$48,954.59	$2,000.00	$11,600.00	$62,554.59
22	$49,466.67	$2,000.00	$11,600.00	$63,066.67
23	$49,978.74	$2,000.00	$11,600.00	$63,578.74
24	$50,490.82	$2,000.00	$11,600.00	$64,090.82
25	$51,002.90	$2,000.00	$11,600.00	$64,602.90
26	$51,514.98	$2,000.00	$11,600.00	$65,114.98
27	$52,027.05	$2,000.00	$11,600.00	$65,627.05
28	$52,539.13	$2,000.00	$11,600.00	$66,139.13
29	$53,051.21	$2,000.00	$11,600.00	$66,651.21
30	$53,563.29	$2,000.00	$11,600.00	$67,163.29
31	$54,075.36	$2,000.00	$11,600.00	$67,675.36
32	$54,587.44	$2,000.00	$11,600.00	$68,187.44
33	$55,099.52	$2,000.00	$11,600.00	$68,699.52
34	$55,611.59	$2,000.00	$11,600.00	$69,211.59
35	$56,123.67	$2,000.00	$11,600.00	$69,723.67
36	$56,635.75	$2,000.00	$11,600.00	$70,235.75
37	$57,147.83	$2,000.00	$11,600.00	$70,747.83
38	$57,659.90	$2,000.00	$11,600.00	$71,259.90
39	$58,171.98	$2,000.00	$11,600.00	$71,771.98
40	$58,684.06	$2,000.00	$11,600.00	$72,284.06
41	$59,196.14	$2,000.00	$11,600.00	$72,796.14
42	$59,708.21	$2,000.00	$11,600.00	$73,308.21
43	$60,220.29	$2,000.00	$11,600.00	$73,820.29
44	$60,732.37	$2,000.00	$11,600.00	$74,332.37
45	$61,244.44	$2,000.00	$11,600.00	$74,844.44
46	$61,756.52	$2,000.00	$11,600.00	$75,356.52
47	$62,268.60	$2,000.00	$11,600.00	$75,868.60
48	$62,780.68	$2,000.00	$11,600.00	$76,380.68
49	$63,292.75	$2,000.00	$11,600.00	$76,892.75
50	$63,804.83	$2,000.00	$11,600.00	$77,404.83
51	$64,316.91	$2,000.00	$11,600.00	$77,916.91
52	$64,828.99	$2,000.00	$11,600.00	$78,428.99
53	$65,341.06	$2,000.00	$11,600.00	$78,941.06
54	$65,853.14	$2,000.00	$11,600.00	$79,453.14
55	$66,365.22	$2,000.00	$11,600.00	$79,965.22
56	$66,877.29	$2,000.00	$11,600.00	$80,477.29
57	$67,389.37	$2,000.00	$11,600.00	$80,989.37
58	$67,901.45	$2,000.00	$11,600.00	$81,501.45
59	$68,413.53	$2,000.00	$11,600.00	$82,013.53
60	$68,925.60	$2,000.00	$11,600.00	$82,525.60
61	$69,437.68	$2,000.00	$11,600.00	$83,037.68
62	$69,949.76	$2,000.00	$11,600.00	$83,549.76
63	$70,461.84	$2,000.00	$11,600.00	$84,061.84
64	$70,973.91	$2,000.00	$11,600.00	$84,573.91
65	$71,485.99	$2,000.00	$11,600.00	$85,085.99
66	$71,998.07	$2,000.00	$11,600.00	$85,598.07
67	$72,510.14	$2,000.00	$11,600.00	$86,110.14
68	$73,022.22	$2,000.00	$11,600.00	$86,622.22
69	$73,534.30	$2,000.00	$11,600.00	$87,134.30
70	$74,046.38	$2,000.00	$11,600.00	$87,646.38
71	$74,558.45	$2,000.00	$11,600.00	$88,158.45
72	$75,070.53	$2,000.00	$11,600.00	$88,670.53
73	$75,582.61	$2,000.00	$11,600.00	$89,182.61
74	$76,094.69	$2,000.00	$11,600.00	$89,694.69
75	$76,606.76	$2,000.00	$11,600.00	$90,206.76
76	$77,118.84	$2,000.00	$11,600.00	$90,718.84
77	$77,630.92	$2,000.00	$11,600.00	$91,230.92
78	$78,143.00	$2,000.00	$11,600.00	$91,743.00
79	$78,655.07	$2,000.00	$11,600.00	$92,255.07
80	$79,167.15	$2,000.00	$11,600.00	$92,767.15
81	$79,679.23	$2,000.00	$11,600.00	$93,279.23

	TDR(A) Base	Suppl Base/Menu	TDR(A) Total
Step 1	$37,800	$10,600	$48,400
Step 2	$38,300	$10,600	$48,900
Step 3	$38,800	$10,600	$49,400
Step 4	$39,300	$10,600	$49,900
Step 5	$39,800	$10,600	$50,400
Step 6	$40,300	$10,600	$50,900
Step 7	$40,800	$10,600	$51,400
Step 8	$41,300	$10,600	$51,900
Step 9	$41,800	$10,600	$52,400
Step 10	$42,300	$10,600	$52,900
Step 11	$42,800	$10,600	$53,400
Step 12	$43,300	$10,600	$53,900
Step 13	$43,800	$10,600	$54,400
Step 14	$44,300	$10,600	$54,900
Step 15	$44,800	$10,600	$55,400
Step 16	$45,300	$10,600	$55,900
Step 17	$45,800	$10,600	$56,400
Step 18	$46,300	$10,600	$56,900
Step 19	$46,800	$10,600	$57,400
Step 20	$47,300	$10,600	$57,900
Step 21	$47,800	$10,600	$58,400
Step 22	$48,300	$10,600	$58,900
Step 23	$48,800	$10,600	$59,400
Step 24	$49,300	$10,600	$59,900
Step 25	$49,800	$10,600	$60,400
Step 26	$50,300	$10,600	$60,900
Step 27	$50,800	$10,600	$61,400
Step 28	$51,300	$10,600	$61,900
Step 29	$51,800	$10,600	$62,400
Step 30	$52,300	$10,600	$62,900
Step 31	$52,800	$10,600	$63,400
Step 32	$53,300	$10,600	$63,900
Step 33	$53,800	$10,600	$64,400
Step 34	$54,300	$10,600	$64,900
Step 35	$54,800	$10,600	$65,400

	TDR(A) Base	Suppl Base/Menu	TDR(A) Total
Step 42	$58,300.00	$10,600	$68,900.00
Step 43	$58,800.00	$10,600	$69,400.00
Step 44	$59,300.00	$10,600	$69,900.00
Step 45	$59,800.00	$10,600	$70,400.00
Step 46	$60,300.00	$10,600	$70,900.00
Step 47	$60,800.00	$10,600	$71,400.00
Step 48	$61,300.00	$10,600	$71,900.00
Step 49	$61,800.00	$10,600	$72,400.00
Step 50	$62,300.00	$10,600	$72,900.00
Step 51	$62,800.00	$10,600	$73,400.00
Step 52	$63,300.00	$10,600	$73,900.00
Step 53	$63,800.00	$10,600	$74,400.00
Step 54	$64,300.00	$10,600	$74,900.00
Step 55	$64,800.00	$10,600	$75,400.00
Step 56	$65,300.00	$10,600	$75,900.00
Step 57	$65,800.00	$10,600	$76,400.00
Step 58	$66,300.00	$10,600	$76,900.00
Step 59	$66,800.00	$10,600	$77,400.00
Step 60	$67,300.00	$10,600	$77,900.00
Step 61	$67,800.00	$10,600	$78,400.00
Step 62	$68,300.00	$10,600	$78,900.00
Step 63	$68,800.00	$10,600	$79,400.00
Step 64	$69,300.00	$10,600	$79,900.00
Step 65	$69,800.00	$10,600	$80,400.00
Step 66	$70,300.00	$10,600	$80,900.00
Step 67	$70,800.00	$10,600	$81,400.00
Step 68	$71,300.00	$10,600	$81,900.00
Step 69	$71,800.00	$10,600	$82,400.00
Step 70	$72,300.00	$10,600	$82,900.00
Step 71	$72,800.00	$10,600	$83,400.00
Step 72	$73,300.00	$10,600	$83,900.00
Step 73	$73,800.00	$10,600	$84,400.00
Step 74	$74,300.00	$10,600	$84,900.00
Step 75	$74,800.00	$10,600	$85,400.00
Step 76	$75,300.00	$10,600	$85,900.00

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Step 36	$55,300	$10,600	$65,900
Step 37	$55,800	$10,600	$66,400
	TDR(A) Base	Suppl Base/Menu	TDR(A) Total
Step 38	$56,300	$10,600	$66,900
Step 39	$56,800	$10,600	$67,400
Step 40	$57,300	$10,600	$67,900
Step 41	$57,800	$10,600	$68,400

Step 77	$75,800.00	$10,600	$86,400.00
Step 78	$76,300.00	$10,600	$86,900.00
	TDR(A) Base	Suppl Base/Menu	TDR(A) Total
Step 79	$76,800.00	$10,600	$87,400.00
Step 80	$77,300.00	$10,600	$87,900.00
Step 81	$77,800.00	$10,600	$88,400.00

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PLACEMENT AT HIRE SCHEDULE A		
Years of Experience	0	$51,400.00
	1	$51,900.00
	2	$52,400.00
	3	$52,900.00
	4	$53,400.00
	5	$53,900.00
	6	$54,400.00
	7	$54,900.00
	8	$55,400.00
	9	$55,900.00
	10	$56,400.00
	11	$56,900.00
	12	$57,400.00
	13	$57,900.00
	14	$58,400.00
	15	$58,900.00

STIPENDS DEGREE COMPENSATION	
Master's	$2,000.00
Doctorate	$3,000.00

Placement at Hire Schedule A		
Years of	0	$47,400
	1	$47,900
	2	$48,400
	3	$48,900
	4	$49,400
	5	$49,900
	6	$50,400
	7	$50,900

	8	$51,400
	9	$51,900
	10	$52,400
	11	$52,900
	12	$53,400
	13	$53,900
	14	$54,400
	15	$54,900

Stipends Degree Compensation	
Master's	$2,000
Doctorate	$3,000

B. Salary schedule TDR(B) and Placement at hire on Schedule B below are for MBUs other than Occupational Therapists (OTS), Physical Therapists (PTS) and Speech and Language Pathologists (SLPS) who are employed by the District in the following positions:

9.5 Month Positions:

- Athletic Trainer, Head
- Dean of Students
- Diagnostician
- Ex Ed Behavior Intervention Specialist
- Ex Ed Resource Support Specialist
- Exceptional Education Transition Coordinator
- Foundational Literacy Coach
- Hygienist
- Instructional Technology Integration Specialist
- Instructional Data Intervention Specialist
- Instructional Coach
- Instructional Coach - Innovative Learning
- K-3 Literacy Coach
- Language Acquisition Coach
- Magnet Site Coordinator
- Project Coordinator for Grants
- Student Family Support Liaison
- Visual Arts Specialist

10.5 Month Positions:

- Curriculum Service Provider
- Professional Development Academic Trainer
- Reading Coach
- Reading Coach - USDE
- Teacher Mentor

Step	Grade TDR B 9.5mo Base	Grade TDR B 9.5mo Override	Grade TDR B 9.5mo Total
1	$43,900.00	$2,000.00	$45,900.00
2	$44,400.00	$2,000.00	$46,400.00
3	$44,900.00	$2,000.00	$46,900.00
4	$45,400.00	$2,000.00	$47,400.00
5	$45,900.00	$2,000.00	$47,900.00
6	$46,400.00	$2,000.00	$48,400.00
7	$46,900.00	$2,000.00	$48,900.00
8	$47,400.00	$2,000.00	$49,400.00
9	$47,900.00	$2,000.00	$49,900.00
10	$48,400.00	$2,000.00	$50,400.00
11	$48,900.00	$2,000.00	$50,900.00
12	$49,400.00	$2,000.00	$51,400.00
13	$49,900.00	$2,000.00	$51,900.00
14	$50,400.00	$2,000.00	$52,400.00
15	$50,900.00	$2,000.00	$52,900.00
16	$51,400.00	$2,000.00	$53,400.00
17	$51,900.00	$2,000.00	$53,900.00
18	$52,400.00	$2,000.00	$54,400.00
19	$52,900.00	$2,000.00	$54,900.00
20	$53,400.00	$2,000.00	$55,400.00
21	$53,900.00	$2,000.00	$55,900.00
22	$54,400.00	$2,000.00	$56,400.00
23	$54,900.00	$2,000.00	$56,900.00
24	$55,400.00	$2,000.00	$57,400.00
25	$55,900.00	$2,000.00	$57,900.00
26	$56,400.00	$2,000.00	$58,400.00
27	$56,900.00	$2,000.00	$58,900.00
28	$57,400.00	$2,000.00	$59,400.00
29	$57,900.00	$2,000.00	$59,900.00
30	$58,400.00	$2,000.00	$60,400.00
31	$58,900.00	$2,000.00	$60,900.00
32	$59,400.00	$2,000.00	$61,400.00
33	$59,900.00	$2,000.00	$61,900.00
34	$60,400.00	$2,000.00	$62,400.00
35	$60,900.00	$2,000.00	$62,900.00
36	$61,400.00	$2,000.00	$63,400.00
37	$61,900.00	$2,000.00	$63,900.00
38	$62,400.00	$2,000.00	$64,400.00
39	$62,900.00	$2,000.00	$64,900.00
40	$63,400.00	$2,000.00	$65,400.00

Step	Grade TDR B 10.5 mo. Base	Grade TDR B 10.5 mo. Override	Grade TDR B 10.5 mo. Total
1	$47,505.31	$2,000.00	$49,505.31
2	$48,046.38	$2,000.00	$50,046.38
3	$48,587.44	$2,000.00	$50,587.44
4	$49,128.50	$2,000.00	$51,128.50
5	$49,669.57	$2,000.00	$51,669.57
6	$50,210.63	$2,000.00	$52,210.63
7	$50,751.69	$2,000.00	$52,751.69
8	$51,292.75	$2,000.00	$53,292.75
9	$51,833.82	$2,000.00	$53,833.82
10	$52,374.88	$2,000.00	$54,374.88
11	$52,915.94	$2,000.00	$54,915.94
12	$53,457.00	$2,000.00	$55,457.00
13	$53,998.07	$2,000.00	$55,998.07
14	$54,539.13	$2,000.00	$56,539.13
15	$55,080.19	$2,000.00	$57,080.19
16	$55,621.26	$2,000.00	$57,621.26
17	$56,162.32	$2,000.00	$58,162.32
18	$56,703.38	$2,000.00	$58,703.38
19	$57,244.44	$2,000.00	$59,244.44
20	$57,785.51	$2,000.00	$59,785.51
21	$58,326.57	$2,000.00	$60,326.57
22	$58,867.63	$2,000.00	$60,867.63
23	$59,408.70	$2,000.00	$61,408.70
24	$59,949.76	$2,000.00	$61,949.76
25	$60,490.82	$2,000.00	$62,490.82
26	$61,031.88	$2,000.00	$63,031.88
27	$61,572.95	$2,000.00	$63,572.95
28	$62,114.01	$2,000.00	$64,114.01
29	$62,655.07	$2,000.00	$64,655.07
30	$63,196.14	$2,000.00	$65,196.14
31	$63,737.20	$2,000.00	$65,737.20
32	$64,278.26	$2,000.00	$66,278.26
33	$64,819.32	$2,000.00	$66,819.32
34	$65,360.39	$2,000.00	$67,360.39
35	$65,901.45	$2,000.00	$67,901.45
36	$66,442.51	$2,000.00	$68,442.51
37	$66,983.57	$2,000.00	$68,983.57
38	$67,524.64	$2,000.00	$69,524.64
39	$68,065.70	$2,000.00	$70,065.70
40	$68,606.76	$2,000.00	$70,606.76

41	$63,900.00	$2,000.00	$65,900.00	41	$69,147.83	$2,000.00	$71,147.83
42	$64,400.00	$2,000.00	$66,400.00	42	$69,688.89	$2,000.00	$71,688.89
43	$64,900.00	$2,000.00	$66,900.00	43	$70,229.95	$2,000.00	$72,229.95
44	$65,400.00	$2,000.00	$67,400.00	44	$70,771.01	$2,000.00	$72,771.01
45	$65,900.00	$2,000.00	$67,900.00	45	$71,312.08	$2,000.00	$73,312.08
46	$66,400.00	$2,000.00	$68,400.00	46	$71,853.14	$2,000.00	$73,853.14
47	$66,900.00	$2,000.00	$68,900.00	47	$72,394.20	$2,000.00	$74,394.20
48	$67,400.00	$2,000.00	$69,400.00	48	$72,935.27	$2,000.00	$74,935.27
49	$67,900.00	$2,000.00	$69,900.00	49	$73,476.33	$2,000.00	$75,476.33
50	$68,400.00	$2,000.00	$70,400.00	50	$74,017.39	$2,000.00	$76,017.39
51	$68,900.00	$2,000.00	$70,900.00	51	$74,558.45	$2,000.00	$76,558.45
52	$69,400.00	$2,000.00	$71,400.00	52	$75,099.52	$2,000.00	$77,099.52
53	$69,900.00	$2,000.00	$71,900.00	53	$75,640.58	$2,000.00	$77,640.58
54	$70,400.00	$2,000.00	$72,400.00	54	$76,181.64	$2,000.00	$78,181.64
55	$70,900.00	$2,000.00	$72,900.00	55	$76,722.71	$2,000.00	$78,722.71
56	$71,400.00	$2,000.00	$73,400.00	56	$77,263.77	$2,000.00	$79,263.77
57	$71,900.00	$2,000.00	$73,900.00	57	$77,804.83	$2,000.00	$79,804.83
58	$72,400.00	$2,000.00	$74,400.00	58	$78,345.89	$2,000.00	$80,345.89
59	$72,900.00	$2,000.00	$74,900.00	59	$78,886.96	$2,000.00	$80,886.96
60	$73,400.00	$2,000.00	$75,400.00	60	$79,428.02	$2,000.00	$81,428.02
61	$73,900.00	$2,000.00	$75,900.00	61	$79,969.08	$2,000.00	$81,969.08
62	$74,400.00	$2,000.00	$76,400.00	62	$80,510.14	$2,000.00	$82,510.14
63	$74,900.00	$2,000.00	$76,900.00	63	$81,051.21	$2,000.00	$83,051.21
64	$75,400.00	$2,000.00	$77,400.00	64	$81,592.27	$2,000.00	$83,592.27
65	$75,900.00	$2,000.00	$77,900.00	65	$82,133.33	$2,000.00	$84,133.33
66	$76,400.00	$2,000.00	$78,400.00	66	$82,674.40	$2,000.00	$84,674.40
67	$76,900.00	$2,000.00	$78,900.00	67	$83,215.46	$2,000.00	$85,215.46
68	$77,400.00	$2,000.00	$79,400.00	68	$83,756.52	$2,000.00	$85,756.52
69	$77,900.00	$2,000.00	$79,900.00	69	$84,297.58	$2,000.00	$86,297.58
70	$78,400.00	$2,000.00	$80,400.00	70	$84,838.65	$2,000.00	$86,838.65
71	$78,900.00	$2,000.00	$80,900.00	71	$85,379.71	$2,000.00	$87,379.71
72	$79,400.00	$2,000.00	$81,400.00	72	$85,920.77	$2,000.00	$87,920.77
73	$79,900.00	$2,000.00	$81,900.00	73	$86,461.84	$2,000.00	$88,461.84
74	$80,400.00	$2,000.00	$82,400.00	74	$87,002.90	$2,000.00	$89,002.90
75	$80,900.00	$2,000.00	$82,900.00	75	$87,543.96	$2,000.00	$89,543.96
76	$81,400.00	$2,000.00	$83,400.00	76	$88,085.02	$2,000.00	$90,085.02
77	$81,900.00	$2,000.00	$83,900.00	77	$88,626.09	$2,000.00	$90,626.09
78	$82,400.00	$2,000.00	$84,400.00	78	$89,167.15	$2,000.00	$91,167.15
79	$82,900.00	$2,000.00	$84,900.00	79	$89,708.21	$2,000.00	$91,708.21
80	$83,400.00	$2,000.00	$85,400.00	80	$90,249.28	$2,000.00	$92,249.28
81	$83,900.00	$2,000.00	$85,900.00	81	$90,790.34	$2,000.00	$92,790.34

	~~TDR(B)~~	~~TDR(B)~~		~~TDR(B)~~	~~TDR(B)~~	

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	9.5 Month	10.5 Month
Step 1	$43,900.00	$47,505.31
Step 2	$44,400.00	$48,046.38
Step 3	$44,900.00	$48,587.44
Step 4	$45,400.00	$49,128.50
Step 5	$45,900.00	$49,669.57
Step 6	$46,400.00	$50,210.63
Step 7	$46,900.00	$50,751.69
Step 8	$47,400.00	$51,292.75
Step 9	$47,900.00	$51,833.82
Step 10	$48,400.00	$52,374.88
Step 11	$48,900.00	$52,915.94
Step 12	$49,400.00	$53,457.00
Step 13	$49,900.00	$53,998.07
Step 14	$50,400.00	$54,539.13
	TDR(B) 9.5 Month	TDR(B) 10.5 Month
Step 15	$50,900.00	$55,080.19
Step 16	$51,400.00	$55,621.26
Step 17	$51,900.00	$56,162.32
Step 18	$52,400.00	$56,703.38
Step 19	$52,900.00	$57,244.44
Step 20	$53,400.00	$57,785.51
Step 21	$53,900.00	$58,326.57
Step 22	$54,400.00	$58,867.63
Step 23	$54,900.00	$59,408.70
Step 24	$55,400.00	$59,949.76
Step 25	$55,900.00	$60,490.82
Step 26	$56,400.00	$61,031.88
Step 27	$56,900.00	$61,572.95
Step 28	$57,400.00	$62,114.01
Step 29	$57,900.00	$62,655.07
Step 30	$58,400.00	$63,196.14
Step 31	$58,900.00	$63,737.20
Step 32	$59,400.00	$64,278.26
Step 33	$59,900.00	$64,819.32
Step 34	$60,400.00	$65,360.39
Step 35	$60,900.00	$65,901.45
Step 36	$61,400.00	$66,442.51
Step 37	$61,900.00	$66,983.57
Step 38	$62,400.00	$67,524.64
Step 39	$62,900.00	$68,065.70
Step 40	$63,400.00	$68,606.76
Step 41	$63,900.00	$69,147.83

	9.5 Month	10.5 Month
Step 42	$64,400.00	$69,688.89
Step 43	$64,900.00	$70,229.95
Step 44	$65,400.00	$70,771.01
Step 45	$65,900.00	$71,312.08
Step 46	$66,400.00	$71,853.14
Step 47	$66,900.00	$72,394.20
Step 48	$67,400.00	$72,935.27
Step 49	$67,900.00	$73,476.33
Step 50	$68,400.00	$74,017.39
Step 51	$68,900.00	$74,558.45
Step 52	$69,400.00	$75,099.52
Step 53	$69,900.00	$75,640.58
Step 54	$70,400.00	$76,181.64
Step 55	$70,900.00	$76,722.71
	TDR(B) 9.5 Month	TDR(B) 10.5 Month
Step 56	$71,400.00	$77,263.77
Step 57	$71,900.00	$77,804.83
Step 58	$72,400.00	$78,345.89
Step 59	$72,900.00	$78,886.96
Step 60	$73,400.00	$79,428.02
Step 61	$73,900.00	$79,969.08
Step 62	$74,400.00	$80,510.14
Step 63	$74,900.00	$81,051.21
Step 64	$75,400.00	$81,592.27
Step 65	$75,900.00	$82,133.33
Step 66	$76,400.00	$82,674.40
Step 67	$76,900.00	$83,215.46
Step 68	$77,400.00	$83,756.52
Step 69	$77,900.00	$84,297.58
Step 70	$78,400.00	$84,838.65
Step 71	$78,900.00	$85,379.71
Step 72	$79,400.00	$85,920.77
Step 73	$79,900.00	$86,461.84
Step 74	$80,400.00	$87,002.90
Step 75	$80,900.00	$87,543.96
Step 76	$81,400.00	$88,085.02
Step 77	$81,900.00	$88,626.09
Step 78	$82,400.00	$89,167.15
Step 79	$82,900.00	$89,708.21
Step 80	$83,400.00	$90,249.28
Step 81	$83,900.00	$90,790.34

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PLACEMENT AT HIRE SCHEDULE A			
		9.5 Month	10.5 Month
Years of Experience	0	$45,900.00	$49,505.31
	1	$46,400.00	$50,046.38
	2	$46,900.00	$50,587.44
	3	$47,400.00	$51,128.50
	4	$47,900.00	$51,669.57
	5	$48,400.00	$52,210.63
	6	$48,900.00	$52,751.69
	7	$49,400.00	$53,292.75
	8	$49,900.00	$53,833.82
	9	$50,400.00	$54,374.88
	10	$50,900.00	$54,915.94
	11	$51,400.00	$55,457.00
	12	$51,900.00	$55,998.07
	13	$52,400.00	$56,539.13
	14	$52,900.00	$57,080.19
	15	$53,400.00	$57,621.26

STIPENDS DEGREE COMPENSATION	
Master's	$2,000.00
Doctorate	$3,000.00

~~Placement at Hire Schedule B~~			
		~~9.5 Month~~	~~10.5 Month~~
~~Years of Experience~~	~~0~~	~~$43,900.00~~	~~$47,505.31~~
	~~1~~	~~$44,400.00~~	~~$48,046.38~~
	~~2~~	~~$44,900.00~~	~~$48,587.44~~
	~~3~~	~~$45,400.00~~	~~$49,128.50~~
	~~4~~	~~$45,900.00~~	~~$49,669.57~~
	~~5~~	~~$46,400.00~~	~~$50,210.63~~
	~~6~~	~~$46,900.00~~	~~$50,751.69~~
	~~7~~	~~$47,400.00~~	~~$51,292.75~~
	~~8~~	~~$47,900.00~~	~~$51,833.82~~
	~~9~~	~~$48,400.00~~	~~$52,374.88~~
	~~10~~	~~$48,900.00~~	~~$52,915.94~~
	~~11~~	~~$49,400.00~~	~~$53,457.00~~
	~~12~~	~~$49,900.00~~	~~$53,998.07~~
	~~13~~	~~$50,400.00~~	~~$54,539.13~~
	~~14~~	~~$50,900.00~~	~~$55,080.19~~
	~~15~~	~~$51,400.00~~	~~$55,621.26~~

~~Stipends Degree Compensation~~	
~~Master's~~	~~$2,000~~
~~Doctorate~~	~~$3,000~~

29-14 Salary Schedule – OT, PT, & SLP

Grade MA1

- Board Certified Behavior Analyst (BCBA)
- Educational Audiologist
- Occupational Therapist
- Physical Therapist
- Speech Language Pathologist
- Speech Language Pathologist - Hybrid
- Speech Language Pathologist - Remote
- Speech Language Pathologist Fellow
- ~~Speech Language Pathologist II~~

Grade MA2

- Certified Occupational Therapist Assistant (COTA)

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Step	Grade MA1 Base	Grade MA1 Override	Grade MA1 Total
1	$52,044.21	$2,081.77	$54,125.98
2	$52,564.65	$2,102.59	$54,667.24
3	$53,090.30	$2,123.61	$55,213.91
4	$53,621.20	$2,144.85	$55,766.05
5	$54,157.41	$2,166.30	$56,323.71
6	$54,698.98	$2,187.96	$56,886.94
7	$55,245.97	$2,209.84	$57,455.81
8	$55,798.43	$2,231.94	$58,030.37
9	$56,356.42	$2,254.26	$58,610.68
10	$56,919.98	$2,276.80	$59,196.78
11	$57,489.18	$2,299.57	$59,788.75
12	$58,064.07	$2,322.56	$60,386.63
13	$58,644.71	$2,345.79	$60,990.50
14	$59,231.16	$2,369.25	$61,600.41
15	$59,823.47	$2,392.94	$62,216.41
16	$60,421.71	$2,416.87	$62,838.58
17	$61,025.93	$2,441.04	$63,466.97
18	$61,636.18	$2,465.45	$64,101.63
19	$62,252.55	$2,490.10	$64,742.65
20	$62,875.07	$2,515.00	$65,390.07
21	$63,503.82	$2,540.15	$66,043.97
22	$64,138.86	$2,565.55	$66,704.41
23	$64,780.25	$2,591.21	$67,371.46
24	$65,428.05	$2,617.12	$68,045.17

Step	Grade MA2 Base	Grade MA2 Override	Grade MA2 Total
1	$62,155.70	$2,486.23	$64,641.93
2	$62,747.26	$2,509.89	$65,257.15
3	$63,344.73	$2,533.79	$65,878.52
4	$63,948.18	$2,557.93	$66,506.11
5	$64,557.66	$2,582.31	$67,139.97
6	$65,173.24	$2,606.93	$67,780.17
7	$65,794.97	$2,631.80	$68,426.77
8	$66,422.92	$2,656.92	$69,079.84
9	$67,057.15	$2,682.29	$69,739.44
10	$67,697.72	$2,707.91	$70,405.63
11	$68,344.70	$2,733.79	$71,078.49
12	$68,998.15	$2,759.93	$71,758.08
13	$69,658.13	$2,786.33	$72,444.46
14	$70,324.71	$2,812.99	$73,137.70
15	$70,997.96	$2,839.92	$73,837.88
16	$71,677.94	$2,867.12	$74,545.06
17	$72,364.72	$2,894.59	$75,259.31
18	$73,058.37	$2,922.33	$75,980.70
19	$73,758.95	$2,950.36	$76,709.31
20	$74,466.54	$2,978.66	$77,445.20
21	$75,181.21	$3,007.25	$78,188.46
22	$75,903.02	$3,036.12	$78,939.14
23	$76,632.05	$3,065.28	$79,697.33
24	$77,368.37	$3,094.73	$80,463.10

25	$66,082.33	$2,643.29	$68,725.62
26	$66,743.16	$2,669.73	$69,412.89
27	$67,410.59	$2,696.42	$70,107.01
28	$68,084.69	$2,723.39	$70,808.08
29	$68,765.54	$2,750.62	$71,516.16
30	$69,453.20	$2,778.13	$72,231.33
31	$70,147.73	$2,805.91	$72,953.64
32	$70,849.20	$2,833.97	$73,683.17
33	$71,557.70	$2,862.31	$74,420.01
34	$72,273.27	$2,890.93	$75,164.20
35	$72,996.01	$2,919.84	$75,915.85
36	$73,725.97	$2,949.04	$76,675.01
37	$74,463.23	$2,978.53	$77,441.76
38	$75,207.86	$3,008.31	$78,216.17
39	$75,959.94	$3,038.40	$78,998.34
40	$76,719.54	$3,068.78	$79,788.32
41	$77,486.73	$3,099.47	$80,586.20
42	$78,261.60	$3,130.46	$81,392.06
43	$79,044.21	$3,161.77	$82,205.98
44	$79,834.66	$3,193.39	$83,028.05
45	$80,633.00	$3,225.32	$83,858.32
46	$81,439.33	$3,257.57	$84,696.90
47	$82,253.73	$3,290.15	$85,543.88
48	$83,076.26	$3,323.05	$86,399.31

25	$78,112.05	$3,124.48	$81,236.53
26	$78,863.17	$3,154.53	$82,017.70
27	$79,621.80	$3,184.87	$82,806.67
28	$80,388.02	$3,215.52	$83,603.54
29	$81,161.90	$3,246.48	$84,408.38
30	$81,943.52	$3,277.74	$85,221.26
31	$82,732.96	$3,309.32	$86,042.28
32	$83,530.29	$3,341.21	$86,871.50
33	$84,335.59	$3,373.42	$87,709.01
34	$85,148.95	$3,405.96	$88,554.91
35	$85,970.44	$3,438.82	$89,409.26
36	$86,800.14	$3,472.01	$90,272.15
37	$87,638.14	$3,505.53	$91,143.67
38	$88,484.52	$3,539.38	$92,023.90
39	$89,339.37	$3,573.57	$92,912.94
40	$90,202.76	$3,608.11	$93,810.87
41	$91,074.79	$3,642.99	$94,717.78
42	$91,955.54	$3,678.22	$95,633.76
43	$92,845.10	$3,713.80	$96,558.90
44	$93,743.55	$3,749.74	$97,493.29
45	$94,650.99	$3,786.04	$98,437.03
46	$95,567.50	$3,822.70	$99,390.20
47	$96,493.18	$3,859.73	$100,352.91
48	$97,428.11	$3,897.12	$101,325.23

~~Grade~~	~~OT/PT/SLP~~
~~Step 1~~	~~$62,155.70~~
~~Step 2~~	~~$62,747.26~~
~~Step 3~~	~~$63,344.73~~
~~Step 4~~	~~$63,948.18~~
~~Step 5~~	~~$64,557.66~~
~~Step 6~~	~~$65,173.24~~
~~Step 7~~	~~$65,794.97~~
~~Step 8~~	~~$66,422.92~~
~~Step 9~~	~~$67,057.15~~
~~Step 10~~	~~$67,697.72~~
~~Step 11~~	~~$68,344.70~~
~~Step 12~~	~~$68,998.15~~
~~Step 13~~	~~$69,658.13~~
~~Step 14~~	~~$70,324.71~~
~~Step 15~~	~~$70,997.96~~
~~Step 16~~	~~$71,677.94~~

~~Grade~~	~~OT/PT/SLP~~
~~Step 17~~	~~$72,364.72~~
~~Step 18~~	~~$73,058.37~~
~~Step 19~~	~~$73,758.95~~
~~Step 20~~	~~$74,466.54~~
~~Step 21~~	~~$75,181.21~~
~~Step 22~~	~~$75,903.02~~
~~Step 23~~	~~$76,632.05~~
~~Step 24~~	~~$77,368.37~~
~~Step 25~~	~~$78,112.05~~
~~Step 26~~	~~$78,863.17~~
~~Step 27~~	~~$79,621.80~~
~~Step 28~~	~~$80,388.02~~
~~Step 29~~	~~$81,161.90~~
~~Step 30~~	~~$81,943.52~~
~~Step 31~~	~~$82,732.96~~
~~Step 32~~	~~$83,530.29~~

~~Grade~~	~~OT/PT/SLP~~
~~Step 33~~	~~$84,335.59~~
~~Step 34~~	~~$85,148.95~~
~~Step 35~~	~~$85,970.44~~
~~Step 36~~	~~$86,800.14~~
~~Step 37~~	~~$87,638.14~~
~~Step 38~~	~~$88,484.52~~
~~Step 39~~	~~$89,339.37~~
~~Step 40~~	~~$90,202.76~~
~~Step 41~~	~~$91,074.79~~
~~Step 42~~	~~$91,955.54~~
~~Step 43~~	~~$92,845.10~~
~~Step 44~~	~~$93,743.55~~
~~Step 45~~	~~$94,650.99~~
~~Step 46~~	~~$95,567.50~~
~~Step 47~~	~~$96,493.18~~
~~Step 48~~	~~$97,428.11~~

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29-15 Salary Schedule – Social Worker

- Social Worker - Bachelor's - SW1
- Social Worker - Master's - SW1
- Social Worker LCSW - SW2

Step	Grade SW1 Base	Grade SW1 Override	Grade SW1 Total
1	$42,196.54	$1,687.86	$43,884.40
2	$42,618.50	$1,704.74	$44,323.24
3	$43,044.69	$1,721.79	$44,766.48
4	$43,475.13	$1,739.01	$45,214.14
5	$43,909.89	$1,756.40	$45,666.29
6	$44,348.98	$1,773.96	$46,122.94
7	$44,792.47	$1,791.70	$46,584.17
8	$45,240.40	$1,809.62	$47,050.02
9	$45,692.80	$1,827.71	$47,520.51
10	$46,149.73	$1,845.99	$47,995.72
11	$46,611.23	$1,864.45	$48,475.68
12	$47,077.34	$1,883.09	$48,960.43
13	$47,548.11	$1,901.92	$49,450.03
14	$48,023.60	$1,920.94	$49,944.54
15	$48,503.83	$1,940.15	$50,443.98
16	$48,988.87	$1,959.55	$50,948.42
17	$49,478.76	$1,979.15	$51,457.91
18	$49,973.55	$1,998.94	$51,972.49
19	$50,473.28	$2,018.93	$52,492.21
20	$50,978.01	$2,039.12	$53,017.13
21	$51,487.79	$2,059.51	$53,547.30
22	$52,002.67	$2,080.11	$54,082.78
23	$52,522.70	$2,100.91	$54,623.61
24	$53,047.93	$2,121.92	$55,169.85
25	$53,578.41	$2,143.14	$55,721.55
26	$54,114.19	$2,164.57	$56,278.76
27	$54,655.33	$2,186.21	$56,841.54
28	$55,201.88	$2,208.08	$57,409.96
29	$55,753.90	$2,230.16	$57,984.06
30	$56,311.44	$2,252.46	$58,563.90
31	$56,874.56	$2,274.98	$59,149.54
32	$57,443.30	$2,297.73	$59,741.03
33	$58,017.74	$2,320.71	$60,338.45
34	$58,597.91	$2,343.92	$60,941.83
35	$59,183.89	$2,367.36	$61,551.25

Step	Grade SW2 Base	Grade SW2 Override	Grade SW2 Total
1	$45,196.54	$1,807.86	$47,004.40
2	$45,618.50	$1,824.74	$47,443.24
3	$46,044.69	$1,841.79	$47,886.48
4	$46,475.13	$1,859.01	$48,334.14
5	$46,909.89	$1,876.40	$48,786.29
6	$47,348.98	$1,893.96	$49,242.94
7	$47,792.47	$1,911.70	$49,704.17
8	$48,240.40	$1,929.62	$50,170.02
9	$48,692.80	$1,947.71	$50,640.51
10	$49,149.73	$1,965.99	$51,115.72
11	$49,611.23	$1,984.45	$51,595.68
12	$50,077.34	$2,003.09	$52,080.43
13	$50,548.11	$2,021.92	$52,570.03
14	$51,023.60	$2,040.94	$53,064.54
15	$51,503.83	$2,060.15	$53,563.98
16	$51,988.87	$2,079.55	$54,068.42
17	$52,478.76	$2,099.15	$54,577.91
18	$52,973.55	$2,118.94	$55,092.49
19	$53,473.28	$2,138.93	$55,612.21
20	$53,978.01	$2,159.12	$56,137.13
21	$54,487.79	$2,179.51	$56,667.30
22	$55,002.67	$2,200.11	$57,202.78
23	$55,522.70	$2,220.91	$57,743.61
24	$56,047.93	$2,241.92	$58,289.85
25	$56,578.41	$2,263.14	$58,841.55
26	$57,114.19	$2,284.57	$59,398.76
27	$57,655.33	$2,306.21	$59,961.54
28	$58,201.88	$2,328.08	$60,529.96
29	$58,753.90	$2,350.16	$61,104.06
30	$59,311.44	$2,372.46	$61,683.90
31	$59,874.56	$2,394.98	$62,269.54
32	$60,443.30	$2,417.73	$62,861.03
33	$61,017.74	$2,440.71	$63,458.45
34	$61,597.91	$2,463.92	$64,061.83
35	$62,183.89	$2,487.36	$64,671.25

36	$59,775.73	$2,391.03	$62,166.76
37	$60,373.49	$2,414.94	$62,788.43
38	$60,977.22	$2,439.09	$63,416.31
39	$61,587.00	$2,463.48	$64,050.48
40	$62,202.87	$2,488.11	$64,690.98
41	$62,824.89	$2,513.00	$65,337.89
42	$63,453.14	$2,538.13	$65,991.27
43	$64,087.67	$2,563.51	$66,651.18
44	$64,728.55	$2,589.14	$67,317.69
45	$65,375.84	$2,615.03	$67,990.87
46	$66,029.60	$2,641.18	$68,670.78
47	$66,689.89	$2,667.60	$69,357.49
48	$67,356.79	$2,694.27	$70,051.06

36	$62,775.73	$2,511.03	$65,286.76
37	$63,373.49	$2,534.94	$65,908.43
38	$63,977.22	$2,559.09	$66,536.31
39	$64,587.00	$2,583.48	$67,170.48
40	$65,202.87	$2,608.11	$67,810.98
41	$65,824.89	$2,633.00	$68,457.89
42	$66,453.14	$2,658.13	$69,111.27
43	$67,087.67	$2,683.51	$69,771.18
44	$67,728.55	$2,709.14	$70,437.69
45	$68,375.84	$2,735.03	$71,110.87
46	$69,029.60	$2,761.18	$71,790.78
47	$69,689.89	$2,787.60	$72,477.49
48	$70,356.79	$2,814.27	$73,171.06

~~Grade~~	~~SW1~~	~~SW2~~
~~Step 1~~	~~$42,196.54~~	~~$45,196.54~~
~~Step 2~~	~~$42,618.50~~	~~$45,618.50~~
~~Step 3~~	~~$43,044.69~~	~~$46,044.69~~
~~Step 4~~	~~$43,475.13~~	~~$46,475.13~~
~~Step 5~~	~~$43,909.89~~	~~$46,909.89~~
~~Step 6~~	~~$44,348.98~~	~~$47,348.98~~
~~Step 7~~	~~$44,792.47~~	~~$47,792.47~~
~~Step 8~~	~~$45,240.40~~	~~$48,240.40~~
~~Step 9~~	~~$45,692.80~~	~~$48,692.80~~
~~Step 10~~	~~$46,149.73~~	~~$49,149.73~~
~~Step 11~~	~~$46,611.23~~	~~$49,611.23~~
~~Step 12~~	~~$47,077.34~~	~~$50,077.34~~
~~Step 13~~	~~$47,548.11~~	~~$50,548.11~~
~~Step 14~~	~~$48,023.60~~	~~$51,023.60~~
~~Step 15~~	~~$48,503.83~~	~~$51,503.83~~
~~Step 16~~	~~$48,988.87~~	~~$51,988.87~~

~~Grade~~	~~SW1~~	~~SW2~~
~~Step 17~~	~~$49,478.76~~	~~$52,478.76~~
~~Step 18~~	~~$49,973.55~~	~~$52,973.55~~
~~Step 19~~	~~$50,473.28~~	~~$53,473.28~~
~~Step 20~~	~~$50,978.01~~	~~$53,978.01~~
~~Step 21~~	~~$51,487.79~~	~~$54,487.79~~
~~Step 22~~	~~$52,002.67~~	~~$55,002.67~~
~~Step 23~~	~~$52,522.70~~	~~$55,522.70~~
~~Step 24~~	~~$53,047.93~~	~~$56,047.93~~
~~Step 25~~	~~$53,578.41~~	~~$56,578.41~~
~~Step 26~~	~~$54,114.19~~	~~$57,114.19~~
~~Step 27~~	~~$54,655.33~~	~~$57,655.33~~
~~Step 28~~	~~$55,201.88~~	~~$58,201.88~~
~~Step 29~~	~~$55,753.90~~	~~$58,753.90~~
~~Step 30~~	~~$56,311.44~~	~~$59,311.44~~
~~Step 31~~	~~$56,874.56~~	~~$59,874.56~~
~~Step 32~~	~~$57,443.30~~	~~$60,443.30~~

~~Grade~~	~~SW1~~	~~SW2~~
~~Step 33~~	~~$58,017.74~~	~~$61,017.74~~
~~Step 34~~	~~$58,597.91~~	~~$61,597.91~~
~~Step 35~~	~~$59,183.89~~	~~$62,183.89~~
~~Step 36~~	~~$59,775.73~~	~~$62,775.73~~
~~Step 37~~	~~$60,373.49~~	~~$63,373.49~~
~~Step 38~~	~~$60,977.22~~	~~$63,977.22~~
~~Step 39~~	~~$61,587.00~~	~~$64,587.00~~
~~Step 40~~	~~$62,202.87~~	~~$65,202.87~~
~~Step 41~~	~~$62,824.89~~	~~$65,824.89~~
~~Step 42~~	~~$63,453.14~~	~~$66,453.14~~
~~Step 43~~	~~$64,087.67~~	~~$67,087.67~~
~~Step 44~~	~~$64,728.55~~	~~$67,728.55~~
~~Step 45~~	~~$65,375.84~~	~~$68,375.84~~
~~Step 46~~	~~$66,029.60~~	~~$69,029.60~~
~~Step 47~~	~~$66,689.89~~	~~$69,689.89~~
~~Step 48~~	~~$67,356.79~~	~~$70,356.79~~

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29-16 Salary Schedule – Nurses

- Nurse
- Nurse, Lead (Starting Step 20 at $60,666.19)

Step	Grade Nurse Base	Grade Nurse Override	Grade Nurse Total
1	$50,215.83	$2,008.63	$52,224.46
2	$50,717.99	$2,028.72	$52,746.71

Step	Grade Nurse Base	Grade Nurse Override	Grade Nurse Total
25	$63,760.78	$2,550.43	$66,311.21
26	$64,398.39	$2,575.94	$66,974.33

3	$51,225.17	$2,049.01	$53,274.18	27	$65,042.37	$2,601.69	$67,644.06
4	$51,737.42	$2,069.50	$53,806.92	28	$65,692.79	$2,627.71	$68,320.50
5	$52,254.79	$2,090.19	$54,344.98	29	$66,349.72	$2,653.99	$69,003.71
6	$52,777.34	$2,111.09	$54,888.43	30	$67,013.22	$2,680.53	$69,693.75
7	$53,305.11	$2,132.20	$55,437.31	31	$67,683.35	$2,707.33	$70,390.68
8	$53,838.17	$2,153.53	$55,991.70	32	$68,360.18	$2,734.41	$71,094.59
9	$54,376.55	$2,175.06	$56,551.61	33	$69,043.79	$2,761.75	$71,805.54
10	$54,920.31	$2,196.81	$57,117.12	34	$69,734.22	$2,789.37	$72,523.59
11	$55,469.52	$2,218.78	$57,688.30	35	$70,431.57	$2,817.26	$73,248.83
12	$56,024.21	$2,240.97	$58,265.18	36	$71,135.88	$2,845.44	$73,981.32
13	$56,584.45	$2,263.38	$58,847.83	37	$71,847.24	$2,873.89	$74,721.13
14	$57,150.30	$2,286.01	$59,436.31	38	$72,565.71	$2,902.63	$75,468.34
15	$57,721.80	$2,308.87	$60,030.67	39	$73,291.37	$2,931.65	$76,223.02
16	$58,299.02	$2,331.96	$60,630.98	40	$74,024.28	$2,960.97	$76,985.25
17	$58,882.01	$2,355.28	$61,237.29	41	$74,764.53	$2,990.58	$77,755.11
18	$59,470.83	$2,378.83	$61,849.66	42	$75,512.17	$3,020.49	$78,532.66
19	$60,065.54	$2,402.62	$62,468.16	43	$76,267.29	$3,050.69	$79,317.98
20	$60,666.19	$2,426.65	$63,092.84	44	$77,029.97	$3,081.20	$80,111.17
21	$61,272.85	$2,450.91	$63,723.76	45	$77,800.27	$3,112.01	$80,912.28
22	$61,885.58	$2,475.42	$64,361.00	46	$78,578.27	$3,143.13	$81,721.40
23	$62,504.44	$2,500.18	$65,004.62	47	$79,364.05	$3,174.56	$82,538.61
24	$63,129.48	$2,525.18	$65,654.66	48	$80,157.69	$3,206.31	$83,364.00

~~Grade Nurse~~	
~~Step 1~~	~~$50,215.83~~
~~Step 2~~	~~$50,717.99~~
~~Step 3~~	~~$51,225.17~~
~~Step 4~~	~~$51,737.42~~
~~Step 5~~	~~$52,254.79~~
~~Step 6~~	~~$52,777.34~~
~~Step 7~~	~~$53,305.11~~
~~Step 8~~	~~$53,838.17~~
~~Step 9~~	~~$54,376.55~~
~~Step 10~~	~~$54,920.31~~
~~Step 11~~	~~$55,469.52~~
~~Step 12~~	~~$56,024.21~~
~~Step 13~~	~~$56,584.45~~
~~Step 14~~	~~$57,150.30~~
~~Step 15~~	~~$57,721.80~~
~~Step 16~~	~~$58,299.02~~

~~Grade Nurse~~	
~~Step 17~~	~~$58,882.01~~
~~Step 18~~	~~$59,470.83~~
~~Step 19~~	~~$60,065.54~~
~~Step 20~~	~~$60,666.19~~
~~Step 21~~	~~$61,272.85~~
~~Step 22~~	~~$61,885.58~~
~~Step 23~~	~~$62,504.44~~
~~Step 24~~	~~$63,129.48~~
~~Step 25~~	~~$63,760.78~~
~~Step 26~~	~~$64,398.39~~
~~Step 27~~	~~$65,042.37~~
~~Step 28~~	~~$65,692.79~~
~~Step 29~~	~~$66,349.72~~
~~Step 30~~	~~$67,013.22~~
~~Step 31~~	~~$67,683.35~~
~~Step 32~~	~~$68,360.18~~

~~Grade Nurse~~	
~~Step 33~~	~~$69,043.79~~
~~Step 34~~	~~$69,734.22~~
~~Step 35~~	~~$70,431.57~~
~~Step 36~~	~~$71,135.88~~
~~Step 37~~	~~$71,847.24~~
~~Step 38~~	~~$72,565.71~~
~~Step 39~~	~~$73,291.37~~
~~Step 40~~	~~$74,024.28~~
~~Step 41~~	~~$74,764.53~~
~~Step 42~~	~~$75,512.17~~
~~Step 43~~	~~$76,267.29~~
~~Step 44~~	~~$77,029.97~~
~~Step 45~~	~~$77,800.27~~
~~Step 46~~	~~$78,578.27~~
~~Step 47~~	~~$79,364.05~~
~~Step 48~~	~~$80,157.69~~

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29-17 Salary Schedule – Exceptional Education

Grade 1:

- Ex Ed Adapted PE Teacher
- Ex Ed Itinerant Teacher
- Ex Ed Teacher
- Ex Ed Teacher - Early Childhood
- Ex Ed Teacher - Inclusion
- Job Development Instructor

Grade 2:

- Ex Ed Teacher - Self-Contained

Step	Grade ExEd1 Base	Override	Suppl Base/Menu	Total
1	$41,800.00	$2,000.00	$11,600.00	$55,400.00
2	$42,300.00	$2,000.00	$11,600.00	$55,900.00
3	$42,800.00	$2,000.00	$11,600.00	$56,400.00
4	$43,300.00	$2,000.00	$11,600.00	$56,900.00
5	$43,800.00	$2,000.00	$11,600.00	$57,400.00
6	$44,300.00	$2,000.00	$11,600.00	$57,900.00
7	$44,800.00	$2,000.00	$11,600.00	$58,400.00
8	$45,300.00	$2,000.00	$11,600.00	$58,900.00
9	$45,800.00	$2,000.00	$11,600.00	$59,400.00
10	$46,300.00	$2,000.00	$11,600.00	$59,900.00
11	$46,800.00	$2,000.00	$11,600.00	$60,400.00
12	$47,300.00	$2,000.00	$11,600.00	$60,900.00
13	$47,800.00	$2,000.00	$11,600.00	$61,400.00
14	$48,300.00	$2,000.00	$11,600.00	$61,900.00
15	$48,800.00	$2,000.00	$11,600.00	$62,400.00
16	$49,300.00	$2,000.00	$11,600.00	$62,900.00
17	$49,800.00	$2,000.00	$11,600.00	$63,400.00
18	$50,300.00	$2,000.00	$11,600.00	$63,900.00
19	$50,800.00	$2,000.00	$11,600.00	$64,400.00
20	$51,300.00	$2,000.00	$11,600.00	$64,900.00
21	$51,800.00	$2,000.00	$11,600.00	$65,400.00
22	$52,300.00	$2,000.00	$11,600.00	$65,900.00
23	$52,800.00	$2,000.00	$11,600.00	$66,400.00
24	$53,300.00	$2,000.00	$11,600.00	$66,900.00
25	$53,800.00	$2,000.00	$11,600.00	$67,400.00
26	$54,300.00	$2,000.00	$11,600.00	$67,900.00
27	$54,800.00	$2,000.00	$11,600.00	$68,400.00
28	$55,300.00	$2,000.00	$11,600.00	$68,900.00
29	$55,800.00	$2,000.00	$11,600.00	$69,400.00
30	$56,300.00	$2,000.00	$11,600.00	$69,900.00

Step	Grade ExEd2 Base	Override	Suppl Base/Menu	Total
1	$47,800.00	$2,000.00	$11,600.00	$61,400.00
2	$48,300.00	$2,000.00	$11,600.00	$61,900.00
3	$48,800.00	$2,000.00	$11,600.00	$62,400.00
4	$49,300.00	$2,000.00	$11,600.00	$62,900.00
5	$49,800.00	$2,000.00	$11,600.00	$63,400.00
6	$50,300.00	$2,000.00	$11,600.00	$63,900.00
7	$50,800.00	$2,000.00	$11,600.00	$64,400.00
8	$51,300.00	$2,000.00	$11,600.00	$64,900.00
9	$51,800.00	$2,000.00	$11,600.00	$65,400.00
10	$52,300.00	$2,000.00	$11,600.00	$65,900.00
11	$52,800.00	$2,000.00	$11,600.00	$66,400.00
12	$53,300.00	$2,000.00	$11,600.00	$66,900.00
13	$53,800.00	$2,000.00	$11,600.00	$67,400.00
14	$54,300.00	$2,000.00	$11,600.00	$67,900.00
15	$54,800.00	$2,000.00	$11,600.00	$68,400.00
16	$55,300.00	$2,000.00	$11,600.00	$68,900.00
17	$55,800.00	$2,000.00	$11,600.00	$69,400.00
18	$56,300.00	$2,000.00	$11,600.00	$69,900.00
19	$56,800.00	$2,000.00	$11,600.00	$70,400.00
20	$57,300.00	$2,000.00	$11,600.00	$70,900.00
21	$57,800.00	$2,000.00	$11,600.00	$71,400.00
22	$58,300.00	$2,000.00	$11,600.00	$71,900.00
23	$58,800.00	$2,000.00	$11,600.00	$72,400.00
24	$59,300.00	$2,000.00	$11,600.00	$72,900.00
25	$59,800.00	$2,000.00	$11,600.00	$73,400.00
26	$60,300.00	$2,000.00	$11,600.00	$73,900.00
27	$60,800.00	$2,000.00	$11,600.00	$74,400.00
28	$61,300.00	$2,000.00	$11,600.00	$74,900.00
29	$61,800.00	$2,000.00	$11,600.00	$75,400.00
30	$62,300.00	$2,000.00	$11,600.00	$75,900.00

31	$56,800.00	$2,000.00	$11,600.00	$70,400.00
32	$57,300.00	$2,000.00	$11,600.00	$70,900.00
33	$57,800.00	$2,000.00	$11,600.00	$71,400.00
34	$58,300.00	$2,000.00	$11,600.00	$71,900.00
35	$58,800.00	$2,000.00	$11,600.00	$72,400.00
36	$59,300.00	$2,000.00	$11,600.00	$72,900.00
37	$59,800.00	$2,000.00	$11,600.00	$73,400.00
38	$60,300.00	$2,000.00	$11,600.00	$73,900.00
39	$60,800.00	$2,000.00	$11,600.00	$74,400.00
40	$61,300.00	$2,000.00	$11,600.00	$74,900.00
41	$61,800.00	$2,000.00	$11,600.00	$75,400.00
42	$62,300.00	$2,000.00	$11,600.00	$75,900.00
43	$62,800.00	$2,000.00	$11,600.00	$76,400.00
44	$63,300.00	$2,000.00	$11,600.00	$76,900.00
45	$63,800.00	$2,000.00	$11,600.00	$77,400.00
46	$64,300.00	$2,000.00	$11,600.00	$77,900.00
47	$64,800.00	$2,000.00	$11,600.00	$78,400.00
48	$65,300.00	$2,000.00	$11,600.00	$78,900.00
49	$65,800.00	$2,000.00	$11,600.00	$79,400.00
50	$66,300.00	$2,000.00	$11,600.00	$79,900.00
51	$66,800.00	$2,000.00	$11,600.00	$80,400.00
52	$67,300.00	$2,000.00	$11,600.00	$80,900.00
53	$67,800.00	$2,000.00	$11,600.00	$81,400.00
54	$68,300.00	$2,000.00	$11,600.00	$81,900.00
55	$68,800.00	$2,000.00	$11,600.00	$82,400.00
56	$69,300.00	$2,000.00	$11,600.00	$82,900.00
57	$69,800.00	$2,000.00	$11,600.00	$83,400.00
58	$70,300.00	$2,000.00	$11,600.00	$83,900.00
59	$70,800.00	$2,000.00	$11,600.00	$84,400.00
60	$71,300.00	$2,000.00	$11,600.00	$84,900.00
61	$71,800.00	$2,000.00	$11,600.00	$85,400.00
62	$72,300.00	$2,000.00	$11,600.00	$85,900.00
63	$72,800.00	$2,000.00	$11,600.00	$86,400.00
64	$73,300.00	$2,000.00	$11,600.00	$86,900.00
65	$73,800.00	$2,000.00	$11,600.00	$87,400.00
66	$74,300.00	$2,000.00	$11,600.00	$87,900.00
67	$74,800.00	$2,000.00	$11,600.00	$88,400.00
68	$75,300.00	$2,000.00	$11,600.00	$88,900.00
69	$75,800.00	$2,000.00	$11,600.00	$89,400.00
70	$76,300.00	$2,000.00	$11,600.00	$89,900.00
71	$76,800.00	$2,000.00	$11,600.00	$90,400.00
72	$77,300.00	$2,000.00	$11,600.00	$90,900.00
73	$77,800.00	$2,000.00	$11,600.00	$91,400.00
74	$78,300.00	$2,000.00	$11,600.00	$91,900.00

31	$62,800.00	$2,000.00	$11,600.00	$76,400.00
32	$63,300.00	$2,000.00	$11,600.00	$76,900.00
33	$63,800.00	$2,000.00	$11,600.00	$77,400.00
34	$64,300.00	$2,000.00	$11,600.00	$77,900.00
35	$64,800.00	$2,000.00	$11,600.00	$78,400.00
36	$65,300.00	$2,000.00	$11,600.00	$78,900.00
37	$65,800.00	$2,000.00	$11,600.00	$79,400.00
38	$66,300.00	$2,000.00	$11,600.00	$79,900.00
39	$66,800.00	$2,000.00	$11,600.00	$80,400.00
40	$67,300.00	$2,000.00	$11,600.00	$80,900.00
41	$67,800.00	$2,000.00	$11,600.00	$81,400.00
42	$68,300.00	$2,000.00	$11,600.00	$81,900.00
43	$68,800.00	$2,000.00	$11,600.00	$82,400.00
44	$69,300.00	$2,000.00	$11,600.00	$82,900.00
45	$69,800.00	$2,000.00	$11,600.00	$83,400.00
46	$70,300.00	$2,000.00	$11,600.00	$83,900.00
47	$70,800.00	$2,000.00	$11,600.00	$84,400.00
48	$71,300.00	$2,000.00	$11,600.00	$84,900.00
49	$71,800.00	$2,000.00	$11,600.00	$85,400.00
50	$72,300.00	$2,000.00	$11,600.00	$85,900.00
51	$72,800.00	$2,000.00	$11,600.00	$86,400.00
52	$73,300.00	$2,000.00	$11,600.00	$86,900.00
53	$73,800.00	$2,000.00	$11,600.00	$87,400.00
54	$74,300.00	$2,000.00	$11,600.00	$87,900.00
55	$74,800.00	$2,000.00	$11,600.00	$88,400.00
56	$75,300.00	$2,000.00	$11,600.00	$88,900.00
57	$75,800.00	$2,000.00	$11,600.00	$89,400.00
58	$76,300.00	$2,000.00	$11,600.00	$89,900.00
59	$76,800.00	$2,000.00	$11,600.00	$90,400.00
60	$77,300.00	$2,000.00	$11,600.00	$90,900.00
61	$77,800.00	$2,000.00	$11,600.00	$91,400.00
62	$78,300.00	$2,000.00	$11,600.00	$91,900.00
63	$78,800.00	$2,000.00	$11,600.00	$92,400.00
64	$79,300.00	$2,000.00	$11,600.00	$92,900.00
65	$79,800.00	$2,000.00	$11,600.00	$93,400.00
66	$80,300.00	$2,000.00	$11,600.00	$93,900.00
67	$80,800.00	$2,000.00	$11,600.00	$94,400.00
68	$81,300.00	$2,000.00	$11,600.00	$94,900.00
69	$81,800.00	$2,000.00	$11,600.00	$95,400.00
70	$82,300.00	$2,000.00	$11,600.00	$95,900.00
71	$82,800.00	$2,000.00	$11,600.00	$96,400.00
72	$83,300.00	$2,000.00	$11,600.00	$96,900.00
73	$83,800.00	$2,000.00	$11,600.00	$97,400.00
74	$84,300.00	$2,000.00	$11,600.00	$97,900.00

75	$78,800.00	$2,000.00	$11,600.00	$92,400.00
76	$79,300.00	$2,000.00	$11,600.00	$92,900.00
77	$79,800.00	$2,000.00	$11,600.00	$93,400.00
78	$80,300.00	$2,000.00	$11,600.00	$93,900.00
79	$80,800.00	$2,000.00	$11,600.00	$94,400.00
80	$81,300.00	$2,000.00	$11,600.00	$94,900.00
81	$81,800.00	$2,000.00	$11,600.00	$95,400.00

75	$84,800.00	$2,000.00	$11,600.00	$98,400.00
76	$85,300.00	$2,000.00	$11,600.00	$98,900.00
77	$85,800.00	$2,000.00	$11,600.00	$99,400.00
78	$86,300.00	$2,000.00	$11,600.00	$99,900.00
79	$86,800.00	$2,000.00	$11,600.00	$100,400.00
80	$87,300.00	$2,000.00	$11,600.00	$100,900.00
81	$87,800.00	$2,000.00	$11,600.00	$101,400.00

	~~Grade 1 Base~~	~~Grade 2 Base~~	~~Suppl Base/Menu~~	~~Grade 1 Total~~	~~Grade 2 Total~~
~~Step 1~~	~~$41,800~~	~~$47,800~~	~~$10,600~~	~~$52,400~~	~~$58,400~~
~~Step 2~~	~~$42,300~~	~~$48,300~~	~~$10,600~~	~~$52,900~~	~~$58,900~~
~~Step 3~~	~~$42,800~~	~~$48,800~~	~~$10,600~~	~~$53,400~~	~~$59,400~~
~~Step 4~~	~~$43,300~~	~~$49,300~~	~~$10,600~~	~~$53,900~~	~~$59,900~~
~~Step 5~~	~~$43,800~~	~~$49,800~~	~~$10,600~~	~~$54,400~~	~~$60,400~~
~~Step 6~~	~~$44,300~~	~~$50,300~~	~~$10,600~~	~~$54,900~~	~~$60,900~~
~~Step 7~~	~~$44,800~~	~~$50,800~~	~~$10,600~~	~~$55,400~~	~~$61,400~~
~~Step 8~~	~~$45,300~~	~~$51,300~~	~~$10,600~~	~~$55,900~~	~~$61,900~~
~~Step 9~~	~~$45,800~~	~~$51,800~~	~~$10,600~~	~~$56,400~~	~~$62,400~~
~~Step 10~~	~~$46,300~~	~~$52,300~~	~~$10,600~~	~~$56,900~~	~~$62,900~~
~~Step 11~~	~~$46,800~~	~~$52,800~~	~~$10,600~~	~~$57,400~~	~~$63,400~~
~~Step 12~~	~~$47,300~~	~~$53,300~~	~~$10,600~~	~~$57,900~~	~~$63,900~~
~~Step 13~~	~~$47,800~~	~~$53,800~~	~~$10,600~~	~~$58,400~~	~~$64,400~~
~~Step 14~~	~~$48,300~~	~~$54,300~~	~~$10,600~~	~~$58,900~~	~~$64,900~~
~~Step 15~~	~~$48,800~~	~~$54,800~~	~~$10,600~~	~~$56,400~~	~~$65,400~~
~~Step 16~~	~~$49,300~~	~~$55,300~~	~~$10,600~~	~~$59,900~~	~~$65,900~~
~~Step 17~~	~~$49,800~~	~~$55,800~~	~~$10,600~~	~~$60,400~~	~~$66,400~~
~~Step 18~~	~~$50,300~~	~~$56,300~~	~~$10,600~~	~~$60,900~~	~~$66,900~~
~~Step 19~~	~~$50,800~~	~~$56,800~~	~~$10,600~~	~~$61,400~~	~~$67,400~~
~~Step 20~~	~~$51,300~~	~~$57,300~~	~~$10,600~~	~~$61,900~~	~~$67,900~~
~~Step 21~~	~~$51,800~~	~~$57,800~~	~~$10,600~~	~~$62,400~~	~~$68,400~~
~~Step 22~~	~~$52,300~~	~~$58,300~~	~~$10,600~~	~~$62,900~~	~~$68,900~~
~~Step 23~~	~~$52,800~~	~~$58,800~~	~~$10,600~~	~~$63,400~~	~~$69,400~~
~~Step 24~~	~~$53,300~~	~~$59,300~~	~~$10,600~~	~~$63,900~~	~~$69,900~~
~~Step 25~~	~~$53,800~~	~~$59,800~~	~~$10,600~~	~~$64,400~~	~~$70,400~~
~~Step 26~~	~~$54,300~~	~~$60,300~~	~~$10,600~~	~~$64,900~~	~~$70,900~~
	~~Grade 1 Base~~	~~Grade 2 Base~~	~~Suppl Base/Menu~~	~~Grade 1 Total~~	~~Grade 2 Total~~
~~Step 27~~	~~$54,800~~	~~$60,800~~	~~$10,600~~	~~$65,400~~	~~$71,400~~
~~Step 28~~	~~$55,300~~	~~$61,300~~	~~$10,600~~	~~$65,900~~	~~$71,900~~
~~Step 29~~	~~$55,800~~	~~$61,800~~	~~$10,600~~	~~$66,400~~	~~$72,400~~

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Step 30	$56,300	$62,300	$10,600	$66,900	$72,900
Step 31	$56,800	$62,800	$10,600	$67,400	$73,400
Step 32	$57,300	$63,300	$10,600	$67,900	$73,900
Step 33	$57,800	$63,800	$10,600	$68,400	$74,400
Step 34	$58,300	$64,300	$10,600	$68,900	$74,900
Step 35	$58,800	$64,800	$10,600	$69,400	$75,400
Step 36	$59,300	$65,300	$10,600	$69,900	$75,900
Step 37	$59,800	$65,800	$10,600	$70,400	$76,400
Step 38	$60,300	$66,300	$10,600	$70,900	$76,900
Step 39	$60,800	$66,800	$10,600	$71,400	$77,400
Step 40	$61,300	$67,300	$10,600	$71,900	$77,900
Step 41	$61,800	$67,800	$10,600	$72,400	$78,400
Step 42	$62,300	$68,300	$10,600	$72,900	$78,900
Step 43	$62,800	$68,800	$10,600	$73,400	$79,400
Step 44	$63,300	$69,300	$10,600	$73,900	$79,900
Step 45	$63,800	$69,800	$10,600	$74,400	$80,400
Step 46	$64,300	$70,300	$10,600	$74,900	$80,900
Step 47	$64,800	$70,800	$10,600	$75,400	$81,400
Step 48	$65,300	$71,300	$10,600	$75,900	$81,900
Step 49	$65,800	$71,800	$10,600	$76,400	$82,400
Step 50	$66,300	$72,300	$10,600	$76,900	$82,900
Step 51	$66,800	$72,800	$10,600	$77,400	$83,400
Step 52	$67,300	$73,300	$10,600	$77,900	$83,900
Step 53	$67,800	$73,800	$10,600	$78,400	$84,400
Step 54	$68,300	$74,300	$10,600	$78,900	$84,900
Step 55	$68,800	$74,800	$10,600	$79,400	$85,400
Step 56	$69,300	$75,300	$10,600	$79,900	$85,900
Step 57	$69,800	$75,800	$10,600	$80,400	$86,400
Step 58	$70,300	$76,300	$10,600	$80,900	$86,900
Step 59	$70,800	$76,800	$10,600	$81,400	$87,400
Step 60	$71,300	$77,300	$10,600	$81,900	$87,900
Step 61	$71,800	$77,800	$10,600	$82,400	$88,400
Step 62	$72,300	$78,300	$10,600	$82,900	$88,900
Step 63	$72,800	$78,800	$10,600	$83,400	$89,400
Step 64	$73,300	$79,300	$10,600	$83,900	$89,900
	Grade 1 Base	**Grade 2 Base**	**Suppl Base/Menu**	**Grade 1 Total**	**Grade 2 Total**
Step 65	$73,800	$79,800	$10,600	$84,400	$90,400
Step 66	$74,300	$80,300	$10600	$84,900	$90,900
Step 67	$74,800	$80,800	$10,600	$85,400	$91,400

Step 68	$75,300	$81,300	$10,600	$85,900	$91,900
Step 69	$75,800	$81,800	$10,600	$86,400	$92,400
Step 70	$76,300	$82,300	$10,600	$86,900	$92,900
Step 71	$76,800	$82,800	$10,600	$87,400	$93,400
Step 72	$77,300	$83,300	$10,600	$87,900	$93,900
Step 73	$77,800	$83,800	$10,600	$88,400	$94,400
Step 74	$78,300	$84,300	$10,600	$88,900	$94,900
Step 75	$78,800	$84,800	$10,600	$89,400	$95,400
Step 76	$79,300	$85,300	$10,600	$89,900	$95,900
Step 77	$79,800	$85,800	$10,600	$90,400	$96,400
Step 78	$80,300	$86,300	$10,600	$90,900	$96,900
Step 79	$80,800	$86,800	$10,600	$91,400	$97,400
Step 80	$81,300	$87,300	$10,600	$91,900	$97,900
Step 81	$81,800	$87,800	$10,600	$92,400	$98,400

ARTICLE THIRTY

NO REPRISALS

30-1 Board Reprisals

Neither the Board nor its supervisory employees shall engage in any reprisals against the TEA, AEA, NEA and persons involved in the walkout of April and May of 2018.

ARTICLE THIRTY-ONE

CONTRACTS

31-1 Contracts

Any MBU identified in Appendix 1 who will be employed by the District for the 20252026-2026 2027 contract year shall be issued a written contract similar to the sample contract identified below. The TEA President/designee may review for accuracy the annual employment contracts prior to their distribution.

Title: Certificated and Licensed Contract For 20252026-20262027

[Employee], being appointed to perform duties in the Tucson Unified School District for the 20252026-2026 2027 school year, agrees to perform faithfully all duties assigned according to law and the rules legally established for the government and operation of the schools. Failure to meet stated requirements could constitute grounds for dismissal, subject to all statutory and District regulations governing dismissals.

This Contract is expressly conditioned upon the Employee holding licensure or certification (with appropriate endorsement(s) or approved areas issued by the Arizona Department of Education as appropriate to the position held) on or before the first duty day of the 20252026-2026 2027 school year and during the entire term of this contract.

This Contract is expressly conditioned on the Employee holding and maintaining, during the entire term of this contract a valid fingerprint card issued pursuant to A.R.S. §41-1758 and 15-534, as required.

Annual salary: In consideration of said services, satisfactorily performed, the Governing Board, on behalf of the School District, agrees to pay the above-named individual the Total Amount of the Contract as an annual salary, for full time equivalency (FTE). Partial contracts will be prorated accordingly. The base rate of pay shall be prorated to reflect the actual days of service if less than the number of days specified in Article 12 of the Consensus Agreement. Compensation may also include an advanced degree stipend as specified in Article 29 of the Consensus Agreement. Such stipends will also be prorated to reflect the actual days of service if less than the number of days specified in Article 12.

Liquidated Damages: Employee will be obligated to pay the District: (1) $1,000.00 if Employee terminates this contract between July 1, 2025 2026 through the end of July 15, 20252026; or (2) $2,000.00 if Employee terminates this contract beginning July 16, 2025 2026 through the end of December 19,20252026; or (3) $2,000.00 if Employee terminates this contract beginning January 5, 2026 2027 through the end of May 22, 20262027.

Classroom site fund plan: A teacher may qualify to be paid 301 Pay to Perform monies pursuant to the "Implementation plan for the classroom site fund" ("Performance Pay Plan") for the 20252026-2026 2027 school year adopted by the TUSD Governing Board. In accordance with the Performance Pay Plan, the monies received by the District pursuant to, and as a result of, the Classroom Site Fund that are required to be allocated for teacher compensation based on performance, shall be distributed among District teachers who qualify for such payments.

If Employee qualifies to be paid Performance Pay, pursuant to the District's Performance Pay Plan, the method and timing of payment of such monies, as well as the amount of any such Performance Pay, shall be as specified in the Performance Pay Plan. Any Performance Pay earned by the Employee under the Performance Pay Plan shall be in addition to the monies earned by the Employee as base salary.

All Classroom Site Fund increases anticipated by this contract are contingent upon receipt of funding or legislative authorization to expend. Any increase realized for a given year may be decreased for subsequent years if the level of funding received by the District or if expenditures authorized by the legislature for these components of Classroom Site Fund are not maintained or are decreased, or if the teacher does not qualify or successfully participate in a plan implementing the component.

The Total Amount of the Contract shall be the combination of: (1) the base salary for the step to which Employee is assigned on the Employee's applicable salary schedule set forth in Article 29 of the Consensus Agreement approved by the Governing Board for the 20252026-2026 2027 contract year ("20252026-2026 2027 Consensus Agreement"), and (2) any,

if applicable, Performance Pay which shall be identified as "Supplemental Base" and/or "Supplemental Menu" on said salary schedule.

The District is providing this Contract to Employee to confirm Employee's appointment for the 20252026-2026-2027 school year. Employee understands and agrees that the Total Amount identified below is the total amount for the step assigned to Employee for the 20252026-2026-2027 Consensus Agreement. Employee acknowledges that the Total Amount may increase if the Governing Board approves an increase to either the base salary or supplemental monies. Employee will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Employee.

The District will notify Employee electronically through Infinite Visions if the Governing Board approves a step increase and/or if there is a change to the Total Amount as a result of the Governing Board adopting a 20252026-2026-2027 Consensus Agreement.

Employee's acceptance of this Contract constitutes acceptance of the Total Amount identified for Employee's assigned step in the 20252026-2026-2027 Consensus Agreement as well as acceptance of the assigned step identified as the Salary Schedule
below or any applicable step increase that may thereafter be approved by the Governing Board for the 20252026-2026-2027 contract year.

Detail:

- Issued by: Tucson Unified School District on [date]
- [Employee Name]
- [Position Description (title)]
- [Position]
- [Total Amount]
- [Salary Schedule (will show step)]
- [Start Date (for contract year)]
- [FTE]
- [Type of Contract (Regular, Temporary)]

I hereby accept this appointment subject to the provisions listed above and those in the Consensus Agreement. I understand that failure to electronically accept this contract within fifteen (15) working days* will void this offer of employment.

Signature:

Gabriel Trujillo, Ed. D

Superintendent of Schools

*Consistent with statute, this will be business days rather than calendar days.

31-2 Temporary Contracts

A. The District shall employ new MBUs on a temporary contract if selected to fill vacancies advertised after Labor Day and/or a MBU selected to fill a vacancy for a position of 3/5 or less.

Temporary contract MBUs are hired for the remainder of the school year only. With the exception of those temporary contract MBUs issued a letter of intent to re-employ for the following school year prior to February 1, temporary contract MBUs are guaranteed neither employment, nor given the status of a MBU (for purposes of Article 7 and Article 8) for subsequent school years. The decision as to the issuance of a letter of intent to re-employ for the following school year is left to the sole discretion of the District. Temporary Contract MBUs shall be placed on the applicable salary schedule and shall receive all fringe benefits.

B. Temporary contract MBUs issued a letter of intent to re-employ for the following school year prior to February 1 shall continue in their assignments as MBUs, in accord with Articles 6, 7 and 8.

C. Temporary contract MBUs re-employed on or before the contract start date of the following school year shall:

1. Have their original temporary contract start date with the Tucson Unified School District reinstated as their seniority date.

2. Have any unused personal/sick leave balances restored as sick leave.

3. Be reimbursed for any COBRA costs incurred.

D. Temporary contract employees shall be considered members of the bargaining unit (MBUs) during the term of their contract and are covered by the provisions of this Agreement.

ARTICLE THIRTY-TWO

WAIVER

32-1 During the term of this Agreement, the Association and the District expressly waive and relinquish the right to negotiate with each other, and neither party shall be obligated to negotiate with each other with respect to any subject matter, whether or not referred to or covered in this Agreement, except as specifically provided in this Agreement or by mutual consent of the parties.

ARTICLE THIRTY-THREE

SHARED DECISION-MAKING

33-1 Purpose

The purpose of a shared decision-making program is to create an atmosphere in which decision making is a collegial, shared, process that fosters an exchange of ideas and information necessary for effective professional practice and for improved student performance. The Association and District agree to continue pursuing jointly the implementation of legitimately recognized school councils as a foundation of a shared decision-making program. All provisions of this Agreement shall continue to be in full force and effect throughout the process.

33-2 Joint Shared Decision-Making

If needed, the TUSD Superintendent and TEA President shall appoint a committee to resolve any issues regarding school councils or any proposed changes to any TUSD policy affecting school council authority. The joint committee shall consist of an equal number of appointees by the TUSD Superintendent and the TEA President.

33-3 In all cases, school councils must operate according to state and federal laws and TUSD Board Policy.

ARTICLE THIRTY-FOUR

DURATION

Unless specified otherwise in this Agreement, the provisions of this Agreement shall be effective beginning the first day of the fiscal year and shall continue in full force and effect through the last day of the fiscal year. In the event ratification does not occur by the first day of the following fiscal year, the previous year's agreement shall continue automatically for 45 days, provided that the parties have conducted negotiations in good faith commencing in March.

RATIFICATION

ALL PROVISIONS SHALL BE EFFECTIVE JULY 1, ~~2025~~2026, AND SHALL REMAIN IN FULL FORCE AND EFFECT THROUGH JUNE 30, 202~~7~~6.

Tucson Unified School District	Tucson Education Association
_____	_____
~~Jennifer Eckstrom~~Dr. Ravi Shah, President TUSD Governing Board	James Byrne, President Tucson Education Association
Date: _____	Date: _____

Approved as to form and content on this _____ day of _____, ~~2025~~ 2026 by:

_____
Ricardo Hernandez, Chief Financial Officer
Unified School District

APPENDIX I
Certified / Consensus Certifications

Title of Classification
Athletic Trainer, Head
Board Certified Behavior Analyst (BCBA)
Counselor
Curriculum Service Provider
Dean of Students
Diagnostician
Educational Audiologist
Exceptional Education Adapted PE Teacher
Exceptional Education Intervention Specialist
Exceptional Education Itinerant Teacher
Exceptional Education Resource Support Specialist
Exceptional Education Teacher
In-School Intervention Teacher
Exceptional Education Transition Coordinator
Hygienist
Instructional Coach – Innovative Learning
Instructional Data and Intervention Specialist
Instructional Technology Integration Specialist
Job Development Instructor
Jr. ROTC Officer
Language Acquisition Coach
Library Media Specialist
Magnet Site Coordinator
Nurse
Occupational Therapist
OMA Arts Integration Specialist
Orientation and Mobility Specialist
Professional Development Academic Trainer
Physical Therapist
Project Coordinator for Grants
Reading Coach
Reading Coach - USDE
Resource Teacher
Social Workers – Bachelor's
Social Workers – Master's
Licensed Clinical Social Workers - LCSW
Speech Language Pathologist
Student & Family Support Liaison
Teacher
Teacher - Fine Arts
Teacher - GATE
Teacher - GATE Itinerant
Teacher Mentor
Visual Arts Specialist

APPENDIX II

Eligibility for Rehire – Policy GBQ-E Exhibit

Policy GBQ-E Exhibit

REASON FOR LEAVING TUSD	Eligibility for Rehire
Voluntary Resignation	Eligible
Retirement	Eligible
Contract Term Ends	Eligible
Probationary Period Termination/Nonrenewal	Mandatory Record Review
Expired Certificate/license required for position	Eligible (once credentials are reestablished)
Poor Performance	Mandatory Record Review
Unsafe Work Practices	Mandatory Record Review
Job Abandonment	Mandatory Record Review
Poor Attendance	Mandatory Record Review
Resignation in lieu of Dismissal	Mandatory Record Review
Felony conviction	Ineligible
Failure or refusal of a test for drugs/alcohol administered by TUSD while in a job working with students	Ineligible
Separation Agreement stating ineligibility	Ineligible
Theft	Mandatory Record Review
Possession, use, of drugs or alcohol on school property on at a school-sponsored activity	Ineligible
Firearms Possession	Ineligible
Threats or Intimidation as defined in ARS 13-1202	Ineligible
Assault as defined in ARS 13-1203 or Aggravated Assault under any of the circumstances described in ARS 13-1204	Ineligible
Loss of Fingerprint Clearance for criminal conviction	Ineligible
Breach of Confidentiality	Mandatory Record Review
Commission of a Crime	Mandatory Record Review
Sexual offenses as defined in ARS 13-1401 *et seq.*(Indecent exposure to a minor, public sexual indecency, sexual abuse, sexual conduct with a minor, sexual assault, unlawful sexual conduct, molestation of a child, bestiality)	Ineligible

Exhibit GBQ-E – Reason for Leaving TUSD – 10/02/2019

REASON FOR LEAVING TUSD	Eligibility for Rehire
Sexual Exploitation of a Minor/Child Pornography as defined in ARS 13-3551, *et seq.*	Ineligible
Child Abuse as defined in ARS 8-201(2)	Ineligible
Child Neglect as defined in ARS 8-201(25)	Mandatory Record Review
Discrimination as defined in Governing Board Policy AC if such discrimination was the sole basis for the termination.	Ineligible
Discrimination as defined in Governing Board Policy AC if such discrimination was not the sole basis for the termination.	Mandatory Record Review
Deliberately suppress or distort information or facts relevant to a pupil's academic progress; Misrepresent or falsify pupil, classroom, school, or district-level data from the administration of a test or assessment;	Ineligible
Engage in a pattern of conduct for the sole purpose or with the sole intent of embarrassing or disparaging a pupil;	Mandatory Record Review
Use professional position or relationships with pupils, parents, or colleagues for improper personal gain or advantage;	Mandatory Record Review
Make any sexual advance toward, engage in sexual activity, a romantic relationship, or dating of a pupil or child.	Ineligible
Use school equipment to access pornographic, obscene, or illegal materials	Mandatory Record Review
Engage in conduct which would discredit the teaching profession.	Mandatory Record Review
Submit fraudulent requests for reimbursement of expenses or for pay	Mandatory Record Review

Exhibit GBQ-E – Reason for Leaving TUSD – 10/02/2019

TUCSON UNIFIED SCHOOL DISTRICT

2026-2027

CONSENSUS AGREEMENT

CONSENSUS AGREEMENT FOR 2026-2027

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ARTICLE ONE

DEFINITIONS

1-1 The term **ACTING ADMINISTRATOR** shall mean an MBU designated to assume the responsibilities of the site administrator in that administrator's absence for at least ½ day.

1-2 The term **ADDED DUTY** shall mean the responsibilities accepted by or assigned to an MBU that are in addition to the MBU's basic duties such as "loss of planning" or "lunchroom duty." A complete list of possible added duty assignments can be found in Article 29.

1-3 The term **ASSAULT** shall mean unlawfully causing any physical injury to another; intentionally placing another in reasonable apprehension of imminent physical injury through verbal or physical means (initiation/hazing, threats/intimidation, bullying); knowingly touching another with intent to injure, insult, or provoke such person. An assault does not require actual physical contact.

1-4 The term **ASSIGNMENT** shall mean:

A. The schools(s), subject(s) and/or grade level(s) assigned to a MBU.

B. For individuals assigned to a non-school site department, assignment shall mean the positions assigned to them within that department.

1-5 The term **ASSOCIATION** shall mean the Tucson Education Association.

1-6 The term **BOARD** shall mean the Governing Board of Tucson Unified School District.

1-7 The term **COMBINATION CLASS** shall mean a class established at an elementary school when two or more grade levels are combined in order to adhere to class size caps listed in Article 22-2.

1-8 The term **CONTINUING TEACHER** shall mean a person employed in a position in Tucson Unified School District which requires a teaching certificate from the State Board of Education (including counselors and librarians), and/or a teacher who has been employed full-time by the District for more than the major portion of three consecutive years, as defined in A.R.S. 15-538.01.

1-9 The term **CONTACT TIME** shall mean any time during the school day during which a MBU is required to instruct/supervise (excluding supervision paid as extra duty) students.

1-10 The term **CORE BLOCK** shall consist of no more than three (3) consecutive periods at the 6th grade level, and no more than two (2) consecutive periods at the 7th grade level.

1-11 The term **DATE OF HIRE** shall mean the effective date of a contract as approved by the Governing Board.

1-12 The term **DAYS** shall mean working days. Working days are considered to be those exclusive of holidays and weekends. During the school year, working days shall mean teaching days plus duty days. During the summer, working days will be those when the District's Central Administrative Offices are open for business with the public.

1-13 The term **DISCIPLINE** shall mean written reprimands, suspensions, and terminations.

1-14 The term **DISTRICT** shall mean the Tucson Unified School District.

1-15 The term **DISTRICT-INITIATED TRANSFER (DIT)** shall mean any MBU required to transfer job sites due to a District decision.

1-16 The term **EMERGENCY** shall mean an event which a reasonable, prudent person could not have reasonably prepared for and foreseen.

1-17 The term **EXTRA DUTY** shall mean additional responsibilities for which the MBU applies or volunteers, such as coach or class sponsor. A complete list of extra duty positions can be found in Article 29.

1-18 The term **FACULTY** shall mean the entire teaching body of a school to include, but not be limited to, classroom teachers, resource teachers, exceptional education teachers, counselors, and librarians.

1-19 The term **FAMILY** shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the MBU has or shares a major financial responsibility and is an established resident within the MBU's household.

1-20 The term **GRIEVANCE** shall mean an action filed by an MBU alleging a violation, misinterpretation, or inequitable application of the terms or conditions of this Agreement.

1-21 The term **LEAD** shall refer to a MBU who is responsible for assigning tasks, monitoring work and providing input into the evaluation of other MBUs. The lead MBU can also be responsible for program and staff development and monitoring staff compliance with district regulations.

1-22 The term **LETTER OF DIRECTION** shall mean a letter from a supervisor to a MBU specifying certain directions to be followed.

1-23 The term **LETTER OF REPRIMAND** shall mean a letter containing a rebuke of a MBU's conduct which shall be placed in the MBU's personnel file in the Human Resources Department.

1-24 The term **MEMBERS OF THE BARGAINING UNIT (MBU)** shall mean any or all full-time and part-time employees for whom the Association negotiates, including:

1.

Athletic Trainer, Head	Magnet Site Coordinator
Counselor	Nurse
Counselor, Career/Post-Secondary	Occupational Therapist
CTE Certified Cooperative Education Teacher	OMA Arts Integration Specialist
Curriculum Service Provider	Orientation and Mobility Specialist
Dean of Students	Physical Therapist
Diagnostician	Professional Development Academic Trainer
District Alternative Education Program Teacher (DAEP)	Project Coordinator for Grants
Educational Audiologist	Resource Teacher
Exceptional Education Adapted PE Teacher	Social Worker
Exceptional Education Teacher	Speech Clinician I
Exceptional Education Teacher Itinerant	Speech Clinician II
Exceptional Education Transition Coordinator	Student and Family Support Liaison
Hygienist	Teacher
In-School Intervention Teacher	Teacher – Fine Arts
Instructional Technology Integration Specialist	Teacher - GATE
Instructional Data Intervention Specialist	Teacher – GATE -Itinerant
Job Development Instructor	Teacher / Coach
Jr. ROTC Officer	Teacher Mentor
Language Acquisition Coach	Visual Arts Specialist
Library Media Specialist	

2. Any other positions created during the term of this agreement for non-administrative certificated staff.

1-25 The term **MULTI-AGE CLASS** shall mean a class at an elementary school of more than one grade level established as part of an educational program/philosophy designed to remain in place for more than one year.

1-26 The term **NEW SCHOOL/NEW DEPARTMENT** shall mean any existing school/department designated as a "new school/new department" by Tucson Unified School District Governing Board action.

1-27 The term **PERSONNEL FILE(S)** shall include those files in the possession of the MBU's supervisor which contain information concerning a MBU, exclusive of the supervisor's personal notes regarding the employee's performance/conduct. The personnel file maintained by the Chief Human Capital officer shall be considered the official personnel file.

1-28 The term **PREPARATION** shall mean a lesson plan for a class period of more than fifteen (15) minutes for middle school and high school teachers distinguished by differences in grade level and/or subject matter, and/or bilingual.

1-29 The term **PRINCIPAL** shall mean any building administrator or the administrator of any work location or functional division in the school district.

1-30 The term **PRINCIPAL DESIGNEE** shall mean that individual who while remaining in the classroom is on call for any emergency in the absence of the Principal.

1-31 The term **PROBATIONARY TEACHER** shall mean a person employed in a position in Tucson Unified School District which requires a teaching certificate from the State Board of Education (including counselors and librarians), and a teacher who has not been employed full-time by the district for more than the major portion of three consecutive school years, or a continuing teacher who has been designated in the lowest performance classification, as set forth in by A.R.S. 15-538.01.

1-32 The term **PROFESSIONAL DEVELOPMENT** shall mean the voluntary participation by MBUs in any approved activity (as defined in Article 19) and selected by the individual. Professional development shall count for the MBU's professional development stipend/reimbursement and recertification.

1-33 The term **PROGRAMMATIC NEED** shall mean specific instruction that must be offered to meet student needs due to federal/state legal requirements, and/or Board designated requirements.

1-34 The term **QUALIFIED EVALUATOR** shall mean any certified employee who is responsible for the supervision or independent observation of other certified employees and who has taken "evaluator training" as designated by TUSD's Assistant Superintendent for Curriculum and Instruction Department.

1-35 The term **RELOCATION** shall mean the move of an exceptional education teacher and their students to another site at any time during the year.

1-36 The term **RECRUITMENT EVENT** shall mean a job fair, expedited interview process or other event coordinated by Human Resources to fill multiple vacancies.

1-37 The term **REPRESENTATIVE** shall mean any TEA member that is designated by the association to perform a function for the association. Upon request, the TEA president shall provide notification of such representatives.

1-38 The term **SCHOOL COUNCIL** shall mean the body of stakeholder representatives which may include site administration, faculty and staff, parents/guardians of pupils who attend the school, community representatives, and/or students.

1-39 The term **SENIORITY** shall mean the number of years in the bargaining unit for MBUs with continuing TUSD employment. For part-time MBUs, seniority shall be pro-rated according to the percentage of the school year worked. Seniority is maintained and accrued during the time a MBU is on a recall list with the District and during any leaves of absence. In the event two or more MBUs have the same date of hire, their seniority rank shall be determined in the order of the last four digits of their Social Security number, lowest number being the most senior.

1-40 The term **SHARED DECISION-MAKING** shall mean the process of decision making at a worksite in which decision making is shared by the site administrator(s), teachers, parents/guardians, and educational support professionals within the framework of each site's school council and Governing Board Policy. Shared decision-making shall be synonymous with the term site-based decision-making. Shared decision-making is designed to comply with the decentralization provisions stated in the 1994 Arizona revised statutes (ARS 15-351).

1-41 The term **STAFF DEVELOPMENT** shall mean the participation by MBUs in in-service activities during normal work hours. Staff development hours shall count only for re-certification.

1-42 The term **STUDENT WITH A 504 ACCOMMODATION PLAN** shall mean any student who has been identified by the District as meeting the criteria specified in Section 504 of the Rehabilitation Act of 1973.

1-43 The term **SUBSTITUTE** shall mean a person who holds the appropriate credentials to be a substitute in the State of Arizona.

1-44 The term **TEACHER LOAD** shall mean the number of students instructed by a teacher at a middle school and/or high school. Students enrolled in any class period of more than fifteen (15) minutes duration shall be counted as part of a teacher's load.

1-45 The term **TEMPORARY CONTRACT** shall mean:

A. The contract issued to those MBUs selected to fill vacancies advertised after Labor Day of each succeeding school year.

B. The contract issued to any MBU hired to fill in for a MBU on a one-year Governing Board leave of absence.

C. The contract issued to any MBU with a 3/5 or less position.

D. The contract issued to any non-continuing MBU on an emergency or otherwise deficient certification.

E. The contract issued to a teacher in the first year of the profession.

1-46 The term **TRANSFER** shall mean a change from one school or a non-school site department to another school or a non-school site department, resulting from the application of procedures in Article 7 or 8. The move of an entire school to another location shall not be considered a transfer.

1-47 The term **VACANCY** shall mean any budgeted position previously held by a member of the bargaining unit, whether a newly created budgeted position, or a previously held or newly created budgeted extra-duty position which is not filled administratively through application of Article 8, or assignment in accord with ADA.

Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, and other Federal and State non-discrimination laws and regulations.

ARTICLE TWO

GENERAL PROVISIONS

2-1 Discrimination

A. Neither the District nor the Association shall discriminate against any MBU on the basis of race, religion, color, national origin, age, sex, sexual orientation, gender, gender identity or expression, marital status, disability, or membership or participation in the Association's activities.

B. A MBU shall have the right to be free from physical or verbal abuse, mental harassment and ethnic or derogatory and/or defamatory statements.

C. The rights, privileges and benefits provided by virtue of this Agreement shall be applied equitably to all MBUs.

2-2 Board Policy

This Agreement constitutes officially adopted Board policy for the term of said Agreement, and the Board and the Association shall carry out the commitments contained herein and give them full force and effect.

2-3 Board Powers

The Board and the Association recognize that the Board and its administrators have certain powers, discretions and duties that, under Federal Law, the Constitution and Laws of the State of Arizona, may not be delegated, limited or abrogated by agreement with any party. Accordingly, if any provision of this Agreement or any application to any MBU covered hereby, shall be found contrary to law by legislative act or court of competent jurisdiction, such provision or application shall have effect in the law only to the extent permitted by law, but all other provisions or applications of this Agreement shall nevertheless continue in full force and effect. The Association and District shall immediately reopen negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

2-4 Alteration

A. No change, revision, alteration, or modification of this agreement in whole or in part shall be valid unless the same is ratified by both the Board and the Association and endorsed in writing hereon.

B. In case of emergency (as defined in Article 2-3) for 2026-2027, either party may request in writing to the other to reopen any article(s) for negotiation.

2-5 Control

Except for those policies described herein as Agreements between the Board and the Association, the Board has the prerogative and responsibility to formulate and implement such other policies and programs it determines are necessary for efficient and effective operation of the schools. The provisions of this Agreement shall control where any conflict exists between this Agreement and Board policy, practice, custom, writing or intentions not incorporated in this Agreement. This Agreement shall not be used as a reason to deprive MBUs of professional advantage.

2-6 Summer School

Should the Board elect to commence operation of its own summer school program (as opposed to contracting out), such program will not be covered under the terms of this Agreement.

ARTICLE THREE

ASSOCIATION AND EMPLOYEE RIGHTS

3-1 Facilities

A. The Association and its representatives shall be permitted to transact Association business on school property and have the right to use school facilities at reasonable times, provided it does not interrupt

scheduled classroom activities or other school functions.

B. Association meetings may be held in school facilities at any reasonable time that does not interfere with scheduled classes or other school functions. Whenever an Association meeting will be scheduled during the workday at a school, arrangements for the meeting should, as a professional courtesy to the building administrator, be made no later than the day prior to the meeting.

3-2 Communications

A. The Association and its representatives shall have the right to post notices of activities and matters of Association concern on bulletin boards. Space on at least one such bulletin shall be provided in each school building.

B. The Association shall have the right to use mailboxes, and the District delivery service for communications to and from MBUs.

C. The Association shall, upon request, be granted time at faculty meetings/Professional Development to present reports and announcements.

D. The Association and the District shall jointly plan and conduct the orientation program for newly hired MBUs.

E. Regarding Section 3-2-A and 3-2-B above, such use of bulletin boards or mailboxes shall be limited to Association matters authorized by a responsible Association representative, as evidenced by the Association logo. The responsible supervisor at the building, or the designee, shall be given a copy of matters posted or deposited in mailboxes prior to actual posting or depositing. Documents deposited or posted may not include any defamatory material or advocate insubordinate acts.

3-3 District Information

A. The District agrees to furnish the Association available information concerning the financial resources of the District, including but not limited to financial reports, tentative budgetary requirements and allocations, agendas and minutes of Board meetings and seniority lists. The District also agrees to provide the Association with information needed by the Association to develop constructive negotiation proposals, provided, however, that the District shall not be required to prepare reports or surveys. The District further agrees to provide the following information to the Association:

1. Names, addresses, assignments and work sites of all MBUs hired by the District within 20 days of the date the individual starts working, or the Board approves the contract, whichever is earlier;
2. All vacancies shall be posted online;
3. Lists showing MBUs assigned to each building by October 1 as needed.
4. Lists of all extra duty assignments, including name, school, assignment and extra duty assignment by November 1 of each year;
5. Lists of substitutes in alphabetical order by October 1 of each year;
6. Seniority lists by date of hire and alphabetical order by October 1 and March 1 of each **y**ear;
7. Class size lists per MBU by building by October 15th of each year;
8. Lists of the specific administrators responsible for the distribution, preparing and compiling of the data listed in the Consensus Agreement by August 1 of each year.

B. All other information requested from the District will be provided to the Association in a timely manner.

3-4 TEA Representatives

Current law prohibits the District from compensating employees for performing Association business. However, the District will make every effort to accommodate the employees' use of flex time or personal leave for the

following activities.

A. Members of the TEA Board of Directors and members of official committees shall be permitted to leave the buildings at students' dismissal time in order to attend scheduled Association business.

B. Past practice concerning released time for TEA representatives shall be continued for AEA Delegate Assembly, time spent as a member of the TEA Bargaining Team, and TUSD/TEA consultations or involvement in a third step grievance hearing or arbitration proceeding. No individual shall be entitled to more than twenty (20) days of released time per school year for TEA/AEA/NEA activities, except time spent as a member of the TEA Bargaining Team, in TUSD/TEA consultations or involvement in a third step grievance hearing or arbitration proceeding shall not be counted in the twenty (20) day limitation.

C. The following released time shall be provided, and substitute salary shall be paid by the Association.

1. Released time requiring substitutes and requested for members of the Association's bargaining team prior to March 1.

2. Released time requests requiring substitutes which exceed forty (40) days. The following released time will not be included in those forty days:

a. AEA/NEA delegate assembly;

b. Time spent as a member of the Association's bargaining team on or after March 1;

c. TUSD/TEA consultations;

d. Level III grievances or arbitrations.

D. TEA will notify in writing the Chief Human Capital Officer in advance of released time requests. If the request is for AEA/NEA Delegate Assembly, time spent as a member of the bargaining team; a TUSD/TEA consultation; or a Level III grievance/arbitration, the written notification will indicate the reason.

E. The Association will provide the District with the names of Association Representatives in each building and those members of official committees by October 15 and February 15 of each year of this Agreement.

3-5 Association President and Vice President

Wherever the term Association is used, it is understood that the President of the Association or the designee acts for the Association. The Association President and Vice President shall be entitled to a paid leave during the term of office and shall not suffer a loss of benefits. The Tucson Education Association shall reimburse the District for the cost of the paid leave and benefits.

3-6 Notification

The District will post on its website both the White Collar/Food Service and the Consensus Agreements within thirty (30) calendar days from the date of Board approval and ratification by the Association. All bargaining unit agreements are available on the TUSD website.

3-7 Payroll Deduction

A. Upon receipt of written authorization from any individual, the Board agrees to deduct from the salary of members of the Tucson Education Association the annual amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by the Association. The Board further agrees to promptly transmit all such monies so deducted to the Association on a bi-monthly basis. Non bargaining unit employees may elect payroll deduction of the dues to TEA and a TEA member who moves into a non bargaining unit position may continue their payroll deduction for TEA membership. This is not intended to apply to members in or changing to recognized units (AFSCME, CWA, or ELI). The availability of payroll dues deduction should not imply applicability of the Consensus Agreement to the employee who is authorizing the deduction. The applicability of the Employee Agreement is

dependent on the employee's job classification.

B. The written authorization shall remain in effect during the term of employment unless the employee revokes the authorization**.** Revocation shall be accomplished exclusively in the following manner: The individual shall initiate the requested revocation by providing written notice to the Association.

C. The deductions shall be made in equal amounts starting with the first full pay period after the start of the school year, or the first full pay period after the District receives the authorization.

D. If authorized by the individual in the event the individual's employment is terminated by resignation or otherwise, the balance of dues for that year shall be deducted from the final paycheck. If the balance due the Association is greater than the final paycheck, the Board neither has liability for the difference, nor any obligation to recover said amount for the Association. In addition, the Association agrees to indemnify the Board against any actions taken by any person for making any payroll deductions as specified in this Article.

3-8 Consultation

Upon request of the Association or the District, the Association and the District agree to meet and consult at least once per month. Topics of discussion shall include matters of concern to either party. Released time may be granted to allow MBUs to participate in TUSD/TEA consultations.

3-9 Exclusivity

A. All rights and privileges granted to the Association under the terms and provisions of this Agreement are for the exclusive use of the Association.

B. The District may consult with any individual or organization on any topic, but will negotiate only with the Tucson Education Association.

C. As the exclusive representative of MBUs, Tucson Education Association (TEA) is obligated to represent in good faith all employees in the bargaining unit as defined in Article 1-24.

D. The Association shall indemnify and save harmless the District from and against any and all claims, damages or suits or other forms of liability which may arise out of or by reason of any action taken by the District or the Association for the purposes of complying with this Article.

3-10 Committees

A. Information regarding District committees formed to make recommendations which impact MBUs' terms and conditions of employment will be provided to the Association. Such committees will include Association participant(s). Recommendations for Association participant(s) will be made to the Superintendent by the Association President.

B. The District and the Association agree to have the following three standing committees for the term of this Agreement. The purpose of each is stated below:

1. Review of Exceptional Education Issues
2. Professional Development Committee as outlined in Article 19-3
3. Classroom Site Fund Planning Committee

C. Each committee shall be composed of up to eight (8) members, four (4) members appointed by the Superintendent and four (4) members appointed by the TEA president. The committee will begin meeting no later than October 1. Each committee will provide, recommendations to the Superintendent and TEA annually. If applicable, the joint committees will forward their recommendations to the TUSD and TEA bargaining teams for consideration when negotiating successor agreements.

3-11 Representation

A. Upon request, a MBU has the right to representation for the following:

1. Grievance procedures;
2. When receiving any disciplinary action;
3. When discussing an evaluation;
4. For meetings regarding performance related issues.

B. The MBU shall be responsible for arranging representation prior to the scheduled meeting. The District shall afford the MBU reasonable time to make such arrangements, should the MBU desire representation, unless immediate action is necessary as in 16-3-B.

C. If postponement of a meeting occurs in order to obtain a representative, that delay shall not invalidate the evaluation, grievance, discipline, or performance conversation, and no action shall be taken with respect to the MBU until a representative of the association is present, unless immediate action is necessary as in 16-3-B.

3-12 Complaints

Any complaints regarding a MBU which may have an effect on the MBU's evaluation, continued employment, or which may result in disciplinary action, shall be delivered to the MBU in writing. Where the original complaint was in writing, a copy of that written complaint shall be furnished to the MBU. Where the original complaint was either made verbally or based on the administrator's own observations, a detailed written summary of that complaint shall be furnished to the MBU. Delivery of either the written complaint or the written summary shall be within five (5) days of the administrator's learning of the complaint excluding days for which the MBU is absent. Said MBU shall have the right to respond in writing within five (5) days, and the response shall be reviewed by the administrator and attached to the complaint. Should the complaint result in disciplinary action, the discipline shall be issued within five (5) days from receipt of the response and the source of the complaint will be disclosed to the MBU. For purposes of this section, the term "complaint" means a statement that a MBU acted in an unsatisfactory or unacceptable manner. The term "complaint" does not include:
(a) an action observed or obtained by an administrator; (b) a statement made about the MBU from the District central offices, law enforcement, a state or federal agency, or news media; or (c) any concern associated with the MBU's certification.

ARTICLE FOUR

NEGOTIATION PROCEDURE

4-1 Recognition

The District recognizes the Association as the exclusive representative of all MBUs in the District and shall negotiate terms and conditions of employment with the Association in accordance with the following procedure:

4-2 Procedure

A. Both parties agree to negotiate in good faith. The obligation of good faith negotiations does not compel either party to agree to or to make a concession on a specific issue. The District shall make available to the Association the proposed budget for the next fiscal year as soon as it is available, including preliminary information concerning MBU salaries. The District shall provide the Association with public information requested by the Association.

B. Negotiations shall be conducted in closed session unless both parties agree to the contrary. Either party may designate its own representatives and may utilize the service of consultants.

C. Tentative agreement of individual items reached during negotiations shall be reduced to writing, dated and signed by the team's spokespersons. Tentative agreement of individual items shall be conditional upon the approval of the entire agreement by both parties. All tentative agreements negotiated by the negotiations team are subject to formal ratification by the members of the Association and adopted by the

District. After ratification by both parties, representatives of the District and Association shall sign the Agreement.

4-3 Timelines

Negotiations shall begin no later than March 1st. If no agreement has been reached by April 15th as a result of good faith negotiations, either party may declare an impasse and the issues in dispute shall be submitted to mediation/arbitration.

4-4 Impasse

A. Should the District and the Association be unable to agree within five (5) working days upon a mediator-arbitrator, the American Arbitration Association shall be requested to furnish a list of five (5) mediator-arbitrators from which the parties shall select a mediator-arbitrator in accordance with American Arbitration Association rules. The format, dates, and times of meetings shall be conducted in closed sessions. The costs for the services of the mediator-arbitrator including per diem expenses, if any, and actual and necessary travel expenses and subsistence shall be shared equally by the District and the Association.

B. The mediator-arbitrator shall first attempt to resolve the dispute through the mediation process. Should this process fail, that person shall then function as the arbitrator of the issues remaining in dispute. Within ten (10) working days after the conclusion of arbitration hearings, the mediator-arbitrator shall submit a report in writing to the District and Association only and shall set forth in the report the findings of fact, reasoning, and recommendations on the issues submitted. The report shall be advisory only and binding neither on the District nor Association. Within five (5) days after receiving the report of the mediator-arbitrator, the representatives of the parties shall meet to discuss the report. No public release shall be made until after such meeting. The respective parties shall take official action on the report of the mediator-arbitrator no later than fifteen (15) days after the meeting described above.

4-5 Expiration

If the Association is decertified pursuant to the procedures in Article 4-6 or otherwise loses recognition, this Agreement shall be considered null and void upon its expiration date.

4-6 Decertification Petition

A. Petition

1. A Petition for an election to decertify the Association may be filed with the Superintendent by a MBU or a teacher organization.

2. The petition shall contain the following information:

a. The name, address and telephone number of the petitioner, and the name, address and telephone number of the agent to be contacted, if any.

b. A description of the established unit.

c. The approximate number of teachers in the established unit.

d. A statement that the teachers in the established unit no longer desire the Association as their exclusive representative.

3. The petition shall be signed by at least 30 percent of the members in the bargaining unit.

4. The petitioner shall concurrently serve a copy of the petition upon the District by delivery to the Governing Board Office, upon the Association, and upon any other teacher organization known to claim to represent MBUs.

B. Election

1. Upon receipt of a petition for decertification, the Board may conduct a representation election under impartial auspices. The costs for such an election shall be shared equally by the petitioning organization and the District.

2. A petition shall not be considered whenever a representation election has been held within the 12 months immediately preceding the filing of the petition. If there is an existing agreement in

effect, the petition must be initiated, signed, and delivered to the Board within 90 to 120 working days prior to expiration of the agreement to fulfill the requirement for receipt of a valid petition for decertification.

ARTICLE FIVE

GRIEVANCE PROCEDURE

5-1 Purpose

A. The District and the Association acknowledge that it is usually most desirable for the MBU and the immediate supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the MBU, a grievance may be processed.

B. The purpose of this grievance procedure is to secure equitable solutions to a claim in an equitable manner and at the lowest possible level.

5-2 Immediate Supervisor

A. In any school, the immediate supervisor is deemed to be the building principal, principal designee, or acting principal in their absence.

B. If a MBU works at more than one school, the immediate supervisor shall be deemed to be the supervisor with whom the grievance has been filed.

C. If a MBU is not assigned to an individual school, the immediate supervisor is deemed to be the administrator by whom the MBU is evaluated.

5-3 Level One

A. A MBU with a Level I grievance shall first present it orally and informally, with or without representative, to the grievant's immediate supervisor within fifteen (15) days following the alleged violation, or fifteen (15) days from the time the alleged violation is known to the grievant or the Association.

B. When presenting a Level I grievance, the grievant must specifically inform the immediate supervisor that the presentation is a Level I grievance. A Level I grievance shall include the following:

1. Date of alleged violation;

2. Section of Agreement allegedly violated;

3. Relief requested.

5-4 Level Two

A. If resolution is not reached by means of the Level I grievance procedure, the grievant shall have five (5) days from the date of the Level I grievance meeting to file a written grievance. The grievant may present a claim in writing to the immediate supervisor, either directly or through the Association.

B. A written grievance shall meet the following specifications:

1. It shall contain a synopsis of the facts giving rise to the alleged violation or misinterpretation, including appropriate dates;

2. It shall contain the specific section of this Agreement which has been allegedly inequitably applied;

3. It shall state the relief requested;

4. It shall be signed and dated by the grievant.

C. Within five (5) days after receiving the written claim of grievance, the immediate supervisor shall state the decision in writing and forward it to the Director of Employee Relations, the grievant, and the Association.

5-5 Level Three

A. Within ten (10) days after receiving the written decision of the immediate supervisor (or within twenty (20) days from the date the Level I grievance was filed if there was no written response to the Level II), the grievant may, either in person or through the Association, submit a written appeal of the immediate supervisor's decision to the Director of Employee Relations. Said appeal shall be accompanied by copies of the original claim of grievance and the immediate supervisor's written decision and shall state with particularity objections to that decision. The Director of Employee Relations shall investigate the claim, evaluate the evidence, and within ten (10) days after receiving the written appeal schedule a hearing, and within ten (10) days after the hearing, state in writing a decision. The Association shall receive copies of all grievance decisions made as a result of hearings without Association representation. Level Three grievance decisions will not be used by either party as precedent in future grievances.

B. A copy of the original grievance and the Level III decision shall be sent to the Association at same time the Level III decision is provided to the grievant.

C. The Level III filing will be submitted with at least one date (within five days of filing) when the Association representative and the grievant will be available.

5-6 Level Four – Arbitration

A. Only grievances arising out of an alleged misinterpretation or alleged violation of the express Terms of this Agreement may be submitted to Level IV, and only on petition of the Association. All arbitration hearings will be held at times and locations mutually agreeable to both the District and the Association.

B. If the response of the Level III review does not result in resolution of the grievance, the Association on behalf of the grievant may invoke this Level IV procedure within ten (10) days of the receipt of the Level III decision.

C. TUSD's Director of Employee Relations and the Association shall submit the issue and schedule a hearing date with the selected arbitrator within ten (10) days of filing of the grievance at Level IV.

5-7 Selection of Arbitrators:

The selection of arbitrators to hear TEA grievances shall be accomplished in the following manner:

TEA and TUSD shall agree on a list of twelve (12) arbitrators who are acceptable to both TEA and TUSD. The arbitrators shall be placed on a list in alphabetical order and assigned in that order as each grievance is filed. The intent is to rotate arbitrators. If an arbitrator's schedule prevents a mutually agreeable hearing date from being scheduled within forty-five (45) calendar days of filing for arbitration, then the next arbitrator on the list shall be assigned that grievance.

5-8 Arbitration

A. The arbitrator shall be bound by the following:

1. The arbitrator shall neither add to, detract from, nor modify the language of this Agreement;

2. The arbitrator shall expressly be confined to the precise issues jointly submitted by the parties. If the parties are unable to reach agreement on the submission of issues, the arbitrator shall formulate the issues to be determined.

B. The findings and recommendations for relief of the arbitrator shall be advisory. A copy of the decision shall be submitted to both parties within thirty (30) days of the hearing.

C. The fees and expenses of the arbitrator shall be borne equally by the parties. All other expenses shall be borne by the incurring party.

5-9 Time Limits

A. Failure at any step in this procedure to communicate the decision on a grievance within the specified time limit shall permit the grievant to proceed to the next step.

B. Failure at any step to appeal a grievance to the next higher step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step. Time limits specified in the grievance procedure may be extended in any specific instance only by mutual written consent of both parties.

5-10 Reprisals

No reprisals shall be taken by the District or the Association against a grievant or witness(es) because of participation in the grievance procedure.

5-11 Group Grievance

If, in the judgment of the Association representative, the grievance affects a defined group of MBUs, the Association may pursue the grievance at Level III. Prior to filing the written Level III grievance, TEA shall first present the grievance orally to the Superintendent's designee in accordance with the Level I provision.

5-12 Hearing and Decisions

A. At each of the levels of the grievance procedure, the grievant and their representative shall be given a reasonable opportunity to be heard. Hearings at each level will be held at times mutually agreeable to both the District and Association.

B. All decisions at Level II and Level III shall be in writing and shall include supporting reasons. Copies of all decisions and recommendations shall be promptly furnished to all parties in interest, including the grievant and/or their representative.

5-13 Forms

Forms for filing grievances, withdrawing grievances, serving notices, taking appeals, making reports and recommendations and other necessary or related proceedings, shall be prepared by the District after consultation with the Association. Multiple copies shall be available upon request from TUSD Employee Relations or the Association.

5-14 Information

A. Reasonable access shall be made available to records and files of all non-confidential information necessary to the determination and processing of any grievance upon request to the Director of Employee Relations.

B. Only the following grievance information may be placed in a MBU's personnel file:

1. Receiving additional monies/benefits;
2. Placement on a salary schedule at a higher rate of pay;
3. Placement in a position;
4. Leave of absence and sabbatical approvals.

5-15 Participation in Grievance Process

A. Grievant(s) and a reasonable number of witnesses who testify orally at scheduled hearings or arbitration hearings shall receive their regular rate of pay for any part of their workday spent in the following grievance related activities:

1. Attending scheduled grievance hearings;
2. Attending arbitration hearings.

B. The MBU shall be released from their work duties only for the time necessary to testify and **s**hall return to work immediately upon being released from the hearing. Arrangements for grievant(s) and witnesses must be made at least two (2) days prior to the scheduled hearing.

ARTICLE SIX

ASSIGNMENT

6-1 Qualifications

A. MBUs shall not be required to accept assignments outside the scope of their state/national certification, endorsement, highly qualified or North Central requirements, if applicable. However, if an MBU has been teaching a particular subject or grade level, the MBU has a professional responsibility to meet the certification and highly qualified requirements as defined by the state. Failure to meet certification and qualification requirements may result in the District voiding the employment contract.

B. Any position for in-house suspension programs shall be filled with a teacher.

6-2 Site Assignments

MBUs shall not be required to accept assignments to more than five (5) schools/sites, with the following exceptions:

Direct Link – Exceptional Education Teacher	Nurse
Teacher (Distance Learning)	Occupational Therapists
Hygienists	Physical Therapists
Hearing Impaired Teacher – Exceptional Education Teacher	Visually Impaired Teacher – Exceptional Education Teacher
Job Development Instructor	

6-3 Split Schedule

No MBU shall be required to accept a split schedule.

6-4 Assignments

A. Assignments shall be based on:

1. TUSD curriculum;
2. Needs of students based on enrollment and registration;
3. Class sizes and staffing ratios as per the Consensus Agreement;
4. The MBU's stated preference, education, and experience.

B. The District may assign teachers to different subjects and/or grade levels within a school.

1. Exceptional Education teachers may not be moved between Exceptional Education salary schedules.

C. No assignment shall be arbitrary, capricious, or without basis in fact.

D. Any counseling or librarian vacancy shall be advertised and filled according to the Vacancy Recruitment and Selection process described in Article 7.

6-5 Initial Assignments for the Following School Year

A. No later than February 15 of each year, MBUs shall be asked in writing by the principal, designee, other appropriate District administrator, and/or department chairperson to identify their preferred assignment at their site(s), including the subject, grade level, extra duty assignments and/or schools (for MBUs assigned to more than one site).

B. No later than April 1, each MBU shall be notified in writing of their tentative assignment for the following year. Exceptions are:

1. May 15 for Exceptional Education MBUs; and
2. First contract day of the next school year for itinerant music teachers.

C. Itinerant Music Teachers

No later than their last contract day, traveling music teachers shall submit their suggested schedules for

the next school year to their site administrator(s) and the Assistant Director for Fine Arts. Tentative schedules developed by the District for traveling music teachers will be provided to them by their first contract day. Traveling music teachers will have an opportunity for a consultation to suggest changes in their schedules prior to the opening of school.

6-6 Assignment Changes

A. Assignments shall not be changed without prior consultation with the MBU; however, if the assignment must be changed before the MBU reports to work the following year, and every reasonable effort has been made to consult without success, the MBU will then be notified in writing.

B. For Non-Exceptional Education MBUs assigned to more than one site, the addition, deletion, or exchange of less than 65 percent of site working time shall be an assignment change and not a transfer if it occurs prior to September 14 of each year. The addition, deletion, or exchange of 65 percent or more of site working time shall be a transfer. Any change of site working time after September 14 of each year shall be a transfer.

C. For Exceptional Education MBUs, any change in site working time before November 8 shall be considered an assignment change. In the event of an assignment change of an Exceptional Education MBU, the Exceptional Education MBU shall be provided two (2) working days "relieved of regular duties" to complete the assignment change.

6-7 Return from Leave

A. A MBU on a full-time leave for one school year or less, to include leave taken under FMLA will return to their previous site/school and will be assigned first in accordance with the provisions of this article.

B. MBUs on a fractional leave of absence will return to the site and FTE held at the time of their original request for a fractional leave.

C. Job Sharing

After expiration of a leave of absence granted for the purpose of job sharing, if vacancies do not exist at the site, Article 8 will apply.

ARTICLE SEVEN

VACANCY RECRUITMENT AND SELECTION

7-1 Vacancy Criteria

All qualified, eligible applicants may apply for vacancies during the specified posting period.

7-2 Posting Criteria

A. Each vacancy posting, except an extra duty vacancy, shall include:

1. School, position, grade/subjects or subject to be taught;
2. District, State and/or Federal Certification requirements;
3. District, State and/or Federal Endorsement requirements;
4. District and/or North Central Education and/or training requirements;
5. Performance Responsibilities, including programmatic needs; and
6. Date job begins.

B. All vacancies shall be posted on the TUSD website and in the Human Resources Department.

C. No vacancy notice shall be constructed in an arbitrary or capricious manner or without basis in fact.

D. MBUs returning from a Board approved Leave of Absence will be referred to the TUSD website or

provided a list of vacant positions at the time they submit the required paperwork to return to work.

7-3 Applicant Criteria

A. To be considered for a vacancy, the applicant must meet the following criteria:

1. District, State and/or Federal Certification requirements;
2. District, State and/or Federal Endorsement requirements;
3. District and/or North Central Education and/or training requirements;
4. District, State or Federal affirmative action requirements;
5. Performance responsibilities, including programmatic needs.
6. State requirements for transfer based upon the applicant's performance evaluation classification.

B. Vacancies shall be filled within twenty (20) business days from close of posting, except when there are not enough highly qualified applicants, the district is filling vacancies for the following school year, or there are more than fifty (50) applicants.

C. MBUs who have been subject to a reduction in force at their sites, and those who are at a site that has been declared a new school, may apply for posted vacancies.

D. Any MBU who is involved in a Plan for Improvement may be prohibited from transferring.

7-4 Vacancies Advertised from Labor Day through the End of the School Year:

Vacancies advertised from Labor Day through the end of the school year shall be filled with temporary contract new hires. If there are no qualified new-hire applicants, vacancies may be re-advertised for MBUs.

7-5 Filling Vacancies for the Following School Year:

A. By February 1: Letters of Intent to Re-Employ shall be issued to temporary contract teachers selected to fill a budgeted, vacant position at their site. MBUs on temporary contracts who are notified by February 1 of the District's intent to re-employ for the following school year are considered MBUs for the purpose of filling vacancies for the following school year. The decision as to issuance of a letter of intent to re-employ for the following school year is left to the sole discretion of the District.

B. By February 15: Vacancies shall be advertised for all new positions, positions created due to separations or leave of absence, and those not filled by temporary contract teachers (those not issued a letter of intent to re-employ by February 1).

C. Until July 1: MBUs may apply as voluntary transfers unless they have accepted a position for that year. After July 1, if all affected parties agree to a release, the transfer may be granted.

D. Unassigned MBUs whose positions have been eliminated at the site in the spring shall be assigned to the RIF pool. All highly qualified and appropriately certified candidates in the RIF pool shall be guaranteed an interview at the first recruitment event after April 1st.

E. TUSD will inform the TEA president of the date, time, and process for upcoming recruitment events. The first two hours of the recruitment event will be limited to MBUs in the RIF pool only.

7-6 Candidate Selection/Interviews for Vacancies For The Following School Year (Through June 30).

A. All MBUs who apply, meet the posting criteria, and are appropriately certified shall be forwarded for consideration to the hiring authority along with any other candidates who meet the same requirements. *All qualified* MBUs shall be offered an interview opportunity.

B. In order to be considered for the vacant position, the applicants shall make themselves available for the scheduled interview. Interviews during off-contract time may be conducted by conference call if the MBU requests and makes such arrangement prior to the scheduled interview time.

C. MBUs shall be allowed time off to interview for another Consensus Agreement position in TUSD.

D. The school council shall determine guidelines regarding the composition of the interview committee(s), based on the grade level and/or content area of the position advertised.

E. The site administrator will include the same interview committee members in all interviews for any one posting.

F. The site administrator shall then consider the choice(s) of the interview committee and may select a candidate from the referred applicants. If the administrator rejects the recommendation of the interview committee, they shall state in writing the justification for such decision to the committee. The interview committee shall then reconsider the previously interviewed candidates. The site administrator is responsible for the final recommendation of a candidate to fill a vacancy.

7-7 Candidate Notification

A. **1.** MBUs referred for interview will be notified of selection or non-selection within fifteen (15) days of the position being filled or withdrawn.

2. MBUs will receive written notification from the Human Resources Department when they have been selected to fill a vacant position. The MBU will have two (2) days from date of receipt to decline the position. Failure to decline denotes acceptance.

B. When a MBU has been selected as the successful candidate for a vacancy during the school year, the MBU shall be allowed two (2) working days to complete the transfer of their materials to the new location.

7-8 Extra Duty

A. All extra duty vacancies listed in Article 29 (except as provided in 7-8-C) shall be filled by MBUs, providing they meet the following criteria.

1. District experience requirements;
2. District, State or Federal Affirmative Action requirements;
3. Performance Responsibilities;
4. District, State and/or Federal certification requirements.

B. Each extra duty vacancy posting shall include:

1. School;
2. Extra Duty;
3. District, State or Federal Affirmative Action requirements;
4. District experience requirements;
5. Performance Responsibilities;
6. Stipend to be paid;
7. Date job begins;
8. District, State and/or Federal Certification requirements.

C. The five (5) most senior MBUs who apply and meet the posting criteria shall be forwarded for consideration to the hiring authority for any high/middle school coaching vacancy along with any other candidates who meet the same requirements. *No fewer than* three of the five most senior shall be an interviewed.

D. The following extra duty vacancies in elementary schools shall be posted only within the school where the extra duty vacancy exists: student council, vocal music and safety.

E. The following extra duty vacancies in middle schools shall be posted only within the school where the extra duty vacancies occur; audio visual; student council; newspaper and yearbook; and spirit line.

F. The following extra duty vacancies in senior high schools shall be posted only within the school where the extra duty vacancies occur; class sponsor; student council; Manager of Interscholastic Activities and Spirit Line. Head librarian, department chairperson, newspaper, yearbook and debate/speech shall be posted only within the school where the vacancy occurs if they are not combined with a teaching vacancy.

G. **1.** Only the following extra duty vacancies may be combined with teacher vacancies: Head librarian; department chairperson; middle and senior high school fine arts; and senior high school fine arts; and senior high school newspaper, yearbook, and debate/speech.

2. Extra duty positions that are combined with teaching positions shall be posted and filled in accordance with this Article. If more than one applicant meets the extra duty vacancy criteria for extra duty positions that are not combined with teaching positions, the appropriate administrator will make the selection.

H. No extra duty vacancy shall be filled in an arbitrary, capricious manner or without basis in fact. No extra duty vacancy notice shall be constructed in an arbitrary or capricious manner or without basis in fact.

ARTICLE EIGHT

INVOLUNTARY ASSIGNMENT/RELOCATION

8-1 District-Initiated Transfer Process

A. If the District determines that a District-initiated transfer is necessary, the faculty shall be informed as to the reasons for the transfer.

1. The Principal shall communicate the necessity for the transfer and request volunteers for a District-initiated transfer.

2. There shall then be two (2) DAYS in which to determine if a MBU wishes to volunteer to be a District-initiated transfer.

3. No District-initiated transfer from a site or program shall begin until the two (2) daytime period for volunteers has passed.

4. If more than one MBU meets the requirements for a voluntary DIT, then the most senior MBU shall be designated as the DIT. If only one MBU meets the requirements for a voluntary DIT, they shall be designated as the DIT.

5. In any event, a voluntary DIT will only be accepted as the DIT provided their transfer meets the criteria listed in Article 8-2-A.

B. A personal conference shall be initiated with the MBU designated as a District-initiated transfer by their immediate supervisor.

1. A written notice of transfer which states the reasons for the transfer will be provided to the DIT either at the conference or within five (5) days following the conference.

2. The reasons for transfer shall be discussed and the MBU shall have an opportunity to express any concerns regarding such transfer.

3. At said conference the MBU shall be informed of the following:

a. The economic, affirmative action and enrollment factors causing the decision to be made;

b. The factors causing that particular building, department or program to lose a MBU;

c. The factors causing that particular MBU to be transferred.

C. At said conference, MBUs that have been designated as a DIT will be referred to the applicant tracking system for a list of all positions available.

D. DIT Timeline

1. MBUs who are identified as DITs before the first contract day will rank in order all positions for which they are qualified. These positions will be filled with the most senior applicant, with the exception of schools designated as "New Schools."

2. MBUs who are identified as DITs after the first contract date of the school year up through September 14 will be transferred to a position for which they are qualified.

3. When a district initiated transfer happens in the fall, it shall take place no later than September 14. When a district initiated transfer occurs in the spring, it will not be effective until the following school year.

4. In the fall, MBUs transferred because of declining enrollment shall be given the right of first refusal in returning to the original site and/or program if enrollment increases and the position is re-opened prior to September 14.

8-2 Criteria

A. The criteria for transfers and relocations are:

1. Meet the economic, educational or affirmative action needs of the District.

2. Transfer shall not be used as a substitute for evaluation or disciplinary action.

3. Transfer in no way reflects on the competency or the qualifications of any MBU transferred for any reason.

B. Any MBU who is involved in a Plan for Improvement may be prohibited from transferring.

C. When it has been determined that a District-initiated transfer is necessary and there are no volunteers, the District shall utilize a combination of up to the most recent two year average of the MBUs Danielson components from Domains two and three of the evaluation, and their District Seniority points. Each component score will be added together across domains two and three and divided by 10 (total components) to create an average. This average along with the point value for District Seniority will be added together to determine the DIT score. MBU shall be provided with their score. Staff scores shall be made available to MBU without identifying information. In the event of a tie with the DIT score, total score from Domain three will be the deciding factor.

1. Danielson

Domains 2-3 total/10=average over most recent two years

2. District Seniority

0-5 years	1 point
6-10 years	2 points
11-20 years	3 points
21+ years	4 points

D. No District-initiated transfer shall be arbitrary, capricious or without basis in fact.

E. A MBU who is a District-initiated transfer shall not be required to be a District-initiated transfer again prior to the following school year.

8-3 Time to Complete Transfers or Relocation

A. Whenever a transfer, relocation, or an entire school is moved during contract days, MBU(s) shall be allowed two (2) working days relieved of regular duties to complete the transfer.

B. When a MBU has been designated as a District-initiated transfer during contract days, that MBU shall be given two (2) days off for the purpose of visiting schools at which vacancies exist, prior to specifying their preferred school assignment.

8-4 Relocation

A. Before the District makes a decision to move a class from one school site to another, the District will hold a meeting with all MBUs that might be affected by the possible relocation. The purpose of this meeting is to discuss the necessity of the possible relocation and to seek feedback from those that might be affected.

If the District does decide to relocate a class, a second meeting will be held to inform affected MBUs of the reasons for relocation.

B. If relocation occurs, the affected MBU has the choice of moving with their class or being designated as a DIT and placed in accord with Article 7 or 8. A MBU involved in a relocation must make their decision known within three (3) days of notification of such relocation.

8-5 Notification

TEA will be notified on a monthly basis, of MBUs selected to fill posted vacancies, their previous work site, the new work site, and status of the MBU prior to the assignment (long-term substitute, DIT, returning from leave, etc.)

8-6 Temporary Assignment

All MBUs who are District-initiated transfers or returning from leave of absence of more than one year may be temporarily assigned to positions other than posted vacancies, including substitute teacher positions, until they can be placed in a vacancy for which they are qualified. Such MBUs shall be placed in the first available vacancy for which they are qualified.

ARTICLE NINE

NORMAL WORKDAY

9-1 Duration

A. A normal workday for MBUs shall be a 7.5 hour day, excluding Nurses whose workday is 8 hours. Exceptions may include the provision as defined in Article 19-4, Staff Development, and parent teacher conferences that occur before or after school, but in no case shall the work week exceed 37.5 hours, excluding Nurses whose work week is 40 hours, nor shall student contact time be exceeded.

CONTRACT HOURS	**LUNCH** (*Free of all duties, including travel)*	**PLANNING** Elementary	**PLANNING** Middle & High Schools
5/5 (7.5 hours), 4/5 (6 hours),3/5 (4.5 hours)	Not less than 30 minutes	60 consecutive minutes	At least one period
½ (3.75 hours)	Not less than 30 minutes	30 consecutive minutes	30 consecutive minutes
2/5 (3 hours)	Not less than 30 minutes	30 consecutive minutes	30 consecutive minutes
1/5 (1.5 hours)		20 consecutive minutes	20 consecutive minutes

B. MBUs may be permitted to leave the building during any time for which they are not assigned a class with the authorization of the Principal or designee.

9-2 Dismissal

On days immediately prior to scheduled holidays or vacations, MBUs may leave after their students at their assigned worksite are dismissed.

9-3 Planning Time

A. Uninterrupted planning time sixty (60) consecutive minutes shall be provided daily within the normal workday for full-time teachers at elementary sites. Planning period adjustments may be made with the approval of the teacher if the adjustment does not decrease the number of minutes allocated for planning time.

B. At least one teaching period of uninterrupted planning time shall be provided each day for full-time teachers in middle schools and senior high schools. Planning period adjustments may be made with the approval of the teacher if the adjustment does not decrease the number of minutes allocated for planning time.

C. Uninterrupted planning time of at least sixty (60) minutes shall be provided daily within the normal workday for full-time MBUs not referred to in 9-3-A & B. Planning period adjustment may be made with approval of the MBU if the adjustment does not decrease the number of minutes allocated for planning time.

D. At the MBU's request, every reasonable effort will be made to ensure that the planning time for MBUs assigned to more than one site will be provided at the base school.

E. Planning time shall be free of any assigned activities, except where necessary for IEP activities, meetings with supervisors regarding evaluation observations, and parent conferences.

F. Voluntary in-services during planning periods may be held at the request of the majority of MBUs or at the administrator's suggestion with concurrence of the majority of MBUs in the building or department. All materials and written information distributed at voluntary in-services shall be made available to the faculty or department. Compensation for loss of planning period need not be provided if a MBU chooses to attend said voluntary in-service during a planning period.

9-4 Student Contact Time

A. MBUs shall not be required to plan instruction time in excess of 320 minutes per day in an elementary school exclusive of added duty instruction time.

B. For teachers assigned to more than one (1) site, the amount of student-teacher contact time **s**hall not exceed 300 minutes per day.

9-5 Field Trips

The District shall provide transportation and necessary substitutes for any approved field trips. When funds for field trip substitutes are not available, teachers may provide unpaid voluntary in-house coverage in lieu of substitutes. Approval for field trips will be given in writing.

9-6 Parent Conferences

A. **1.** Elementary and exceptional education schools shall be dismissed early a minimum of four (4) half days during the school year to grant teachers time for parent-teacher conferences.

2. Middle school students shall be dismissed early a minimum of three (3) half-days during the school year to grant teachers time for parent-teacher conferences.

3. High school students shall be dismissed early a minimum of two (2) half-days during the school year to grant teachers time for parent-teacher conferences.

B. On parent teacher conference days, students shall be dismissed three hours early.

C. On parent conference days at any school level, MBUs may be assigned a "split" day, with up to one half of the teacher's normal workday allotted to evening parent-teacher conferences. The normal starting

time of the workday shall not be changed for parent-teacher conference days or faculty meetings without the consent of a majority of the MBUs.

9-7 Preparations

A. Middle and High school teachers shall have no more than three (3) preparations per day without the approval of the teacher. A core block will be considered one preparation.

B. Exceptional Education teachers in self-contained settings, Stand Alone 7-8 teachers at K-8 schools, and Stand-Alone sixth (6^{th}) grade teachers at K6 schools are exempt from these provisions.

9-8 Staffing Outside the Normal Workday

MBU who are required to attend staffings outside the normal workday will be compensated at the same rate as that applicable to loss of planning period.

9-9 Evening Events

Attendance at one open house and one other scheduled student performance/activity (excluding athletic events) by MBUs shall be part of their professional responsibilities without additional compensation. A sign-up list of scheduled activities will be posted in each school. MBUs will not be assigned student supervision responsibilities at such activities.

9-10 Traveling Coaches

Any day during the coach's season on which a coach's planning period falls on the last period of the normal school day, the coach may use the planning period for travel to the coaching site, provided there are no educational activities requiring their presence. If a coach does not have a planning period on the last period of the normal school day, the coach may travel to the coaching site immediately following the dismissal of students.

9-11 Registration

Teachers, excluding counselors, in elementary and middle schools shall not be required to participate in the registration of students for more than two (2) hours. The two (2) hour period may be any time during the three-day period preceding the opening day of school.

9-12 High School and Middle School Teaching Periods

A. No high school or middle school teacher shall be required to teach more than five (5) periods of more than fifteen (15) minutes in duration per day, except as specified in Article 21-4.

B. No MBU shall have more than one regular period of fifteen minutes or less per day.

C. Advisory/Conference Period: Schools with grades 6-12 may establish during the day advisory/conference periods once a week or more. To determine schedule, number of students per section and frequency, Administration shall seek school council recommendation. MBUs shall not be responsible for planning lessons or instruction. In order to track student location and participation, it may be necessary for teachers to take attendance during this time. This would not extend the regular 7.5-hour workday and would not affect the planning period and would not be eligible for over cap.

ARTICLE TEN

SAFE WORKING CONDITIONS

10-1 A. No MBU shall be required to work in any location which has been determined to be hazardous to one's health and/or safety by the proper authority, i.e. building administrator, health inspector, fire inspector, District engineers, District medical doctor, etc.

B. When buildings or classrooms are closed because of emergencies, unsafe or hazardous conditions, MBUs may be temporarily reassigned to different locations until such time as the emergency or condition is rectified. No MBU shall suffer a loss of pay resulting from such emergencies or conditions.

C. When it is required that a MBU conduct classes in another school because of any emergency or unsafe or hazardous condition for more than five working days, that MBU shall be given one day of released time to establish the new classroom. The District shall provide assistance in moving supplies to the new school. The same released time and assistance shall be provided when the class is returned to the original school.

ARTICLE ELEVEN

FACILITIES, EQUIPMENT and MATERIALS

11-1 Instructional Facilities

A. All areas which are used for purposes of instruction or instructional preparation shall be adequately heated, cooled, cleaned, and maintained. These areas will also include a desk and chair for the MBU. In the event that temperatures become a detriment to the instructional process, every reasonable effort shall be made to remedy the problem, including but not limited to the provision of additional heating/cooling units.

B. MBUs shall not be required to change teaching stations within a building more than twice per day unless program or facilities necessitate otherwise.

C. Space shall be provided for each MBU within each instructional area to store their instructional materials and supplies. Space with lock and key shall be provided to store personal articles.

D. Board space shall be provided in every classroom. Necessary consumable teaching materials including paper shall be provided. Replacement of instructional material necessitated by an emergency shall be completed within five (5) days. Typing, word processing and duplicating facilities to aid the MBUs in the preparation of instructional materials shall be provided.

11-2 Lounge

A. An area shall be provided in each school for the exclusive use of MBUs and classified employees as a staff lounge. The lounge shall be adequately heated and cooled.

B. The District shall provide a telephone in the area used as a staff lounge, for the use of MBUs and classified employees to make local telephone calls.

11-3 Offices

A. During the normal workday, department chairpersons shall be assigned space for their use.

B. MBUs whose job requires confidentiality shall be provided working space and access to a telephone where privacy is available.

11-4 Keys

MBU shall be provided with a key to their classroom. Keys shall be issued on the school site on one designated day during the three (3) pre-service days.

11-5 Facilities, Construction and Maintenance

A. No MBU shall be required to create, construct, or maintain facilities.

B. All athletic facilities will be prepared for all approved interscholastic competition by non-MBUs. Said

preparation will take place prior to approved interscholastic competition.

C. Playgrounds will be maintained such that safe conditions exist.

D. MBUs shall not be responsible for major repairs beyond identifying and reporting required repairs.

11-6 Record Keeping

In the event records are destroyed due to an act beyond a MBU's control, the District shall provide clerical assistance to the MBU to help replace the records.

ARTICLE TWELVE

CALENDAR

12-1 There will be no more than two hundred and seven (207) contract days except in the event that the number of working days are not completed by the last scheduled working day of the school year, sufficient additional teaching days shall be scheduled by mutual agreement of TEA and the District in order to meet that requirement. (For the 2020-2021 contract year, New Teacher Induction contract days shall be increased to include the days of Teacher Induction.)

Contract days shall include:

A. No more than 180 teaching days.

B. At least three (3) preparation days for planning, in-service, and pre-service activities.

C. At least three (3) grading days for the exclusive use of the teacher to compile grades and/or complete related activities, and/or attend voluntary in-service activities.

D. At least one (1) day at the end of each year for compilation of grades, completion of year-end activities, and preparation for the following year.

E. Twenty (20) holidays/vacation.

12-2 A. No meetings and/or in-services will be required on grading days, except when at least 80% of the MBUs at a site vote to have meetings and/or in-services at their site on a grading day. In-service activities may, in any event, be provided on grading days on a strictly voluntary basis for each MBU.

C. Any and all materials and written information distributed at voluntary in-services shall be distributed to the faculty or department.

ARTICLE THIRTEEN

EVALUATION

13-1 Purpose

The purpose of this procedure is to evaluate the progress and success of both newly employed and experienced MBUs for the purpose of improving instruction and services. Evaluation also provides the basis for administrative decisions. Such decisions may include the employment of personnel, their assignment, the movement to continuing status, or termination. If any conflict arises between the language of this Article and the Teacher Evaluation Process adopted by the Governing Board under Arizona statute, the Teacher Evaluation Process shall govern for the purposes of discipline, assignment, renewal, or termination of teachers.

13-2 Evaluation Instrument and Process

A. The District shall ensure that the evaluation system is in accordance with State law and shall develop the instrument in collaboration with TEA.

B. Orientation **-** The evaluator of the teacher(s) will conduct an orientation and provide materials outlining the evaluation process. This will be done by the principal or supervisor in a group setting prior to the first teaching day of each school year. The difference between evaluation and observation will be discussed during this time.

C. Conference - Beginning of the Year – By the end of the first quarter**,** the teacher and the evaluator will meet to discuss the evaluation process. Discussion must be about the teacher's goals and objectives for the classroom/school; measurable targets; standards for performance; pertinent student academic progress data; the analyses of parent and student survey data; and previous evaluation results.

1. It is important to consider the context in which the evaluation occurs. The experience level of the teacher should be taken into consideration. The performance of a novice teacher (a teacher new to the profession with fewer than three years of experience) is likely to be different from that of a more experienced teacher (a teacher with three or more years of experience) or reassigned teacher (a teacher who has been newly assigned to a grade, a content area or a school). Discussion of context should occur in the first conference.

2. The descriptions of the performance classification levels should be reviewed and discussed based on the goals being set during this conference.

3. During this initial conference, the evaluator and the teacher will review the teaching practices identified in the Danielson Domains. It is suggested that the components associated with each Danielson Domain be reviewed and discussed. The evaluator and teacher should be clear as to the expectations in each domain.

4. Throughout the year the teacher will work on established goals and collect evidence of success for future discussion with the evaluator. Scheduled and/or announced observations and/or conferences may also occur during this time.

D. The first formal observation will be scheduled. A conference should precede this formal observation for the purpose of identifying the details of the upcoming observation. Lesson plans will be shared, activities described, materials identified, teacher self-review discussed, etc. This individual conference will be completed face to face. This is an appropriate time for the informal observation and teacher self-review to be discussed.

E. Teacher Self-Review **-** This process is completed by the teacher in preparation for the evaluation process. The teacher reflects on their professional skills and knowledge as they relate to the InTASC Standards. This may be completed through a reflection including the domains of a framework utilized in the observation process. The Teacher Self-Review will be completed by December 1st of each year.

F. Formal Observation #1 **-** Observation of a complete and uninterrupted lesson.

G. Post Observation Conference #1 **-** The purpose of this meeting is to identify areas of strengths and opportunities for improvement based upon documentation provided to the teacher. Plans, activities and/or strategies to help improve student academic performance and non-academic performance should be the outcomes of this conference. Announced observations/conferences may also occur during this time.

H. Pre–Observation Conference #2 **-** An optional conference, may precede the second formal observation for the purpose of identifying the details of the upcoming observation. Lesson plans may be shared, activities described, materials identified, teacher self-review discussed, etc. This conference shall be held if: a) a teacher scores 29 points or less in Domains 2 & 3; or b) upon teacher request.

I. Formal Observation #2 -Observation of a complete and uninterrupted lesson. Required for teachers who score 29 points or less in Domains 2 & 3 from the first observation or by teacher request. This is an announced observation in which the teacher has been given a date range of no more than two weeks.

J. Post–Observation Conference #2 – This is the teacher evaluation conference that may complete the evaluation cycle. - If this is the final Post Observation Conference, the summative evaluation document shall be prepared and presented to the teacher at least one day before conference. This may be done electronically through the evaluation management system. A review of data and other evidence of the teacher's performance is done at this time. The identification of future actions for teacher improvement/growth will also be determined. The teacher evaluation and performance classification are forwarded to the Assistant Superintendent. It is acceptable that the student achievement data being used in the evaluation process lags one year and represents prior year data.

13-3 Observation/Evaluation Procedure – Teachers

A. Observations shall be conducted only by qualified evaluators. Input into evaluations may be provided by other appropriately qualified evaluators. Each formal observation of performance will be made in person for an uninterrupted lesson. All monitoring and observations of the performance of a MBU will be conducted openly and with the full knowledge of the MBU.

B. In high schools, the MBU and administrator may request that the department chairperson observe the MBU's performance and also provide a written statement of the observation to the MBU and administrator. The department chairperson will not observe for the purpose of evaluation without prior knowledge and consent of the MBU. The administrator will continue to have full and final responsibility for the written evaluation.

C. The initial observation will be pre-arranged by the evaluator and the MBU.

D. Information from MBUs who have been assigned to assist MBUs shall not be used as a basis for teacher evaluations.

Status of Teacher	Minimum Number of Annual Formal Observations	Minimum Length of Formal Observations	Minimum Elapsed Time Between the First and Last Observation	Observation Deadlines per Semester	Summative Evaluation Completed
Teachers	1	Complete uninterrupted lesson	60 Days	December 1 May 1	May 15
Teachers Scoring 30 Points or More on First Observation	1	Complete uninterrupted lesson	60 Days	December 1 If a second observation is requested it must be completed by May 1	January 31

I. For all teachers, the evaluation shall include a minimum of one observation no later than December 1. If a teacher scores 29 points or fewer in domains 2 & 3 on the first observation, or if teacher requests an additional observation, a second observation shall take place no later than May 1st.

a. Should the first observation not be completed by the December 1 deadline and a second observation occurs, only the components that scored below a three will be observed and scored.

II. Each formal observation shall be followed by a conference. Teachers will complete teacher self-review by December 1.

III. By January 15th of each year, the evaluator will complete domains 1 & 4 for those teachers who scored 30 points or more in domains 2 & 3 on their first observation.

IV. Evaluators shall complete each teacher's final summative evaluation no later than May 15 for teachers who score fewer than 30 points and no later than January 31 for teachers who score 30 points or more. The final evaluation shall be signed by the teacher at the final conference. The signature of the teacher indicates only that teacher has seen the statement of evaluation but does not necessarily indicate agreement with the contents of the statement. No teacher shall be required to sign a blank or incomplete evaluation form.

V. There shall be only ONE final evaluation document for teachers unless there is a plan for improvement which requires a second evaluation.

13-4 Rebuttal or Response; APPEALS

A. In the event that the MBU believes the evaluation is incomplete or unjust, the MBU may file a response or rebuttal in writing within ten days of the receipt of the evaluation document. The rebuttal or response shall be attached to the evaluation placed in the personnel file.

B. In the event that the MBU believes the evaluation is incomplete or unjust, the MBU may file an appeal to the joint TUSD/TEA appeals panel. The appeal must be filed by May 31st and provide supplemental evidence to the hearing panel within 10 days of filing the appeal.

13-5 Performance Improvement Conversations

Following classroom observations, when deficiencies in performance are recognized, the supervisor will give informal verbal feedback, which are verbal recommendations for improvement. The purpose of such conversations is to encourage the employee to utilize a variety of strategies to improve performance. Both the supervisor and the employee shall identify additional strategies pursuant to TUSD policy regulation GCO as agreed by TUSD and TEA.

13-6 Plan for Improvement

A. When an evaluation score classifies a certificated teacher as ineffective (or developing or lower for two consecutive evaluation periods), the teacher must be placed on a Plan for Improvement and a written preliminary notice of inadequacy of classroom performance shall be issued to the teacher unless the teacher meets the criteria for an exception as set forth in Governing Board Policy GCO.

B. Within thirty (30) calendar days from the plan start date, the MBU may request additional observation by the principal or an outside evaluator.

C. TEA shall select an objective and qualified evaluator from a comprehensive list published by TUSD September 30th with input from TEA.

D. Written plans for improvement will be provided when performance improvement strategies have not resulted in the deficiencies being corrected. MBUs for whom a plan for improvement is required, shall have the opportunity to suggest content for that plan prior to its finalization by the supervisor. The plan for improvement shall be written in accordance with state statutes and shall provide assistance to the MBU such as, but not be limited to:

1. Demonstration;

2. Direction of the MBU toward a model for emulation, allowing opportunities for observation and consultation;

3. Initiation of conferences with evaluator and MBU to plan positive moves toward improvement of the MBU's performance.

4. Guidance for the MBU toward professional growth may include opportunities to attend workshops, in-services or conferences which will lead to professional growth in areas identified as deficiencies;

5. Observation, continued and sustained, by the evaluator to note date-to-day lessons and their inter-relationships;

6. Maintenance and expansion of the collection of professional literature with assigned reading, designed to suggest possible solutions to identified problems.

13-7 Eavesdropping

The use of eavesdropping, public address, or audio systems, and similar surveillance technology shall be strictly prohibited. However, on school buses, video devices may be used to ensure student safety. The District shall notify the Association regarding the installation/use of any such equipment to be used for student safety. At no time shall the District use surveillance in a location where employees or students have a reasonable expectation for privacy.

13-8 Personnel File(s)

A. A MBU shall have the right to review the contents of their personnel file(s) and to receive a copy of each at District expense. A MBU shall be entitled to have a representative of the Association accompany them during such review. A MBU shall have the right to indicate those documents and/or other materials in the file(s) which may be obsolete, inaccurate or otherwise inappropriate to retain. Upon written request of the MBU to the Director of Employee Relations, said documents shall be reviewed by the Superintendent or the designee, and if, in fact, they are obsolete, inaccurate, or otherwise inappropriate to retain they shall be destroyed.

B. A MBU may provide a representative with a signed, dated permission statement allowing a designated representative to have access to and copy (at reasonable cost) the content of the MBU's official personnel file. Such permission shall be no longer than ten (10) days from the date of the signed permission statement. All representatives shall process such statements through the Chief Human Capital Officer prior to accessing the MBU's official personnel file.

C. No materials derogatory to a MBU's conduct, performance, character or personality shall be placed in the personnel file(s) unless the MBU has had the opportunity to review the material. The MBU shall acknowledge that they have had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The MBU shall also have the right to submit a written answer to such material which shall be reviewed and signed by the Superintendent or the designee and attached to the file copy(ies). The signature of the Superintendent or the designee shall in no way indicate agreement with the contents thereof.

13-9 Non-Renewal

A. Non-renewal of teachers for performance deficiencies shall be in accordance with state and federal statutes.

B. Failure to re-employ non-certified MBUs for performance deficiencies shall not be without just cause. Non-renewal may be appealed by filing a grievance at Level III.

13-10 Procedure – MBUs also acting as Head High School Coaches and Middle School Coaches

A. MBUs in extra duty assignments remain in probationary status for the first three years of that assignment. This probationary period may be extended by mutual agreement between the District and the MBU.

B. Prior to the beginning of each coaching season, the evaluator shall meet with coaches for the purpose of orienting them to the total evaluation plan and shall supply a copy of the evaluation instrument to each coach.

C. Prior to the first scheduled event, the coach will complete the appropriate sections of the evaluation form, setting forth goals and objectives for the season, and return it to the evaluator.

D. During the season, the evaluator will observe the coach at least once during practices, and at least once during events.

E. The evaluator will meet with the coach within fifteen (15) days after the end of the season to complete the evaluation.

F. The evaluator and coach will sign the evaluation form. The coach's signature indicates only that the coach has been the statement of evaluation but does not necessarily agree with the contents of the statement. No coach shall be required to sign a blank or incomplete evaluation form.

G. The evaluator may request input regarding the coach's performance from the Athletic Director. Only administrators shall evaluate coaches.

H. Only the following provisions of this agreement will apply to high school and middle school coaches: 13-1 Purpose; 13-4 Rebuttal or Response; 13-7 Eavesdropping; 13-8 Personnel File(s); 13-10 Procedure for Middle and High School Coaches; 3-11 Representation and 3-12 Complaints.

I. The non-renewal or dismissal of any MBU from a coaching position for performance deficiencies shall not be arbitrary, capricious or without just cause.

ARTICLE FOURTEEN
CLASSROOM CONTROL AND STUDENT DISCIPLINE

14-1 A. The MBU has a primary responsibility for facilitating learning and maintaining discipline in the classroom. A MBU may exclude a disruptive student from the room, in accord with A.R.S.-15-841. The student may be removed from the classroom for 30 minutes or the duration of the period, provided it is consistent with the GSRR and the USP. The student will be provided with work in an academic setting.

B. Prior to the first day of class, every MBU shall be provided with a copy of the school's student discipline procedure. MBUs can access a copy of the TUSD student rights and responsibilities document on the TUSD website. Said policies must make provision for student exclusion even in the case of administrative absence.

C. A teacher may remove a pupil from the classroom if either of the following conditions exists:

1. The teacher documented that the pupil has repeatedly interfered with the teacher's ability to communicate effectively with the other pupils in the classroom or with the ability of the other pupils to learn.

2. The teacher has determined that the pupil's behavior is so unruly, disruptive or abusive that it seriously interferes with the teacher's ability to communicate effectively with other pupils in the classroom or with the ability of the other pupils to learn.

D. If, after discussion of the matter with the principal or the designee, the MBU objects to the readmission of the disruptive student to the classroom, the matter will be referred to the Placement Review Committee. The Committee shall be composed of two (2) teachers who are selected by the faculty members and one (1) administrator. The faculty members shall select a third teacher as an alternate member of the committee. If a committee member is the teacher refusing to readmit the disruptive student, the alternative member shall replace that teacher on the committee determining that student's readmission. The principal shall not return the disruptive student to the classroom without the teacher's consent until the committee determines it is the best or only practical alternative. The process for determining placement of a pupil in a class, or replacement in an existing class shall not exceed three (3) days from the date the pupil was first removed.

14-2 When a MBU has been assigned a student known to have serious and chronic behavioral problems that are disruptive of the learning environment transferred from another TUSD school for behavioral or disciplinary reasons", the MBU, the appropriate administrator, and other involved supportive personnel, or the child study team shall meet within ten (10) days of when said student is identified and brought to the attention of the appropriate administrator or counselor to develop mutually satisfactory methods of dealing with the problem, including but not limited to, appropriate class size.

14-3 A MBU may within the confines of State law and Governing Board policy protect themselves or other persons.

14-4 When it has been determined that a student has physically assaulted a MBU, an immediate short-term suspension will be imposed upon the student and the process for long-term suspension/expulsion shall begin forthwith.

14-5 When it has been determined that a student has damaged or destroyed the personal property of a MBU while on school premises or school duties, the District shall seek restitution from the student to compensate the MBU for their loss.

14-6 When an MBU and the site administrator have mutually determined that the MBU has been physically assaulted by a student, the MBU will be allowed up to two (2) days leave, not charged to the MBU.

14-7 When an MBU and the site administrator have mutually determined that the MBU is in imminent physical danger through verbal, written or physical assault, the MBU may be allowed up to two (2) days leave not charged to the MBU.

ARTICLE FIFTEEN
SITE REDUCTIONS/DISTRICT REDUCTION IN FORCE

15-1 State Law

In accordance with ARS §15-544, the Governing Board may utilize reduction in staff in order to effectuate economies in the operation of the District or to improve the efficient conduct and administration of the schools.

15-2 Determination

Each site, through the budgeting process, shall determine any site reductions in accordance with the following procedure:

A. Project the enrollment and program needs. Program area is determined by both an MBUs classification and assignment. Assignment refers to classroom or non-classroom for elementary schools and content area for secondary schools;

B. Determine the present staff in each grade and/or program area;

C. Determine the certification of all MBUs and/or the education and experience of MBUs for assignments with neither specified certification nor educational requirements;

D. Estimate the following year's staff including those MBUs returning from leaves of absence and adjusting for those MBUs retiring, resigning, taking a leave of absence, taking a sabbatical, being discharged and being transferred to non-bargaining unit positions;

E. Project staffing needs based on enrollment, program needs and the class size and staffing articles in this Agreement;

F. Upon request, all of the above information shall be delivered to the association by April 8. If there are any changes to the above information, upon request the updated information shall be delivered to the Association by April 30 of each school year.

15-3 Site Reduction Process – Priority Of Selection

When it becomes necessary to reduce employees at any given site, the District shall follow the process as defined by TUSD Governing Board policy regulation GCQA-R, "Reduction in Force Guidance."

15-4 School Closures or Restructuring

A. If the district determines that a school is to be closed or restructured, the faculty shall be informed in writing as to the reasons for such action. Every effort will be made to do so by February 1.

B. All affected MBUs will be placed in the RIF pool and may apply for openings.

C. All highly qualified and appropriately certified candidates in the RIF pool shall be guaranteed an interview at the first recruitment event.

15-5 Reduction In Force

A. Certificated MBUs

MBUs who do not secure a position by the last Friday before the end of the school year, shall be subject to a reduction in force.

B. Licensed MBUs

If a reduction in force is necessary for licensed MBUs, those MBUs whose licenses, or if applicable, certifications are expired shall be RIFed first. If further reductions are necessary, then such reductions will be made within those programs on the basis of seniority.

C. Exemptions

No MBU shall be subject to a reduction in force during a school year for which the MBU has signed a contract.

15-6 Notification

A. MBUs subject to the reduction in force shall be notified in writing no later than the last Friday before the end of the school year by first class mail or hand-delivered by the administrator.

B. All RIFed bargaining unit employees shall receive a letter from the District stating that the loss of their positions was due to a reduction in force. The District shall, upon request of the individual, send a duplicate of this letter to any placement or personnel file. Said letter shall automatically be placed in the personnel file of the RIF bargaining unit employee.

C. The Association shall receive a list of employees sent notification of the reduction in force along with each MBU's area(s) of certification and education and experience including their seniority ranking.

15-7 Recall Procedure

A. 1. Seniority

When the district determines that there will be budgeted, available positions, highly qualified appropriately certified RIFed MBUs will be recalled in order of bargaining unit seniority, according to the articles of this agreement. The individual being recalled shall contact the principal at the new school. The principal shall communicate the expectations for all teachers at that school. The MBU shall then communicate to human resources whether the position will be accepted or if the MBU would prefer to remain on the RIF recall list.

2. Seniority List

A list of the total MBUs in the District shall be compiled starting with the MBU having the most seniority and continuing to the MBU with the least seniority. The seniority list shall also itemize, after each name, each MBU's area(s) of certification. The seniority list shall be delivered to the Association by October 1 of each year. MBUs shall have the right to challenge their placement on the seniority list.

B. Preliminary Notice
The district human resources office shall first give notice of recall to MBUs by phone.

C. Response
Members of the bargaining unit (MBUs) shall accept or reject the offered position within forty-eight (48) hours from the receipt of the recall opportunity. If the MBU does not respond within forty-eight (48) hours, the job offer will be rescinded. Reduction in force (RIF) MBUs may decline up to three (3) recall opportunities. MBUs that reject (3) recall opportunities shall be removed from the recall list.

D. Official Notice
The District shall give written notice of recall by email to their last known email address, or by sending a first class letter. The association shall be notified in a timely manner about who has been recalled. The recall letter shall specify the position which is vacant, including the site, assignment, and full-time equivalency for the position. It shall be the responsibility of such MBUs to notify the District of any change in address, additional certification, or additional educational units. RIFed MBUs with expired fingerprint clearance cards, certifications and/or required endorsements shall be removed from the RIF list.

E. Full-Time/Part-Time Positions
MBUs who were previously assigned to part-time and full-time positions shall be recalled to full-time positions. Full-time MBUs shall have the option of accepting or rejecting any part-time positions that may exist without jeopardizing their recall status for any full-time position. Part-time MBUs shall have the option of accepting or rejecting any full-time positions that may exist without jeopardizing their recall status for any part-time position.

F. Qualifications for Recall
RIFed MBUs shall specify in writing the grade level, program and subject matter for which they wish to be considered for recall. MBUs shall have the right to limit the positions for which they will be considered for recall.

15-8 Recall Rights

A. Other Employment
If a MBU has secured employment elsewhere, they shall continue to retain recall rights, for a period of six (6) months unless the MBU expressly withdraws in writing from the recall list.

B. Benefits
All benefits to which MBUs were entitled at the time of their being released due to a reduction in force, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to MBUs upon their return to active employment, unless such benefits have been paid out as a separation benefit. Healthcare benefits shall become effective the first day of the month, following the month the MBU has been recalled. MBUs shall retain their placement on the salary schedule.

C. Recall List
The District shall maintain, as public record, a list of all MBUs who have retained recall rights. The recall list shall include the MBU's name, classification title, certification, highly qualified status, and date of hire into the District. A MBU shall remain on the recall list for at least two years after the effective date of layoff, unless the MBU waives recall rights in writing and/or resigns in writing to the District.

D. Grievances
The Association shall have the right to file a grievance for MBUs who are not recalled if it appears that their re-employment rights have been violated. Upon request, the District shall provide the Association with the current list of those MBUs who have retained recall rights, along with each MBU's area(s) of

certification, and the education and experience of MBUs for assignments with neither specified certification nor educational requirements, and their seniority ranking by February 15 of each year.

ARTICLE SIXTEEN
NON-DISCIPLINARY ACTIONS, DISCIPLINE & DISMISSAL FOR MISCONDUCT

16-1 Rules

A. Violations by MBUs of the rules, regulations, or policies of the Governing Board or of state and federal laws may result in disciplinary action, which shall be in accordance with these rules.

B. The Governing Board or designee(s) reserves the right not to discipline a MBU for a violation of the rules, regulations, or policies of the Governing Board.

C. A MBU may be disciplined for just cause including, but not limited to, the following reasons:

1. Conduct which is a violation of any of the applicable rules, regulations, and policies of the Governing Board.

2. Conduct which fails to comply with any applicable duties as set forth in the Arizona Revised Statutes.

3. Insubordination.

4. Unprofessional conduct including but not limited to:

a. Physical and/or verbal abuse of a pupil.

b. Being under the influence of or using alcohol or illegal drugs while on duty.

c. Conduct while on duty which would constitute a criminal offense.

d. Conviction of a felony.

e. Unauthorized absences which result in responsibilities not being performed.

f. Misuse or unauthorized use of District property.

D. When appropriate, discipline shall be issued as soon as practical following a letter of inquiry. It is, however, reasonable for a supervisor to await a final determination from an outside agency (such as law enforcement, a court, or other state or federal agency) before determining if discipline is appropriate. A notice of intent to impose discipline should be issued within five (5) days after receipt of the MBU's response to a letter of inquiry. However, if additional time is required by either party for appropriate due process to occur, requests may be made to extend deadlines, and no such request shall be denied arbitrarily.

16-2 Non-Disciplinary Action

Supervisors will utilize non-disciplinary action as a means to counsel and instruct MBUs on minor infractions, behavior deficiencies or offenses to establish or clarify expectations and make necessary improvements in their behavior. It will not be used for conduct towards students that is deemed highly inappropriate by a reasonable person's standard, is unprofessional or immoral as defined in the Arizona Administrative Code and/or which may be construed as criminal.

A. Informal conference

A Supervisor will meet with MBU informally via phone, in-person or via email to discuss minor behavior infractions that do not warrant discipline.

B. Letters of Direction

1. Will serve as a warning to an MBU that there may be a need to take further disciplinary action should the conduct continue or repeat.

2. When an MBU transfers or relocates, said letter may be transmitted to the files of the new supervisor only after the transfer or relocation has been completed.

3. After six months from the date of the letter of direction, at the written request of the MBU, the letter of direction shall be removed from the files of the supervisor provided that both of the following conditions are met:

a. The action leading to the letter of direction, or any related action, has not been repeated in

the six-month period following the letter of direction;

b. No other letter of direction has been placed in the MBUs file(s) in the six-month period following the letter of direction.

16-3 Progressive Discipline

A. The District shall use progressive discipline as a means to identify and correct problems. Progressively more severe penalties may be imposed when related offenses are repeated. This does not require that each penalty be more severe than the immediate preceding one regardless of the offense involved. Progressive discipline encourages supervisors to informally counsel and instruct MBUs about necessary improvements in their behavior prior to taking disciplinary action (Non-Disciplinary Action).

B. The normal sequence of disciplinary action shall be as follows:

1. Written Reprimand I;

2. Written Reprimand II;

3. Suspension without pay for up to ten (10) days;

4. Termination;

5. It is recognized that some offenses may be sufficiently serious as to warrant the omission of one or more of the normal steps of discipline progression.

C. The District may forego non-disciplinary action and take immediate action if:

1. MBU is charged by criminal complaint, information or indictment of any criminal offense which would be deemed cause for dismissal.

2. The MBUs offense is of such serious nature that failure to take immediate action would seriously disrupt the functioning of the workplace. Such offenses include, but are not limited to, unprofessional or immoral conduct as defined in the Arizona Administrative Code.

D. Whenever disciplinary action is taken against an MBU, the MBU may appeal by filing a grievance at Level III to the Employee Relations Department within ten (10) days for reprimand and 30 calendar days for suspension.

E. Any discipline of an MBU by a supervisor, shall be conducted in private. No MBU shall be reprimanded and/or disciplined in the presence of pupils, parents, other employees, or the public.

16-4 Letters of Reprimand

Upon determination by a supervisor that there exists cause to impose discipline, the supervisor will notify the MBU via district email or hand delivery of the intent to impose discipline and schedule a meeting for issuance of the Written Reprimand. The MBU may waive this meeting within two (2) days of receiving the notice of intent to impose discipline by requesting the Written Reprimand be emailed to the MBU. An MBU's waiver of the meeting for the Written Reprimand is not intended to limit a supervisor's discretion to meet with the MBU to discuss performance and expectations. The reprimand will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and that failure to correct will result in more severe discipline.

A copy will be placed in the MBUs official personnel file, one copy will be given to the MBU, and one copy will be retained by the supervisor.

16-5 Suspension

If infraction(s) persist(s) or if the conduct is sufficiently severe warranting further discipline, the MBU will be notified and a meeting scheduled to give the MBU written notification that they have failed to improve and that suspension is being issued without pay. The notification will describe the specific inappropriate behavior involved, expectations for future behavior, and the requirements for remediation and/or improvement, and state that failure to correct such behavior may result in termination. A copy will be given to the MBU, and a copy will be placed in the MBUs official personnel file.

16-6 Pre-Termination Hearing

Prior to termination for misconduct, a pre-termination hearing will be held. The MBU will be notified in writing that the MBU is immediately suspended with pay and that a hearing will be scheduled. Following the hearing, the decision of the supervisor will be communicated to the MBU and the Human Resources Department. If termination is initiated, this decision will be communicated to the MBU by U.S. mail. The MBU will be paid through the date of termination (which shall be no earlier than the day following the hearing) as specified in the letter.

16-7 Termination

If the decision is to terminate the MBU, the decision will be communicated by U.S. mail. The MBU will be paid through the termination date which shall be no earlier than the day following the Pre-Termination Hearing. Termination of a teacher, and the right to a hearing, shall be in accordance with A.R.S. 15-539. For non-teacher MBUs, termination can be appealed by filing a grievance directly at Level III to the Employee Relations Department within ten (10) days of the date of the mailing, plus two days. The employee will be notified of the appeal process.

It is expected that management will follow the disciplinary steps based on the severity of the incident. Disciplinary steps may or may not be given in sequence and variations from these practices may occur including immediate termination, when in the District's sole discretion, the circumstances warrant, when an MBU receives a disciplinary action they do not agree with, the grievance process may be utilized to achieve a fair and impartial outcome. For teacher MBUs, the grievance process shall not delay the termination process according to A.R.S. 15-539.

16-8 Eligibility for Rehire

Refer to Governing Board Policy GBQ Eligibility for Rehire and GBQ-E Exhibit which provides examples of reasons for leaving and corresponding eligibility for rehire. Policy Exhibit GBQ-E is in Appendix II of this Agreement. See Tucson Unified Governing Board policies for most up to date version of policy and exhibit.

16-9 Written Reprimand Retention

At the request of the MBU, a letter of reprimand shall be removed from their personnel file provided:

A. The action leading to the reprimand, or any related action, has not been repeated in an eighteen (18) month period following the reprimand;

B. No other letter of reprimand has been placed in their personnel file in an eighteen (18) month period following the reprimand.

C. Any discipline issued as a result of physical abuse against a student shall remain in the MBUs official personnel file and is not subject to removal for five (5) years from the date of the Level III decision or a Memorandum of Agreement signed by TEA and TUSD has been received by the Office of Employee Relations. Removal is permitted after five (5) years at the request of the MBU and provided no additional reprimands have been issued during this period.

D. After five (5) years, and at the request of the MBU, the Employee Relations Director may agree to conduct a hearing to determine if a suspension can be removed from the requesting MBUs file in instances where accumulation of minor infractions resulted in suspension, and assuming no similar action has been documented.

16-10 Participation

MBUs participating in the discipline and dismissal proceedings shall receive their regular rate of pay for the actual time spent during their regularly scheduled workday to attend scheduled discipline conferences.

ARTICLE SEVENTEEN

ACADEMIC FREEDOM

17-1 Classrooms

A. Academic freedom shall be guaranteed to MBUs within the District's instructional program and no limitation shall be placed upon the study and investigation of facts and idea except where contrary to statute or board policy.

B. The MBU may exercise full political, religious and citizenship responsibilities, but shall refrain from exploiting the instructional responsibility of their professional position.

C. Academic freedom guaranteed to a MBU requires that material presented to students be relevant to the course and appropriate to the maturity level of the students. MBUs shall at all times strive to promote tolerance for the views and opinions of others and for the right of individuals to form and hold differing views and opinions.

17-2 Materials

If an individual or a group attempts to exclude any District approved textbooks, library materials or Supplementary materials, the District shall act as follows:

A. All complaints regarding the use of any such materials shall be submitted to the Superintendent or designee in writing and signed by a resident of the District;

B. A committee of parents, MBUs and administrators shall be appointed by the Superintendent or designee. The committee shall review the complaint and submit a written recommendation to the Superintendent or designee;

C. The Superintendent or designee shall review the committee's recommendation and take appropriate action;

D. Any disputed materials shall remain in use in the District until the District takes formal specific action to remove the materials.

17-3 Personal

Except as provided under Article 16-3-C, the personal life of a MBU outside the normal workday or other school related activities is not an appropriate concern of Tucson Unified School District.

ARTICLE EIGHTEEN

HOLD HARMLESS

18-1 In the event the Board or an administrator overrules a teacher's professional judgment rendered in accordance with District policy concerning grades, promotions, retentions, the teacher shall be held harmless against all claims, demands, suits, or other forms of liability made against them by reason of such action. The teacher shall be provided written documentation within ten (10) days of such action.

ARTICLE NINETEEN

PROFESSIONAL AND STAFF DEVELOPMENT

19-1 Required Workshops

A. Travel Expense

If the District requires a MBU's attendance at any course, workshop, seminar, conference, or in-service training session, payment will be made for associated tuition and/or travel expense costs, except that no reimbursement will be made for travel expense within the Tucson metropolitan area. Attendance at such

sessions will not be allowed for professional development stipend.

B. Compensation
For time spent in attendance beyond the regular work week or contract year, MBUs involved in required workshops shall be compensated at the MBU's daily/hourly rate. This hourly rate is based on the MBU's scheduled annual salary, exclusive of extra pay for extra service.

C. Recertification Documentation
For state recertification purposes, TUSD will provide documentation for activities completed during staff development Wednesdays or any other required workshop.

19-2 Voluntary Workshops
Nothing in the foregoing shall preclude a MBU from participating in any voluntary program upon terms mutually agreeable to the District and the MBU. All voluntary workshops shall be prominently advertised as voluntary.

19-3 Professional Development
1. TUSD shall allocate the remaining balance from the Professional Development Fund in 2025-2026 to continue to be available for reimbursement or compensation for certificated staff for the 2026-2027 contract year only.
2. Staff will be reimbursed or compensated under the guidelines established by the Joint TUSD/TEA Professional Development Committee.
3. The reimbursement amount will not exceed $500 per current school year (which includes course work from July 1st through June 30th.
4. TUSD and TEA shall jointly publish all criteria and procedures established by the Joint TUSD/TEA Professional Development Committee.

19-4 Staff Development During Contract Time
The purpose of staff development is to improve student learning by creating a collaborative environment among the staff at each site.

A. The principal and school council, with recommendations from the faculty and staff, shall review and approve the use of time during the contract day and work week to accommodate a sufficient amount of time to provide quality staff development.

B. Full-time MBUs who do not attend a mandatory staff development training held during the employee's normal workday or paid time must charge that time to sick or personal leave, and must comply with the provisions governing notification and use of sick/personal leave.

C. MBUs who do not attend staff development when performing District approved business or activities may be excused by their principal or designee without loss of personal or sick leave.

D. Exceptional Education Teachers* may use Wednesday Professional Development time at least once per quarter for the purposes of work relating to the duties of Case Carrier. Once the Professional Development calendar has been set, Exceptional Education staff shall meet with Administration to determine the dates for each quarter. Dates may be rescheduled to accommodate for mandatory site trainings as needed. * Not applicable to Preschool Teachers as there is currently a different Professional Development structure as compared to K-12. Preschool Teachers shall still be afforded their planning period for that day.

ARTICLE TWENTY

TEACHER ASSISTANTS

20-1 Assignment

A. **1.** Teacher assistants shall not be assigned to a MBU without the MBU's participation in the selection process, unless the MBU is not available at the time of assignment, or when only one applicant is available for the position.

2. If the assistant position will be shared among multiple MBU's, all affected MBU's may not be required to participate in the selection.

B. MBUs entitled to a teacher assistant shall be provided a substitute teacher assistant in case of a vacancy.

20-2 Evaluation

A MBU shall have input into a teacher assistant's evaluation at least one (1) time per year. The site administrator is responsible for the evaluation.

20-3 Duties

A. The duties to be performed by teacher assistants shall be approved by the MBU before the assignment is made. Any duties assigned shall comply with federal program guidelines for teacher assistants in federally funded programs.

B. Teacher Assistants shall not be used as substitutes and shall perform only those duties associated with their authorized assignment.

C. Changes in the teacher assistant's duties shall be made only after consultation with the MBU.

ARTICLE TWENTY-ONE

SUBSTITUTES

21-1 Procedure

A. MBUs shall be informed in writing of a telephone number they may call and the procedures to follow when reporting unavailability for work. Once a MBU has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute

B. MBUs shall not be required to make more than one completed phone call to report an absence.

21-2 Qualifications

Each substitute shall possess a reciprocal, provisional, standard or substitute certificate.

21-3 Provisions for Substitutes

A. When a teacher who has a regularly assigned class is absent, a substitute shall be provided when available. When a librarian is absent, a qualified substitute shall be provided, if available. When a site counselor is absent more than five (5) days, a substitute will be provided, if available. If sufficient substitutes are not available to cover regular classes, substitutes for librarians may be reassigned to cover such classes.

B. In the event a substitute is not immediately available, the following procedure shall be used when the position must be filled by a MBU:

1. Middle School and High School

a. Teachers assigned to scheduled classes shall be asked to volunteer to substitute during their designated planning period.

b. If no classroom teacher volunteers to substitute in (1) above, teachers not assigned a scheduled class may be assigned to substitute.

c. If no classroom teacher is available to be assigned to substitute, a non-classroom teacher MBU may be assigned.

d. MBUs who are assigned or volunteer to substitute shall be paid the loss of planning rate for assignments of one (1) period or less or the MBU Classroom Substitute rate if the assignment exceeds one (1) period.

e. No teacher shall be required to substitute for more than one (1) period per day, no more than three times a week.

2. Elementary School

a. Teachers not assigned to a regular class may be assigned to substitute if no volunteers are available. Every effort shall be made to avoid dispersing students to different classrooms.

b. When a teacher is assigned to substitute, and more than three (3) students are dispersed to the classroom, the teacher shall be paid an amount equal to that of loss of planning period for the day when more than three students are assigned. Teacher shall have no more than eight (8) students or over cap maximum added to their class for the day, whichever is the greater.

c. No teacher shall be required to substitute more than three times a week.

d. MBUs who are assigned or volunteer to substitute shall be paid for loss of planning for assignments of one (1) hour or less or the MBU classroom Substitute rate for assignments exceeding one (1) hour.

21-4 Type and Length of Assignment

A. A substitute may be used to fill a position during the time a MBU is absent for a permitted reason and intends to return within the same school year.

B. A substitute may also be used as follows (However, it is not the intent to unreasonably delay the filling of vacancies):

1. During the twenty (20) day period before a vacancy is filled; or

2. For any vacancy occurring between the first contract day and September 14.

C. With the exception of 21-5, if a substitute qualifies for the vacancy they are filling and has been in that position for more than twenty (20) days, they will be employed to fill that position with retroactive salary and benefits (not including retroactive insurance coverage).

21-5 Extension

The twenty (20) day limit to fill a vacancy may be extended to no more than thirty (30) days if:

- No applicants apply who meet the vacancy criteria; or
- The individual initially selected rejects the position; or
- The individual selected cannot assume the position within the fifteen (15) day period; or
- The vacancy occurs between April 1 and the last day of school.

Any situation that requires an extension of time will be described to TEA in written correspondence delivered to TEA prior to any extension.

21-6 Selection of Substitutes

A. MBUs have the right to request specific substitutes.

B. The District shall assign the requested substitutes if those substitutes are available.

21-7 No Permanent Substitute

No MBU shall be assigned as a permanent substitute, except on a temporary basis, until a position for which they are appropriately certified and/or highly qualified becomes available.

ARTICLE TWENTY-TWO
CLASS SIZE/EXCEPTIONAL EDUCATION CASE MANAGEMENT LOAD

22-1 Limited Facilities

In any class in which instruction is solely or largely dependent upon the use of special equipment, machines or special workstations of a highly individualized nature, the District shall consult with the MBU of such a class to determine the optimum class size.

22-2 Maximum Class Size

A. By August 26 of each year, no regular classroom teacher in an elementary school or K-8 school shall be assigned more than the number of students for each grade listed except as provided in 22-2-B and 22-8 below:

K	= 26
1-3	= 29
4-6/Stand Alone (at K-8 school) 7-8	= 30
Combination/Multi-Age Classes	= 27

B. Class size maximums in an elementary school may be exceeded by up to four (4) students when there is no additional classroom space in the school, or if all classes at a grade level are at maximum and no reasonable combination class can be formed, and exceeding the class size limit will eliminate the need to hire an additional teacher. Assignment of students that exceed the class size maximum shall be made by the principal after consideration of volunteers.

22-3 Combination Classes

A. Kindergarten classes shall be exempt from becoming combination classes.

B. A combination dual language class may only be formed in circumstances where there are no qualified bilingual teachers available. No dual language class shall be formed without the written agreement of the teacher.

C. Teaching assignments for combination classes shall be made by the principal after consideration of volunteers. The assignments shall be distributed equitably.

22-4 Multi-Age Classes

Assignments to multi-age classes shall be on a voluntary basis unless the multi-age combination is a standard program of a given site.

22-5 Mainstreamed Students

A. Students with IEPs who are mainstreamed for any period of time shall be counted as full time students in both the regular classroom, and the exceptional education classroom case management load.

B. **1.** One elementary student mainstreamed under either of the following conditions shall not be counted as a full-time student in the regular classroom:
- **a.** Mainstreamed for thirty (30) minutes a day or less; or
- **b.** Mainstreamed for one (1) hour or less per week.

2. Only one such student will be mainstreamed under one of the above conditions in any one classroom.

C. Students' least restrictive environment shall be in accordance with their IEPs. No student will be mainstreamed or included prior to communication between the sending and receiving teacher. The administrator may be included when appropriate.

D. In accordance with best practices, every effort possible will be made so no general education classroom

shall have more than 33% of its composition be students with an IEP requiring accommodations or modifications for the content of that class, with the exception being inclusion for Pre-School, which shall be 50% exceptional education students, and 50% typical peers. Administration shall document said efforts and shall provide documentation upon MBU request.

22-6 Case Carrier Loads and Class Size Caps for Site-Based Exceptional Education Teachers

Pre-School Self-Contained	12 students
Pre-School Integrated Classroom (with IEPs and 8 general education students)	8 students
Classrooms For Students with mild/Moderate Intellectual Disabilities	12 students
Classrooms For Students with Emotional Disabilities	12 students
Classrooms For Students with Multiple Disabilities or Severe Intellectual Disabilities	10 students
Classrooms For Students with Autism	12 students
Cross categorical Primary/Intermediate Self-Contained (MI/MO ID, SID, ED, Autism)	12 students
Cross Categorical Middle School, High School (ED, MI/MO ID, Autism)	12 Student
Elementary & K-8 (RESOURCE)/Middle School (RESOURCE)	20 students
High School (RESOURCE)	24 students

A. By September 26, Exceptional Education teachers shall not be assigned to be the case manager for more than the following number of students at one time for each year, nor have more students in a given class/section:

Cross categorical programs will provide services to students with varying disabilities.

Itinerant hearing impaired and visually impaired teachers will have the following load:

Case management load will be determined by the assignment of the student IEP service time. The number of students will vary, however the total amount of service time, individually or in groups will not exceed six (6) hours per day including required travel time.

B. Special education services and least restrictive environment are determined by the IEP team.

C. When combining two specific self-contained categories as listed in Article 22-6, with the exception of cross categorical, the caseload will be 80% of the highest-class ratio.

22-7 STUDENTS WITH A 504 ACCOMMODATION PLAN

A. MBUs shall be notified in writing by the site administrator/designee or student(s) assigned to them who have been identified as students with 504 accommodation plans. Notification shall occur within five (5) days of assignment.

B. Every effort will be made to equitably distribute Students with 504 accommodation plans among all MBUs within the appropriate grade and/or subject area.

22-8 Teacher Assistant Entitlement

A. Four (4) hours of teacher assistant time per day are provided immediately upon exceeding the class size by two (2), as defined in Article 22-2-A.

B. Teachers of combination classes in elementary schools Grades 1 through 6 shall be provided two (2) hours of assistant time per day when the class exceeds 27 students.

C. Four (4) hours of assistant time per day shall be provided when Exceptional Education case management loads (as defined in 22-6-A) are exceeded by four (4) students.

D. All combination dual language classes will be provided with at least two (2) hours of assistant time per day.

E. All MBUs entitled to teacher assistant time shall receive three (3) extra days of teacher assistant time in addition to the teaching days. The extra days shall be taken as follows:

1. The first day of the three teacher prep days prior to the start of school shall be designated for mandatory training at the discretion of the Director of Exceptional Education.

2. The second extra day shall occur on the second or third day of teacher prep, immediately prior to the start of school and shall be an in classroom or work assignment.

3. The final extra workday shall be utilized at the employees discretion for a grading day at the end of the first, second or third quarter.

F. Teacher assistant time provided in a-e above is in addition to any other teacher assistant time.

ARTICLE TWENTY-THREE

MIDDLE SCHOOL/HIGH SCHOOL STAFFING

Note - Provisions of Article 22-6 and 22-8 also apply to Article 23.

23-1 Teacher load – In accordance with the terms and conditions of this agreement, the teacher load caps will be reviewed annually. The staffing load may increase or decrease from year to year.

A. By August 26 of each year, the student load per full-time teacher shall be as follows:

1. 165 for all middle school and high school classes except vocal music, band, orchestra, and any class of less than fifteen (15) minutes duration;

2. 180 for middle school and high school PE classes; and

3. For less than full-time teachers, the student load shall be proportional to the teacher's contract.

23-2 Class Size

By August 26 of each year, individual class sizes for middle school shall not exceed 33 and high school teachers shall not exceed 36 with the exception of vocal music, band, and orchestra. If any one section exceeds this amount, see Article 29-3 F "Over Consensus Cap Compensation".

23-3 Exceeding Student Load/Class Size

Class size and student load maximums may be exceeded:

A. With the permission of the teacher, or

B. The student load per teacher may be exceeded by no more than two (2) students if the following conditions are met in this order:

1. Prior to exceeding, the District consults with the Association;

2. Any assignment of students that exceeds the student load limit shall be made only after consideration of volunteers;

3. Exceeding the student load limit will eliminate the need to hire another teacher, or eliminate the folding of in-place remedial, advanced or elective classes.

ARTICLE TWENTY-FOUR

SEPARATION BENEFITS

24-1 SICK LEAVE PAY AT SEPARATION for MBUs hired after August 16, 2005

A. After ten (10) consecutive years of service in the Tucson Unified School District, employees who are members of the bargaining unit as of the effective date of the agreement, or who become members after the effective date of the agreement, shall be eligible to request pay for unused sick leave. This request will be through written application to the District's Chief Human Capital Officer on or before November 15 for MBUs separating at the end of the semester, or on or before March 1 for MBUs separating at the end of the school year. The years of consecutive service shall include any part-time service, provided that the total full-time and part-time pro-rated according to the percentage of the school year worked, and according to the percentage of a full contract, is equivalent to ten (10) years of full-time service.

B. The District shall provide a payment for unused sick leave to employees upon separation in accordance with the following: The amount of payment shall be accrued up to a maximum of 500 hours. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the

District's option. All legally required deductions shall be taken from the incentive payment including the employee's contribution to the state retirement fund, if any. The payment shall be the basic daily substitute rate at the time of separation multiplied by the number of sick leave days based on a 7.5 hour day to pay out up to 500 hours.

C. MBUs who meet the criteria for sick leave payout under this article do not receive their sick leave pay at separation through payroll. Rather, the amount of their accrued leave is paid directly to a tax-sheltered annuity 403(b) or the Health Reimbursement Account as determined by the exit interview between the approved vendor and the MBU. If no interview occurs, the separation benefits will be paid directly to the tax-sheltered annuity 403(b). This payment shall be paid after the employee's final paycheck. Those who do not meet the criteria will receive unused leave pay accruals through regular payroll processing. The eligibility requirements for the retirement savings plan are:

- The employee who is severing employment will receive employer contributions in lieu of compensation if age 55 or older at the time of severance, and,
- The total of the payment for unused leave accruals is equivalent to $3,000 or more.

24-2 Sick Leave Pay at Separation for MBUs hired on or prior to August 16, 2005

A. Upon separation, MBUs with at least ten (10) consecutive years of full-time service in TUSD and who were hired on or prior to August 16, 2005 are eligible to request and receive pay for ninety percent (90%) of the days of unused sick leave accumulated subsequent to July 1, 1991. This request will be through written application to the District's Chief Human Capital Officer on or before November 1 for MBUs separating at the end of the semester, or on or before February 1 for MBUs separating at the end of the school year. The years of consecutive service shall include any part-time service, provided that the total full-time and part-time service pro-rated according to the percentage of the school year worked, and according to the percentage of a full contract, is equivalent to ten (10) years of full-time service.

B. The District shall provide pay for unused sick leave accrued after June 30, 1991, and not used before date of separation, according to the following rate of pay:

The rate of pay will be the basic daily substitute rate at the time of separation

MBUs who meet the criteria for District contributions sick leave payout under this article do not receive their sick leave pay at separation through payroll. Rather, the amount of their accrued leave is paid directly to a tax-sheltered annuity 403(b) or the Health Reimbursement Account as determined by the exit interview between the approved vendor and the MBU. If no interview occurs, the separation benefits will be paid directly to the tax-sheltered annuity 403(b). This payment shall be paid after the employee's final paycheck. Those who do not meet the criteria will receive unused leave pay accruals through regular payroll processing. The eligibility requirements for the retirement savings plan are:

- The employee who is severing employment will receive employer contributions in lieu of compensation if age 55 or older at the time of severance, and,
- The total of the payment for unused leave accruals is equivalent to $3,000 or more.

24-3 Sick Leave Pay at Separation for MBUs hired before June 30, 1991

A. After twenty (20) consecutive years of full-time service in the Tucson Unified School District, a MBU hired prior to July 1, 2010 may receive the benefits of this Article by making written application to the District's Chief Human Capital Officer on or before November 1 for MBUs separating at the end of the semester, or on or before February 1 for MBUs separating at the end of a school year. The years of consecutive service shall include any part-time service, provided that the total full-time and part-time service pro-rated according to the percentage of the school year worked, and according to the percentage of a full contract, is equivalent to twenty (20) years of full-time service.

B. The District shall provide pay for unused sick leave accrued before June 30, 1991, and not used before date of separation, according to the following rate of pay:

Rate of pay shall be the base salary daily rate of pay as found under the MBU's educational qualifications on Step One of the salary schedule for 1994-95. Rate of pay shall be multiplied by the number of sick leave days accumulated prior to June 30, 1991.

MBUs who meet the criteria for district contributions to sick leave payout under this article do not receive their sick leave pay at separation through payroll. Rather, the amount of their accrued leave is paid directly to a tax-sheltered annuity 403(b) or the Health Reimbursement Account as determined by the exit interview between the approved vendor and the MBU. If no interview occurs, the separation benefits will be paid directly to the tax-sheltered annuity 403(b). This payment shall be paid after the employee's final paycheck. Those who do not meet the criteria will receive unused leave pay accruals through the regular payroll processing.

The eligibility requirements for the retirement savings plan are:

- The employee who is severing employment will receive employer contributions in lieu of compensation if age 55 or older at the time severance and,
- The total of the payment for unused leave accruals is equivalent to $3,000 or more.

All legally required deductions will be taken from the incentive payment, including the employee's contribution to the State Retirement fund, if any. Sick leave used subsequent to July 1, 1991, will be deducted from sick leave accumulated after July 1, 1991, unless that accumulation has been depleted.

C. A MBU shall receive the separation benefits contained in this Article if the effective date of the separation is at the end of a semester or at the end of a school year. Exceptions to this provision may be granted to applicants who are forced to separate because of emergency.

24-4 No Vested Rights
MBUs who do not serve notice of separation as provided in Article 24-1, 24-2, or 24-3 during the term of this Agreement shall gain no vested rights through or under this Article.

24-5 Those benefits contained in this article are only available to those MBUs who voluntarily separate from the District.

24-6 Right to Reopen
Based on official action by the Board of Directors of TEA or the Governing Board of TUSD and upon written notice of said action, either party reserves the right to reopen negotiations of this article or any part thereof, under circumstances where the District or the Association deem it necessary to do so to facilitate the assertion of a legal position.

24-7 If an MBU dies who is entitled to the benefits listed in 24-1, 24-2, and/or 24-3, said benefits will be paid to the beneficiaries or the estate of the deceased.

ARTICLE TWENTY-FIVE

LEAVES OF ABSENCE WITH PAY

25-1 Sick and Personal Leave – all of the employee groups will have five (5) days sick leave and seven (7) personal days for employees working less than 12 months.

A. 1. MBUs shall accrue a total of five (5) days of sick leave starting at the beginning of a school year. For MBUs on extended contract, leave shall be increased according to the additional percentage of the school year worked. For part-time MBUs, leave shall be prorated according to the percentage of the school year worked based on a 7.5-hour day.

2. Sick leave shall be accumulated without limit.

3. MBUs shall have readily available access to their accumulated sick leave through the employee self-service portal..

4. When on authorized sick leave, no MBU shall suffer loss of leave time or salary and benefits during calendared holidays.

5. For bona fide reasons, the District may require a doctor's excuse after three (3) Consecutive days of absence on sick leave.

B. 1. MBUs shall be credited a total of seven (7) personal leave days.

2. For part-time MBUs, leave shall be prorated according to the percentage of the school year worked based on a 7.5-hour day.

3. Personal leave days may not be taken on the day immediately prior to or after a holiday, or vacation.

4. A MBU planning to use a personal leave day or days shall notify his or her principal at least one (1) day in advance, except in cases of emergency.

5. Any so-called "job-action" against the District is not a valid reason for personal leave.

6. MBUs may choose to take up to one (1) additional personal leave day per year provided that the MBU reimburses the District the daily substitute rate. The one (1) additional personal leave day may not accumulate. This day is in addition to the days specified in Article 25-1-B-1.

7. Site Administrator may identify up to three days per year on which MBUs are expected to not utilize personal leave days. The dates shall be provided to the staff by October 15 of the respective school year. Such dates shall occur during the State testing window for AzMERIT Testing and ACT testing.

25-2 Family Illness
Sick leave may be used in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For the purposes of sick leave, the term immediate family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson

area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

25-3 Bereavement Leave

In the event of death in the family of an MBU, the MBU will be allowed up to two (2) days leave, not charged to the MBU and may use accumulated paid leave balances for a maximum of eight (8) days (which may include necessary travel time), excluding weekends. Additional days may be granted at the discretion of the Superintendent or the designee. The two (2) District days provided are effective November 19, 2025.

25-4 Religious Leave

MBUs may use personal leave for absenteeism for days of religious observation when the need for religious leave is documented. When a religious observation occurs before or after a holiday or vacation, MBUs shall not be docked if personal leave balances are available.

25-5 Holiday Pay

MBUs shall suffer no loss of leave time or salary and benefits during calendared holidays, provided they were on pay status during any portion of their regular workday immediately preceding and succeeding the holiday. If an employee utilizes leave prior to, or after a holiday, and is out of leave balances, they will not be considered on-pay status and thus will not be eligible to receive holiday pay.

25-6 Special Bereavement Leave

In the event of the death of a student, at least one faculty member shall be permitted to attend the funeral without loss of leave time or compensation. In the event of death of a faculty member, close friends shall be permitted to attend the funeral without loss of leave time or compensation. Furthermore, in the event of death of a faculty member, members of the same department and/or grade level within the building shall be permitted to attend the funeral without loss of leave time or compensation.

25-7 Judicial Leave

A. MBUs subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An employee will keep their jury duty or witness pay and have their pay docked an equal amount.

B. Employees subpoenaed for jury duty or as a witness shall submit a copy of the jury summons or subpoena to their immediate supervisor and inform the supervisor of their choice regarding jury or witness duty pay. It is the employee's responsibility to report a jury duty or witness absence to the sub system. No report of jury duty or witness absence need be submitted if the employee chooses to take a pay dock or a personal leave day.

C. Absences due to litigation while the MBU is either a plaintiff, a defendant, or subpoenaed as a witness outside of the course and scope of employment must be charged to personal leave or personal business in accord with Article 26-4, and may be taken before or after a holiday or vacation.

25-8 Military Service

A. A MBU shall receive pay for all days during which they are employed in training duty under orders with any branch of the armed forces for a period not to exceed thirty days in any two consecutive years. For purposes of this section only, the term "year" means the fiscal year of the U.S. Government. (ARS-38-610).

B. Induction into the military for an extended period of time shall not be at District expense; however, upon return, MBU shall be placed in their former or comparable position. In accordance with ARS 38-298, as amended 1964.

25-9 Absence Due to On-the-Job Injury

A. In the event of absence due to on-the-job injury, the District shall pay, while accumulated sick leave lasts, the necessary amount above the monies received by the MBU from the Industrial Commission to provide for 100% income. Accumulated sick leave shall be utilized at the same percentage as the salary payments contributed by the District.

B. When sick leave is exhausted, the MBU will be placed on an unpaid leave of absence pending release to return to work.

C. Within four (4) weeks of return to work, a MBU may make arrangements with payroll to buy back sick leave used for an on-the-job injury.

25-10 Released Time

A. Released time without loss of pay may be granted for MBUs to attend a District approved specific conference or convention subject to availability of funds. First consideration shall be given to MBUs on the program or holding office. Substitutes shall be provided for those MBUs granted released time.

B.
1. Released time forms requiring Superintendent approval must be submitted to the immediate supervisor at least four (4) weeks prior to the scheduled date of the released time.
2. Released time forms not requiring Superintendent approval must be submitted to the immediate supervisor at least seven (7) days prior to the scheduled date of the released time.
3. In cases of emergency, released time may be granted when the requests do not comply with the specified timelines.

25-11 Exchange Teaching

A one-year (1) leave of absence, with pay, may be granted to a teacher who qualifies for an exchange position.

25-12 Medical Leave Assistance Program

A. MBUs who have depleted their accrued sick and personal leave as a result of a qualified medical reason may request access to the Medical Leave Assistance Program by submitting a form to the Benefits office asking to receive donations of sick leave from other MBUs. A serious health condition is defined as a "non-work related" qualified medical reason that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

B. The donor MBU may donate a maximum of five (5) sick leave days for every thirty (30) or more days of accumulated sick leave. The donor MBU will designate the donation in the name of the MBU to receive the donation.

C. The MBU recipient will be credited with the number of days donated, up to a maximum of one week after their projected return to work. Days donated in excess of this amount will be held in reserve and credited to the MBU only if needed. If not needed, days in excess of one week beyond the original amount requested will be restored to the donor(s). Days of leave, not the actual wage of the donor MBU, will be donated.

D. No MBU shall be eligible for the Medical Leave Assistance Program after they qualify for long-term disability coverage.

25-13 Paid Parental Leave

In the event the Tucson Unified Governing Board approves Policy GCCA proposal related to Paid Parental Leave, this Agreement shall be amended to include GCCA in the appendix of this Agreement. The Associations shall be consulted prior to substantive changes being made to the Paid Parental Leave provisions set forth in GCCA.

ARTICLE TWENTY-SIX

UNPAID LEAVES OF ABSENCE

26-1 Family and Medical Leave

A. All requests for Family Medical Leave by District employees will be processed in accordance with the corresponding Governing Board Policy.

26-2 Governing Board Leave

A. The Board may grant a leave of absence to MBUs not to exceed one (1) year for the purpose of professional study, travel, training programs, child-bonding immediately following the birth of a child or adoption, health, military service, participation in Association activities (whether local, state or national), and/or to campaign or serve in public office. All requests for such leaves of absence shall be submitted to the District by January 31. Only emergency requests will be considered after January 31.

B. MBUs may be granted consecutive leaves not to exceed one (1) year.

C. Requests for medical leave shall be accompanied by a doctor's verification of the illness or disability and a projected date for return to work.

D. Upon granting the authorized absence, all rights of tenure, seniority, retirement (subject to current Arizona State Retirement System), accrued leave with pay and other benefits shall be preserved and available to the applicant after the termination of the leave, provided they were earned prior to the leave.

E. MBUs on unpaid leave of absence shall be offered to continue insurance through COBRA in elections in which they are enrolled in. The MBU would be responsible to pay the premiums for the insurance and other benefits at the MBU's expense.

F. No leave of absence denial shall be arbitrary, capricious or without basis in fact.

26-3 Medical 30-Day Leave

When a MBU is medically unable to work and is not eligible for Federal FMLA, the, MBU shall be allowed up to thirty (30) consecutive days on a paid status (using accruals), with a doctor's excuse. During this leave, the District will continue to pay premiums on its portion of District-sponsored insurance plans in which the MBU was enrolled at the beginning of the leave. At the end of this period, MBU must return to work (pending a medical release) or go on an unpaid leave of absence if applicable.

26-4 Personal 30-Day Leave

Leave for personal business may be granted; however, it shall be with loss of pay and shall not exceed thirty (30) days. At the end of this period MBU must go on an unpaid leave of absence or return to work.

26-5 Public Office Leave

MBUs elected to public office shall be granted released time with loss of pay when the duties of public office conflict with the MBU's regular assignment.

ARTICLE TWENTY-SEVEN

HEALTH EXAMINATION

27-1 When the District determines that a MBU's health condition (mental or physical) may be impairing their job performance, the immediate supervisor, site administrator, or Assistant Superintendent, with the concurrence of the Human Resources Department may, with just cause, direct the MBU to have a health examination at District expense. The MBU will be given a copy of the directive which will state the reason(s) for such examination.

Following the examination, results will be sent by the Human Resources Department to the MBU and immediate supervisor. All communication which results from the implementation of this Article shall be handled in a confidential manner.

ARTICLE TWENTY-EIGHT

FRINGE BENEFITS

28-1 Amount and Type

A. For the duration of this agreement, the employee will pay up to 15% of the cost of PPO medical premium for district sponsored single coverage medical insurance for each employee.

B. The types of insurance listed below shall continue for the duration of this agreement.

28-2 Types of Insurance

The District shall make available to each eligible MBU the following optional insurance programs from which a MBU may choose, at their own expense.

A. Dental Insurance;
B. Supplemental Life Insurance;
C. Vision;
D. Coverage for spouse and/or dependent children in items A and C above;
E. Short-Term Disability Insurance

28-3 Insurance Committee

Future changes in the District's medical and health insurance program will be recommended by an insurance committee. This committee shall consist of eleven (11) members, five (5) appointed by the Association, and six (6) appointed by the District.

28-4 Health Insurance Benefit Retention

MBUs on unpaid leave may retain their insurance benefits by enrolling in and paying the premiums personally.

28-5 Open Enrollment

Any open enrollment period shall occur between the dates of August and May and shall be three (3) weeks in duration. A MBU may discontinue participation in any portion of the insurance program at any time, subject to a qualifying status change, as defined by federal law.

28-6 Newly Eligible Employees

A newly eligible employee shall be provided at least thirty (30) calendar days to enroll in an insurance program in accordance with Article 28-1. If employee declines to participate in any District insurance programs, employee shall so indicate the refusal on the enrollment form.

28-7 Life Insurance

All benefits-eligible MBUs shall be provided at District expense with a term life insurance policy equal to the MBU's base salary as of July 1, but not less than $10,000, based on election of benefits during the Initial Employment or Annual Benefits Enrollment period. MBUs shall have the option of purchasing additional term life insurance at their own expense.

28-8 Payroll Deduction

Payroll deduction shall be made available upon request to any MBU for any of the following:

A. District approved benefits;
B. Direct deposit to District-approved banking institutions.

ARTICLE TWENTY-NINE

COMPENSATION
EXTRA DUTY/ADDED DUTY

29-1 Extra Duty

A. Effective July 1, 2001, newly offered extra duty assignments shall not be subject to the provisions of Article 16 (Non-Disciplinary Actions, Discipline and Dismissal for Misconduct).

B. MBUs in extra duty assignments remain in probationary status for the first three years of that assignment.

C. The pay for extra duty will be distributed equally over the period of the assignment.

D. If during the course of the extra duty assignment the activity is discontinued, the obligation to continue the stipend shall cease.

E. However, termination of an extra duty assignment shall be in accordance with District policies and the terms of the Consensus Agreement.

1. All duties of the extra duty assignment shall be performed for the duration of the assignment.

2. These duties and the consideration for them set forth below, are separate and distinct from any other contractual obligations between MBU and District and are in addition to those other duties.

F. **1.** No person will perform any of the extra duty assignments without their consent and the written consent of the site administrator.

2. The stipend for extra duty is determined by the grade of the stipend, corresponding to the extra duty assignment.

G. Travel

District Required Travel shall be reimbursed at the rate established by the Arizona Uniform System of Financial Records (USFR).

District required travel does not include mileage pay for MBUs (whose extra duty is at a different school than their position assignment) to travel to the extra duty job site.

H. Coaching Expectations

1. Coaches may not receive more than one stipend simultaneously in any one season.

2. Coaches may be released for athletic competitions (games) and/or travel to away games during Wednesday staff development activities. Travel is defined as being present with the athletic team to a different site for competition.

3. A coach cannot accept a position where two sports seasons overlap more than two weeks. Rare exceptions may be granted for post season play and scheduling changes made by the Arizona Interscholastic Association (AIA). No exception will be granted when any one season overlaps into a middle school sports season based on the season calendar.

4. Contract Completion

Upon completion of each season, the coach will meet with their immediate supervisor within fifteen (15) days to finalize the evaluation. During this meeting the coach will be required to turn in all keys, equipment and complete all season ending paperwork.

I. Salary Index

Extra duty positions are listed according to grade. The appropriate index is placed next to the grade level, unless otherwise noted next to the position.

1. Grades For Extra Duty

Grade 1 ($1,000)	**Grade 2 ($1,500)**	**Grade 3 ($1,800)**
HS Class Sponsor MS Audio Visual MS Band MS Drama MS Newspaper MS Orchestra MS Asst. Special Olympics Coach MS Student Council MS Vocal/Choir MS Yearbook MS Mariachi	MS Asst. Special Olympics Coach HS Dance HS Debate HS Dept Chair (10-25 Sections) HS Head Librarian HS Chess HS Robotics	HS Newspaper HS Student Council HS Theater HS Yearbook

Grade 4 ($2,000)	**Grade 5 ($2,400)**	**Grade 6 ($2,500)**
HS Vocal/Choir HS Orchestra HS Special Olympics Coach HS Department Chair (26-50 Sections) MS Intramural HS Intramural HS Mariachi	MS Basketball MS Cross Country MS Soccer MS Track MS Volleyball MS Special Olympics Coach	HS Department Chair (51+ Sections) HS /Color Guard
Grade 7 ($3,000)	**Grade 8 ($ $4,000)**	**Grade 9 ($4,300)**
HS Asst. Baseball HS Asst. Track HS Asst. Volleyball HS Asst. Swim HS Asst. Cross Country HS Asst. Softball HS Driving	HS Asst. Basketball HS Asst. Soccer HS Asst. Wrestling HS Asst. Football HS Band HS Asst. Spiritline	HS Baseball HS Golf HS Swimming HS Track HS Volleyball HS eSports HS Cross Country HS Softball HS Tennis
Grade 10 ($5,625)	**Grade 11 ($5,800)**	**Grade 12 ($6,400)**
HS Basketball HS Soccer HS Wrestling	HS Spiritline	HS Football

a. None of the above shall be provided as a regularly scheduled class during the school day.
b. All high school department chairs shall be granted either one period to conduct departmental business or the stipend pay listed above. All high school newspaper and yearbook sponsors shall be provided a regularly scheduled class for each extra duty assignment. Managers of Interscholastic Activities will either be relieved of teaching duties for one period a day to conduct interscholastic activities or receive the stipend pay listed above.
c. All Fine Arts teachers shall be provided regularly scheduled classes in which to implement the prescribed curriculum in each of the areas listed above. The indicated stipend is compensation for supervision of their curricular/extra-curricular extra duty activities beyond the normal working day.

J. All Fine Arts teacher shall be provided regularly scheduled classes in which to implement the prescribed curriculum in each of the areas listed above. The indicated stipend is compensation for supervision of their curricular/extra-curricular extra duty activities beyond the normal working day.

29-2 National Board Certified Mentor/Trainer/Facilitator

MBUs who hold a certificate from the National Board of Professional Teaching Standards shall be entitled to serve in the capacity of a TUSD/TEA mentor/trainer/facilitator for a period of one year. This year must have been within two years of the MBU becoming eligible. Participation beyond this one-year period is at the District's discretion.

29-3 Added Duty

A. Student Supervision

Any MBU who volunteers or is assigned to perform the following added duties shall be paid as listed below:

1.	Loss of planning time	$25.00 per period
a.	Any period with duration greater than 60 minutes	$50.00 per period
2.	Student supervision outside the normal workday, lunchroom duty, bus duty, playground supervision	$15.45 per hour
3.	MBU Classroom Substitution	
a.	Any period of sixty (60) minutes or less	$25.00
b.	Any assignment over sixty (60) minutes, but no more than a half day	$50.00
c.	Any assignment over half a day	$75.00

A MBU will be "assigned" to supervisory duties only in the event of an emergency when there is no monitor available to perform the duties and no MBU volunteers.

B. Elementary School

Any MBU performing the following added duties shall be paid the rate listed below for the numbers of hours that the site principal determines are available and necessary for the added duty to be accomplished. No person will perform any of the added duty assignments without their consent and the written consent of the site administrator.

Student Council and yearbook	$15.45/hour

C. Acting Administrators in Schools and Alternative Programs

Any MBU who is asked to assume the duties of an administrator for at least ½ day or more will receive $70.00 per day in addition to their regular salary.

D. Temporary Addition to Full-time Contract (Commonly referred to as 6/5)

MBUs who volunteer to teach an additional class beyond their full-time regular assignment shall be compensated at the rate of .2 FTE for the MBUs placement on that year's salary schedule and prorated in days for as long as the position needs to be filled. This temporary addition will be an extension of a full-time contract and includes teaching an additional section and MBU will be considered the teacher of record for that class period.

E. Exceptional Education Added Duty

1. Beginning with the first quarter of the year, exceptional education MBU's who are assigned as case carrier for additional students beyond the cap as stated in article 22-6-a shall be compensated at the rate of $250 per IEP/student per quarter. (For the non-self-contained teachers, added duty will begin with the first student or after the first student if no teaching assistant has been hired.)

Case carriers shall be defined as those who do all of the following as needed for each individual Exceptional Education student:

a. Write and finalize IEPs, amendments, and quarterly progress reports.
b. Participate in the following meetings: IEP/MET/RID, manifestation determination, parent conferences, review of placement, and MTSS.
c. Advocate for the student, the implementation of the IEP and all IEP related matters.
d. Work collaboratively with all service providers.

2. If all case carriers of the same program type (See program list in 22-6) at a site are at cap, said compensation will be provided with the first student exceeding caseload and if the caseload is exceeded for more than 50% of the quarter *and* the exceeded completion must be verifiable through the district's compliance system. No more than one MBU shall be paid the added duty for the same student(s) per quarter under this provision. The added duty will be paid after the end of the quarter. Every effort shall be made to avoid exceeding exceptional education class sizes/caseloads.

3. If an MBU only writes an additional IEP but is not the case carrier, they will be paid a one-time payment of seventy-five dollars ($75.00) at the end of the quarter. The writer is considered the special education provider who writes and holds the IEP meeting and finalizes the IEP. The MBU may not be the case carrier for that student in the same quarter.

29-4 Over Consensus Cap Compensation

A. MBU's who exceed the cap set in article 22-2, 22-6 or article 23-1 shall receive a payment at the end of the current semester for the number of weeks and number of students the MBU is over capped.

B. The payment for the over cap MBU goes as follows:

1. The base rate is a first-year teacher salary with benefits.
2. The base rate will then be broken down to the number of week(s) spent over cap.
3. The chart below will be used for MBUs whose total cap exceed the cap in 22-6, 23-1A or 23-2 to find what percentage the MBU is owed based on the number of students over cap and the number of weeks spent over cap. MBUs that teach grades 6-12 and do not meet the class caps in 23-1A shall have the salary prorated by section.

a. Meeting over cap in 23-1(A)

$949.20 (weekly over cap rate) x percentage (see below) x number of weeks over cap = payout

b. Meeting section over caps in 22-6 or 23-2

Calculated for each section over cap $189.84 (weekly over cap rate per section) x percentage (see below) x number of weeks over cap = payout

Number of Students Over Cap	Percentage	Insert compensation amount for time spent over cap based on a first-year teacher salary with benefits
1 to 3	3.0%	
4 to 6	4.5%	
7 to 9	6.0%	
10 to 12	8.0%	
13 to 16	9.5%	
17 to 20	12.0%	
21 +	15.0%	

29-5 Salaries

A. The salary schedule as specified in article 29-13 shall be effective July 1, 2026.

B. Upon completion of each year of district service teachers will advance one step on the salary schedule with Governing Board approval of this agreement

C. The salary schedule will not reflect compensation attained through advanced degrees professional

development, or district service stipend.

D. TUSD shall continue the practice of discussing special compensation issues with the Association. An example includes incentives for MBUs at those schools under improvement due to state or federal labels.

29-6 Schedule Placement

A. Newly employed MBUs shall be placed on the appropriate salary at a step that reflects their previous experience. For MBUs hired effective July 1, 2022, or later, acceptable experience shall be limited to fifteen (15) years. Experience prior to earning a Bachelor's Degree shall not be credited to an employee for salary purposes.

B.
1. Newly employed MBUs shall be given credit for teaching experience in the Peace Corps, overseas, in private and public schools, and in accredited junior colleges or universities.

2. Vocational teachers with degrees shall also be allowed credit for approved work experience in their teaching fields.

3. Social workers shall receive credit for experience gained prior to meeting minimum certification requirements (Master's Degree) but subsequent to receipt of Bachelor's Degree.

4. Experience credit for noncertified MBUs must be subsequent to the MBU's holding the appropriate credentials for the position.

C. TUSD reserves the right to evaluate previous teaching and work experience.

D. Occupational therapists (OTs), Physical Therapists (PTs) and Speech and Language Pathologists (SLPs) shall be placed in the same manner as other MBUs, but using the schedule specified for their positions.

29-7 Salary Level Placement and Advancement:

A. Degree Compensation:

1. MBUs completing requirements for a Master's or Doctoral degree must submit official transcripts reflecting the awarding of said degree no later than November 1 of the contract year in order to receive the full amount of the stipend (pro-rated per FTE). Requirements for said degree must be completed prior to the start of the contract year. In the event a MBU completes the requirements after the start of the contract year, the MBU may still submit the appropriate documentation and will receive a pro-rated amount of the education stipend (pro-rated per FTE). The education stipend will be prorated to the pay period in which the official transcripts are submitted.

2. **a.** MBU who currently receive a Master's degree stipend or attain a Master's degree (or equivalent for OT/PTs) will earn an additional $2,000 (or pro-rated amount) in compensation above their placement on the salary schedule.

b. MBUs who currently receive a Doctoral degree stipend or attain a Doctoral degree will earn an additional $3,000 (or pro-rated amount) in compensation above their placement on the salary schedule.

3. **Occupational Therapists/Physical Therapists:**
Occupational and Physical Therapists may count all continuing education unit (CEU) credits received within the last ten years for additional degree compensation equivalent to the Master's degree stipend when 32 CEUs above a bachelor's degree have been credited.

4. Contracts reflecting salary changes for degree advancement shall be updated and re-issued to MBUs within thirty (30) days of submission to the District.

5. MBUs are eligible for only one educational stipend per contract year. If an MBU has more than one advanced degree, the highest degree attained will be recognized.

29-8 District Service Stipend

The District Service Stipend has been discontinued for all MBUs as of January 16, 2014. Any MBUs who received the District Service Stipend had their stipend embedded into their base salary by July 1, 2015.

Any MBU who received a district service stipend prior to January 16, 2014, will continue receiving their district service stipend which will be frozen at the amount they were awarded on or prior to January 16, 2014. MBUs who separate from the district for any reason shall forfeit all rights to their district service stipend regardless of the length of break in service, beginning July 1, 2014 the district service stipend will be replaced with a step increase after each year of complete district service pending board approval.

FORMER DISTRICT SERVICE STIPEND TABLE

Consecutive Years of Service	Amount
6-10	$1,000
11-20	$1,100
21-30	$1,250
31 and more	$1,500

29-9 Pay Plan Procedure

MBUs have the option of selecting one (1) of three (3) pay plans:

A. Every other Friday during the school year – twenty (20) equal checks.

B. Twenty-six (26) checks—twenty (20) to be paid every other Friday during the school year and the remainder paid in a lump sum on the normal bi-weekly payday of the pay period encompassing the last day of school. This option is only available to the MBUs employed as of the first contract date of the school year.

C. Twenty-six (26) checks to be paid every other Friday. During summer vacation checks are to be mailed to the MBU's summer address. This option is only available to MBUs employed as of the first contract day of the school year.

29-10 Extended Contracts

A. In the event the number of days in a MBU's contract is extended, that MBU shall be paid at the daily rate of 1/207 of their scheduled salary per additional day. MBUs on an extended contract shall receive all holidays and benefits received by MBUs during the school year.

B. All counselors shall have five (5) additional days added to their work calendar. These days shall extend their regular work calendar to 212 days for the regular school year.

29-11 Partial Contracts

MBUs employed less than full time shall be paid pro rata salary and benefits. Part-time classroom MBUs shall be paid salary in accordance with the number of classes taught (1/5, 2/5, etc.) Non-classroom part-time teachers shall be paid salary and benefits in accordance with the pro-ration of the normal workday employed. Benefits are available for any 4/5 employee.

29-12 Classroom Site Fund

A. As the result of passage of HB 1007, the TEA and TUSD Joint 301/Classroom Site Fund Committee will review and if necessary, revise the plan for performance-based compensation (PBC), will review the utilization of the site menu monies annually, and will address issues and concerns regarding implementation of the plan. This plan outlines the process by which the PBC is implemented, and monies are awarded to individuals and sites.

B. MBUs shall be provided copies of the annual PBC plan by May 1 for the subsequent year.

C. The TEA/TUSD Classroom Site Fund Committee shall be appointed annually by each party in equal numbers. The TEA/TUSD Classroom Site Fund Committee shall design and recommend to the TUSD Superintendent and TEA President an appeals process for resolution of disputes arising out of this plan.

D. All Proposition 301/Classroom Site Fund increases anticipated by this provision are contingent upon receipt of funding or legislative authorization to expend. Any increase realized during the term of this agreement may be decreased for subsequent years if the level of funding received by the District or if expenditures authorized by the legislature for these components of Proposition 301/Classroom Site Fund are not maintained or are decreased, or if the MBU does not qualify or successfully participate in a plan implementing the component.

29-13 Salary Schedule

A. Salary schedule TDR(A) and Placement at hire on Schedule A below are for MBUs other than Occupational Therapists (OTS), Physical Therapists (PTS) and Speech and Language Pathologists (SLPS) who are employed by the District in the following positions:

- Counselor
- Library Media Specialist
- OMA Arts Integration Spec
- Resource Teacher
- Teacher
- Teacher - CTE
- Teacher - DL
- Teacher - DL Elementary
- Teacher - DL Secondary
- Teacher - ELD
- Teacher - ELD Itinerant
- Teacher - ELD Kinder
- Teacher - ELD Resource
- Teacher - Elementary
- Teacher - Fine Arts
- Teacher - GATE
- Teacher - GATE Itinerant
- Teacher - In-School Intervention
- Teacher - Itinerant
- Teacher - Kinder
- Teacher - Math Interventionist
- Teacher - Reading Interventionist
- Teacher - RTI
- Teacher - Secondary
- Teacher AVID
- Teacher Dual Language Itinerant
- Teacher Reading Recovery
- Jr ROTC Officer

Step	Grade TDR A 9.5mo Base	Override	Suppl Base/Menu	Total
1	$37,800.00	$2,000.00	$11,600.00	$51,400.00
2	$38,300.00	$2,000.00	$11,600.00	$51,900.00
3	$38,800.00	$2,000.00	$11,600.00	$52,400.00
4	$39,300.00	$2,000.00	$11,600.00	$52,900.00
5	$39,800.00	$2,000.00	$11,600.00	$53,400.00
6	$40,300.00	$2,000.00	$11,600.00	$53,900.00
7	$40,800.00	$2,000.00	$11,600.00	$54,400.00
8	$41,300.00	$2,000.00	$11,600.00	$54,900.00
9	$41,800.00	$2,000.00	$11,600.00	$55,400.00
10	$42,300.00	$2,000.00	$11,600.00	$55,900.00
11	$42,800.00	$2,000.00	$11,600.00	$56,400.00
12	$43,300.00	$2,000.00	$11,600.00	$56,900.00
13	$43,800.00	$2,000.00	$11,600.00	$57,400.00
14	$44,300.00	$2,000.00	$11,600.00	$57,900.00
15	$44,800.00	$2,000.00	$11,600.00	$58,400.00
16	$45,300.00	$2,000.00	$11,600.00	$58,900.00
17	$45,800.00	$2,000.00	$11,600.00	$59,400.00
18	$46,300.00	$2,000.00	$11,600.00	$59,900.00
19	$46,800.00	$2,000.00	$11,600.00	$60,400.00
20	$47,300.00	$2,000.00	$11,600.00	$60,900.00
21	$47,800.00	$2,000.00	$11,600.00	$61,400.00
22	$48,300.00	$2,000.00	$11,600.00	$61,900.00
23	$48,800.00	$2,000.00	$11,600.00	$62,400.00
24	$49,300.00	$2,000.00	$11,600.00	$62,900.00
25	$49,800.00	$2,000.00	$11,600.00	$63,400.00
26	$50,300.00	$2,000.00	$11,600.00	$63,900.00
27	$50,800.00	$2,000.00	$11,600.00	$64,400.00
28	$51,300.00	$2,000.00	$11,600.00	$64,900.00
29	$51,800.00	$2,000.00	$11,600.00	$65,400.00
30	$52,300.00	$2,000.00	$11,600.00	$65,900.00
31	$52,800.00	$2,000.00	$11,600.00	$66,400.00
32	$53,300.00	$2,000.00	$11,600.00	$66,900.00
33	$53,800.00	$2,000.00	$11,600.00	$67,400.00
34	$54,300.00	$2,000.00	$11,600.00	$67,900.00
35	$54,800.00	$2,000.00	$11,600.00	$68,400.00
36	$55,300.00	$2,000.00	$11,600.00	$68,900.00
37	$55,800.00	$2,000.00	$11,600.00	$69,400.00
38	$56,300.00	$2,000.00	$11,600.00	$69,900.00
39	$56,800.00	$2,000.00	$11,600.00	$70,400.00
40	$57,300.00	$2,000.00	$11,600.00	$70,900.00
41	$57,800.00	$2,000.00	$11,600.00	$71,400.00
42	$58,300.00	$2,000.00	$11,600.00	$71,900.00
43	$58,800.00	$2,000.00	$11,600.00	$72,400.00
44	$59,300.00	$2,000.00	$11,600.00	$72,900.00
45	$59,800.00	$2,000.00	$11,600.00	$73,400.00
46	$60,300.00	$2,000.00	$11,600.00	$73,900.00
47	$60,800.00	$2,000.00	$11,600.00	$74,400.00
48	$61,300.00	$2,000.00	$11,600.00	$74,900.00
49	$61,800.00	$2,000.00	$11,600.00	$75,400.00
50	$62,300.00	$2,000.00	$11,600.00	$75,900.00
51	$62,800.00	$2,000.00	$11,600.00	$76,400.00
52	$63,300.00	$2,000.00	$11,600.00	$76,900.00
53	$63,800.00	$2,000.00	$11,600.00	$77,400.00
54	$64,300.00	$2,000.00	$11,600.00	$77,900.00
55	$64,800.00	$2,000.00	$11,600.00	$78,400.00
56	$65,300.00	$2,000.00	$11,600.00	$78,900.00
57	$65,800.00	$2,000.00	$11,600.00	$79,400.00
58	$66,300.00	$2,000.00	$11,600.00	$79,900.00
59	$66,800.00	$2,000.00	$11,600.00	$80,400.00
60	$67,300.00	$2,000.00	$11,600.00	$80,900.00
61	$67,800.00	$2,000.00	$11,600.00	$81,400.00
62	$68,300.00	$2,000.00	$11,600.00	$81,900.00
63	$68,800.00	$2,000.00	$11,600.00	$82,400.00
64	$69,300.00	$2,000.00	$11,600.00	$82,900.00
65	$69,800.00	$2,000.00	$11,600.00	$83,400.00
66	$70,300.00	$2,000.00	$11,600.00	$83,900.00
67	$70,800.00	$2,000.00	$11,600.00	$84,400.00
68	$71,300.00	$2,000.00	$11,600.00	$84,900.00
69	$71,800.00	$2,000.00	$11,600.00	$85,400.00
70	$72,300.00	$2,000.00	$11,600.00	$85,900.00
71	$72,800.00	$2,000.00	$11,600.00	$86,400.00
72	$73,300.00	$2,000.00	$11,600.00	$86,900.00
73	$73,800.00	$2,000.00	$11,600.00	$87,400.00
74	$74,300.00	$2,000.00	$11,600.00	$87,900.00
75	$74,800.00	$2,000.00	$11,600.00	$88,400.00
76	$75,300.00	$2,000.00	$11,600.00	$88,900.00
77	$75,800.00	$2,000.00	$11,600.00	$89,400.00
78	$76,300.00	$2,000.00	$11,600.00	$89,900.00
79	$76,800.00	$2,000.00	$11,600.00	$90,400.00
80	$77,300.00	$2,000.00	$11,600.00	$90,900.00
81	$77,800.00	$2,000.00	$11,600.00	$91,400.00

Step	Grade Counselor Base	Override	Suppl Base/Menu	Total
1	$38,713.04	$2,000.00	$11,600.00	$52,313.04
2	$39,225.12	$2,000.00	$11,600.00	$52,825.12
3	$39,737.20	$2,000.00	$11,600.00	$53,337.20
4	$40,249.28	$2,000.00	$11,600.00	$53,849.28
5	$40,761.35	$2,000.00	$11,600.00	$54,361.35
6	$41,273.43	$2,000.00	$11,600.00	$54,873.43
7	$41,785.51	$2,000.00	$11,600.00	$55,385.51
8	$42,297.58	$2,000.00	$11,600.00	$55,897.58
9	$42,809.66	$2,000.00	$11,600.00	$56,409.66
10	$43,321.74	$2,000.00	$11,600.00	$56,921.74
11	$43,833.82	$2,000.00	$11,600.00	$57,433.82
12	$44,345.89	$2,000.00	$11,600.00	$57,945.89
13	$44,857.97	$2,000.00	$11,600.00	$58,457.97
14	$45,370.05	$2,000.00	$11,600.00	$58,970.05
15	$45,882.13	$2,000.00	$11,600.00	$59,482.13
16	$46,394.20	$2,000.00	$11,600.00	$59,994.20
17	$46,906.28	$2,000.00	$11,600.00	$60,506.28
18	$47,418.36	$2,000.00	$11,600.00	$61,018.36
19	$47,930.43	$2,000.00	$11,600.00	$61,530.43
20	$48,442.51	$2,000.00	$11,600.00	$62,042.51
21	$48,954.59	$2,000.00	$11,600.00	$62,554.59
22	$49,466.67	$2,000.00	$11,600.00	$63,066.67
23	$49,978.74	$2,000.00	$11,600.00	$63,578.74
24	$50,490.82	$2,000.00	$11,600.00	$64,090.82
25	$51,002.90	$2,000.00	$11,600.00	$64,602.90
26	$51,514.98	$2,000.00	$11,600.00	$65,114.98
27	$52,027.05	$2,000.00	$11,600.00	$65,627.05
28	$52,539.13	$2,000.00	$11,600.00	$66,139.13
29	$53,051.21	$2,000.00	$11,600.00	$66,651.21
30	$53,563.29	$2,000.00	$11,600.00	$67,163.29
31	$54,075.36	$2,000.00	$11,600.00	$67,675.36
32	$54,587.44	$2,000.00	$11,600.00	$68,187.44
33	$55,099.52	$2,000.00	$11,600.00	$68,699.52
34	$55,611.59	$2,000.00	$11,600.00	$69,211.59
35	$56,123.67	$2,000.00	$11,600.00	$69,723.67
36	$56,635.75	$2,000.00	$11,600.00	$70,235.75
37	$57,147.83	$2,000.00	$11,600.00	$70,747.83
38	$57,659.90	$2,000.00	$11,600.00	$71,259.90
39	$58,171.98	$2,000.00	$11,600.00	$71,771.98
40	$58,684.06	$2,000.00	$11,600.00	$72,284.06
41	$59,196.14	$2,000.00	$11,600.00	$72,796.14
42	$59,708.21	$2,000.00	$11,600.00	$73,308.21
43	$60,220.29	$2,000.00	$11,600.00	$73,820.29
44	$60,732.37	$2,000.00	$11,600.00	$74,332.37
45	$61,244.44	$2,000.00	$11,600.00	$74,844.44
46	$61,756.52	$2,000.00	$11,600.00	$75,356.52
47	$62,268.60	$2,000.00	$11,600.00	$75,868.60
48	$62,780.68	$2,000.00	$11,600.00	$76,380.68
49	$63,292.75	$2,000.00	$11,600.00	$76,892.75
50	$63,804.83	$2,000.00	$11,600.00	$77,404.83
51	$64,316.91	$2,000.00	$11,600.00	$77,916.91
52	$64,828.99	$2,000.00	$11,600.00	$78,428.99
53	$65,341.06	$2,000.00	$11,600.00	$78,941.06
54	$65,853.14	$2,000.00	$11,600.00	$79,453.14
55	$66,365.22	$2,000.00	$11,600.00	$79,965.22
56	$66,877.29	$2,000.00	$11,600.00	$80,477.29
57	$67,389.37	$2,000.00	$11,600.00	$80,989.37
58	$67,901.45	$2,000.00	$11,600.00	$81,501.45
59	$68,413.53	$2,000.00	$11,600.00	$82,013.53
60	$68,925.60	$2,000.00	$11,600.00	$82,525.60
61	$69,437.68	$2,000.00	$11,600.00	$83,037.68
62	$69,949.76	$2,000.00	$11,600.00	$83,549.76
63	$70,461.84	$2,000.00	$11,600.00	$84,061.84
64	$70,973.91	$2,000.00	$11,600.00	$84,573.91
65	$71,485.99	$2,000.00	$11,600.00	$85,085.99
66	$71,998.07	$2,000.00	$11,600.00	$85,598.07
67	$72,510.14	$2,000.00	$11,600.00	$86,110.14
68	$73,022.22	$2,000.00	$11,600.00	$86,622.22
69	$73,534.30	$2,000.00	$11,600.00	$87,134.30
70	$74,046.38	$2,000.00	$11,600.00	$87,646.38
71	$74,558.45	$2,000.00	$11,600.00	$88,158.45
72	$75,070.53	$2,000.00	$11,600.00	$88,670.53
73	$75,582.61	$2,000.00	$11,600.00	$89,182.61
74	$76,094.69	$2,000.00	$11,600.00	$89,694.69
75	$76,606.76	$2,000.00	$11,600.00	$90,206.76
76	$77,118.84	$2,000.00	$11,600.00	$90,718.84
77	$77,630.92	$2,000.00	$11,600.00	$91,230.92
78	$78,143.00	$2,000.00	$11,600.00	$91,743.00
79	$78,655.07	$2,000.00	$11,600.00	$92,255.07
80	$79,167.15	$2,000.00	$11,600.00	$92,767.15
81	$79,679.23	$2,000.00	$11,600.00	$93,279.23

PLACEMENT AT HIRE SCHEDULE A		
Years of Experience	0	$51,400.00
	1	$51,900.00
	2	$52,400.00
	3	$52,900.00
	4	$53,400.00
	5	$53,900.00
	6	$54,400.00
	7	$54,900.00
	8	$55,400.00
	9	$55,900.00
	10	$56,400.00
	11	$56,900.00
	12	$57,400.00
	13	$57,900.00
	14	$58,400.00
	15	$58,900.00

STIPENDS DEGREE COMPENSATION	
Master's	$2,000.00
Doctorate	$3,000.00

B. Salary schedule TDR(B) and Placement at hire on Schedule B below are for MBUs other than Occupational Therapists (OTS), Physical Therapists (PTS) and Speech and Language Pathologists (SLPS) who are employed by the District in the following positions:

9.5 Month Positions:

- Athletic Trainer, Head
- Dean of Students
- Diagnostician
- Ex Ed Behavior Intervention Specialist
- Ex Ed Resource Support Specialist
- Exceptional Education Transition Coordinator
- Foundational Literacy Coach
- Hygienist
- Instructional Technology Integration Specialist
- Instructional Data Intervention Specialist
- Instructional Coach
- Instructional Coach - Innovative Learning
- Language Acquisition Coach
- Magnet Site Coordinator
- Project Coordinator for Grants
- Student Family Support Liaison
- Visual Arts Specialist

10.5 Month Positions:

- Curriculum Service Provider
- Professional Development Academic Trainer
- Reading Coach
- Reading Coach - USDE
- Teacher Mentor

Step	Grade TDR B 9.5mo Base	Grade TDR B 9.5mo Override	Grade TDR B 9.5mo Total
1	$43,900.00	$2,000.00	$45,900.00
2	$44,400.00	$2,000.00	$46,400.00
3	$44,900.00	$2,000.00	$46,900.00
4	$45,400.00	$2,000.00	$47,400.00
5	$45,900.00	$2,000.00	$47,900.00
6	$46,400.00	$2,000.00	$48,400.00
7	$46,900.00	$2,000.00	$48,900.00
8	$47,400.00	$2,000.00	$49,400.00
9	$47,900.00	$2,000.00	$49,900.00
10	$48,400.00	$2,000.00	$50,400.00
11	$48,900.00	$2,000.00	$50,900.00
12	$49,400.00	$2,000.00	$51,400.00
13	$49,900.00	$2,000.00	$51,900.00
14	$50,400.00	$2,000.00	$52,400.00
15	$50,900.00	$2,000.00	$52,900.00
16	$51,400.00	$2,000.00	$53,400.00
17	$51,900.00	$2,000.00	$53,900.00
18	$52,400.00	$2,000.00	$54,400.00
19	$52,900.00	$2,000.00	$54,900.00
20	$53,400.00	$2,000.00	$55,400.00
21	$53,900.00	$2,000.00	$55,900.00
22	$54,400.00	$2,000.00	$56,400.00
23	$54,900.00	$2,000.00	$56,900.00
24	$55,400.00	$2,000.00	$57,400.00
25	$55,900.00	$2,000.00	$57,900.00
26	$56,400.00	$2,000.00	$58,400.00
27	$56,900.00	$2,000.00	$58,900.00
28	$57,400.00	$2,000.00	$59,400.00
29	$57,900.00	$2,000.00	$59,900.00
30	$58,400.00	$2,000.00	$60,400.00
31	$58,900.00	$2,000.00	$60,900.00
32	$59,400.00	$2,000.00	$61,400.00
33	$59,900.00	$2,000.00	$61,900.00

Step	Grade TDR B 10.5 mo. Base	Grade TDR B 10.5 mo. Override	Grade TDR B 10.5 mo. Total
1	$47,505.31	$2,000.00	$49,505.31
2	$48,046.38	$2,000.00	$50,046.38
3	$48,587.44	$2,000.00	$50,587.44
4	$49,128.50	$2,000.00	$51,128.50
5	$49,669.57	$2,000.00	$51,669.57
6	$50,210.63	$2,000.00	$52,210.63
7	$50,751.69	$2,000.00	$52,751.69
8	$51,292.75	$2,000.00	$53,292.75
9	$51,833.82	$2,000.00	$53,833.82
10	$52,374.88	$2,000.00	$54,374.88
11	$52,915.94	$2,000.00	$54,915.94
12	$53,457.00	$2,000.00	$55,457.00
13	$53,998.07	$2,000.00	$55,998.07
14	$54,539.13	$2,000.00	$56,539.13
15	$55,080.19	$2,000.00	$57,080.19
16	$55,621.26	$2,000.00	$57,621.26
17	$56,162.32	$2,000.00	$58,162.32
18	$56,703.38	$2,000.00	$58,703.38
19	$57,244.44	$2,000.00	$59,244.44
20	$57,785.51	$2,000.00	$59,785.51
21	$58,326.57	$2,000.00	$60,326.57
22	$58,867.63	$2,000.00	$60,867.63
23	$59,408.70	$2,000.00	$61,408.70
24	$59,949.76	$2,000.00	$61,949.76
25	$60,490.82	$2,000.00	$62,490.82
26	$61,031.88	$2,000.00	$63,031.88
27	$61,572.95	$2,000.00	$63,572.95
28	$62,114.01	$2,000.00	$64,114.01
29	$62,655.07	$2,000.00	$64,655.07
30	$63,196.14	$2,000.00	$65,196.14
31	$63,737.20	$2,000.00	$65,737.20
32	$64,278.26	$2,000.00	$66,278.26
33	$64,819.32	$2,000.00	$66,819.32

34	$60,400.00	$2,000.00	$62,400.00
35	$60,900.00	$2,000.00	$62,900.00
36	$61,400.00	$2,000.00	$63,400.00
37	$61,900.00	$2,000.00	$63,900.00
38	$62,400.00	$2,000.00	$64,400.00
39	$62,900.00	$2,000.00	$64,900.00
40	$63,400.00	$2,000.00	$65,400.00
41	$63,900.00	$2,000.00	$65,900.00
42	$64,400.00	$2,000.00	$66,400.00
43	$64,900.00	$2,000.00	$66,900.00
44	$65,400.00	$2,000.00	$67,400.00
45	$65,900.00	$2,000.00	$67,900.00
46	$66,400.00	$2,000.00	$68,400.00
47	$66,900.00	$2,000.00	$68,900.00
48	$67,400.00	$2,000.00	$69,400.00
49	$67,900.00	$2,000.00	$69,900.00
50	$68,400.00	$2,000.00	$70,400.00
51	$68,900.00	$2,000.00	$70,900.00
52	$69,400.00	$2,000.00	$71,400.00
53	$69,900.00	$2,000.00	$71,900.00
54	$70,400.00	$2,000.00	$72,400.00
55	$70,900.00	$2,000.00	$72,900.00
56	$71,400.00	$2,000.00	$73,400.00
57	$71,900.00	$2,000.00	$73,900.00
58	$72,400.00	$2,000.00	$74,400.00
59	$72,900.00	$2,000.00	$74,900.00
60	$73,400.00	$2,000.00	$75,400.00
61	$73,900.00	$2,000.00	$75,900.00
62	$74,400.00	$2,000.00	$76,400.00
63	$74,900.00	$2,000.00	$76,900.00
64	$75,400.00	$2,000.00	$77,400.00
65	$75,900.00	$2,000.00	$77,900.00
66	$76,400.00	$2,000.00	$78,400.00
67	$76,900.00	$2,000.00	$78,900.00
68	$77,400.00	$2,000.00	$79,400.00
69	$77,900.00	$2,000.00	$79,900.00
70	$78,400.00	$2,000.00	$80,400.00
71	$78,900.00	$2,000.00	$80,900.00
72	$79,400.00	$2,000.00	$81,400.00
73	$79,900.00	$2,000.00	$81,900.00
74	$80,400.00	$2,000.00	$82,400.00
75	$80,900.00	$2,000.00	$82,900.00
76	$81,400.00	$2,000.00	$83,400.00
77	$81,900.00	$2,000.00	$83,900.00

34	$65,360.39	$2,000.00	$67,360.39
35	$65,901.45	$2,000.00	$67,901.45
36	$66,442.51	$2,000.00	$68,442.51
37	$66,983.57	$2,000.00	$68,983.57
38	$67,524.64	$2,000.00	$69,524.64
39	$68,065.70	$2,000.00	$70,065.70
40	$68,606.76	$2,000.00	$70,606.76
41	$69,147.83	$2,000.00	$71,147.83
42	$69,688.89	$2,000.00	$71,688.89
43	$70,229.95	$2,000.00	$72,229.95
44	$70,771.01	$2,000.00	$72,771.01
45	$71,312.08	$2,000.00	$73,312.08
46	$71,853.14	$2,000.00	$73,853.14
47	$72,394.20	$2,000.00	$74,394.20
48	$72,935.27	$2,000.00	$74,935.27
49	$73,476.33	$2,000.00	$75,476.33
50	$74,017.39	$2,000.00	$76,017.39
51	$74,558.45	$2,000.00	$76,558.45
52	$75,099.52	$2,000.00	$77,099.52
53	$75,640.58	$2,000.00	$77,640.58
54	$76,181.64	$2,000.00	$78,181.64
55	$76,722.71	$2,000.00	$78,722.71
56	$77,263.77	$2,000.00	$79,263.77
57	$77,804.83	$2,000.00	$79,804.83
58	$78,345.89	$2,000.00	$80,345.89
59	$78,886.96	$2,000.00	$80,886.96
60	$79,428.02	$2,000.00	$81,428.02
61	$79,969.08	$2,000.00	$81,969.08
62	$80,510.14	$2,000.00	$82,510.14
63	$81,051.21	$2,000.00	$83,051.21
64	$81,592.27	$2,000.00	$83,592.27
65	$82,133.33	$2,000.00	$84,133.33
66	$82,674.40	$2,000.00	$84,674.40
67	$83,215.46	$2,000.00	$85,215.46
68	$83,756.52	$2,000.00	$85,756.52
69	$84,297.58	$2,000.00	$86,297.58
70	$84,838.65	$2,000.00	$86,838.65
71	$85,379.71	$2,000.00	$87,379.71
72	$85,920.77	$2,000.00	$87,920.77
73	$86,461.84	$2,000.00	$88,461.84
74	$87,002.90	$2,000.00	$89,002.90
75	$87,543.96	$2,000.00	$89,543.96
76	$88,085.02	$2,000.00	$90,085.02
77	$88,626.09	$2,000.00	$90,626.09

78	$82,400.00	$2,000.00	$84,400.00
79	$82,900.00	$2,000.00	$84,900.00
80	$83,400.00	$2,000.00	$85,400.00
81	$83,900.00	$2,000.00	$85,900.00

78	$89,167.15	$2,000.00	$91,167.15
79	$89,708.21	$2,000.00	$91,708.21
80	$90,249.28	$2,000.00	$92,249.28
81	$90,790.34	$2,000.00	$92,790.34

PLACEMENT AT HIRE SCHEDULE A			
Years of Experience		9.5 Month	10.5 Month
	0	$45,900.00	$49,505.31
	1	$46,400.00	$50,046.38
	2	$46,900.00	$50,587.44
	3	$47,400.00	$51,128.50
	4	$47,900.00	$51,669.57
	5	$48,400.00	$52,210.63
	6	$48,900.00	$52,751.69
	7	$49,400.00	$53,292.75
	8	$49,900.00	$53,833.82
	9	$50,400.00	$54,374.88
	10	$50,900.00	$54,915.94
	11	$51,400.00	$55,457.00
	12	$51,900.00	$55,998.07
	13	$52,400.00	$56,539.13
	14	$52,900.00	$57,080.19
	15	$53,400.00	$57,621.26

STIPENDS DEGREE COMPENSATION	
Master's	$2,000.00
Doctorate	$3,000.00

29-14 Salary Schedule – OT, PT, & SLP

Grade MA1

- Board Certified Behavior Analyst (BCBA)
- Educational Audiologist
- Occupational Therapist
- Physical Therapist
- Speech Language Pathologist
- Speech Language Pathologist - Hybrid
- Speech Language Pathologist - Remote
- Speech Language Pathologist Fellow

Grade MA2

- Certified Occupational Therapist Assistant (COTA)

Step	Grade MA1 Base	Grade MA1 Override	Grade MA1 Total
1	$52,044.21	$2,081.77	$54,125.98
2	$52,564.65	$2,102.59	$54,667.24
3	$53,090.30	$2,123.61	$55,213.91
4	$53,621.20	$2,144.85	$55,766.05
5	$54,157.41	$2,166.30	$56,323.71
6	$54,698.98	$2,187.96	$56,886.94
7	$55,245.97	$2,209.84	$57,455.81
8	$55,798.43	$2,231.94	$58,030.37
9	$56,356.42	$2,254.26	$58,610.68
10	$56,919.98	$2,276.80	$59,196.78
11	$57,489.18	$2,299.57	$59,788.75
12	$58,064.07	$2,322.56	$60,386.63
13	$58,644.71	$2,345.79	$60,990.50
14	$59,231.16	$2,369.25	$61,600.41
15	$59,823.47	$2,392.94	$62,216.41
16	$60,421.71	$2,416.87	$62,838.58
17	$61,025.93	$2,441.04	$63,466.97
18	$61,636.18	$2,465.45	$64,101.63
19	$62,252.55	$2,490.10	$64,742.65
20	$62,875.07	$2,515.00	$65,390.07
21	$63,503.82	$2,540.15	$66,043.97
22	$64,138.86	$2,565.55	$66,704.41
23	$64,780.25	$2,591.21	$67,371.46
24	$65,428.05	$2,617.12	$68,045.17
25	$66,082.33	$2,643.29	$68,725.62
26	$66,743.16	$2,669.73	$69,412.89
27	$67,410.59	$2,696.42	$70,107.01
28	$68,084.69	$2,723.39	$70,808.08
29	$68,765.54	$2,750.62	$71,516.16
30	$69,453.20	$2,778.13	$72,231.33
31	$70,147.73	$2,805.91	$72,953.64
32	$70,849.20	$2,833.97	$73,683.17
33	$71,557.70	$2,862.31	$74,420.01
34	$72,273.27	$2,890.93	$75,164.20
35	$72,996.01	$2,919.84	$75,915.85
36	$73,725.97	$2,949.04	$76,675.01
37	$74,463.23	$2,978.53	$77,441.76
38	$75,207.86	$3,008.31	$78,216.17
39	$75,959.94	$3,038.40	$78,998.34
40	$76,719.54	$3,068.78	$79,788.32
41	$77,486.73	$3,099.47	$80,586.20

Step	Grade MA2 Base	Grade MA2 Override	Grade MA2 Total
1	$62,155.70	$2,486.23	$64,641.93
2	$62,747.26	$2,509.89	$65,257.15
3	$63,344.73	$2,533.79	$65,878.52
4	$63,948.18	$2,557.93	$66,506.11
5	$64,557.66	$2,582.31	$67,139.97
6	$65,173.24	$2,606.93	$67,780.17
7	$65,794.97	$2,631.80	$68,426.77
8	$66,422.92	$2,656.92	$69,079.84
9	$67,057.15	$2,682.29	$69,739.44
10	$67,697.72	$2,707.91	$70,405.63
11	$68,344.70	$2,733.79	$71,078.49
12	$68,998.15	$2,759.93	$71,758.08
13	$69,658.13	$2,786.33	$72,444.46
14	$70,324.71	$2,812.99	$73,137.70
15	$70,997.96	$2,839.92	$73,837.88
16	$71,677.94	$2,867.12	$74,545.06
17	$72,364.72	$2,894.59	$75,259.31
18	$73,058.37	$2,922.33	$75,980.70
19	$73,758.95	$2,950.36	$76,709.31
20	$74,466.54	$2,978.66	$77,445.20
21	$75,181.21	$3,007.25	$78,188.46
22	$75,903.02	$3,036.12	$78,939.14
23	$76,632.05	$3,065.28	$79,697.33
24	$77,368.37	$3,094.73	$80,463.10
25	$78,112.05	$3,124.48	$81,236.53
26	$78,863.17	$3,154.53	$82,017.70
27	$79,621.80	$3,184.87	$82,806.67
28	$80,388.02	$3,215.52	$83,603.54
29	$81,161.90	$3,246.48	$84,408.38
30	$81,943.52	$3,277.74	$85,221.26
31	$82,732.96	$3,309.32	$86,042.28
32	$83,530.29	$3,341.21	$86,871.50
33	$84,335.59	$3,373.42	$87,709.01
34	$85,148.95	$3,405.96	$88,554.91
35	$85,970.44	$3,438.82	$89,409.26
36	$86,800.14	$3,472.01	$90,272.15
37	$87,638.14	$3,505.53	$91,143.67
38	$88,484.52	$3,539.38	$92,023.90
39	$89,339.37	$3,573.57	$92,912.94
40	$90,202.76	$3,608.11	$93,810.87
41	$91,074.79	$3,642.99	$94,717.78

42	$78,261.60	$3,130.46	$81,392.06
43	$79,044.21	$3,161.77	$82,205.98
44	$79,834.66	$3,193.39	$83,028.05
45	$80,633.00	$3,225.32	$83,858.32
46	$81,439.33	$3,257.57	$84,696.90
47	$82,253.73	$3,290.15	$85,543.88
48	$83,076.26	$3,323.05	$86,399.31

42	$91,955.54	$3,678.22	$95,633.76
43	$92,845.10	$3,713.80	$96,558.90
44	$93,743.55	$3,749.74	$97,493.29
45	$94,650.99	$3,786.04	$98,437.03
46	$95,567.50	$3,822.70	$99,390.20
47	$96,493.18	$3,859.73	$100,352.91
48	$97,428.11	$3,897.12	$101,325.23

29-15 Salary Schedule – Social Worker

- Social Worker - Bachelor's - SW1
- Social Worker - Master's - SW1
- Social Worker LCSW - SW2

Step	Grade SW1 Base	Grade SW1 Override	Grade SW1 Total
1	$42,196.54	$1,687.86	$43,884.40
2	$42,618.50	$1,704.74	$44,323.24
3	$43,044.69	$1,721.79	$44,766.48
4	$43,475.13	$1,739.01	$45,214.14
5	$43,909.89	$1,756.40	$45,666.29
6	$44,348.98	$1,773.96	$46,122.94
7	$44,792.47	$1,791.70	$46,584.17
8	$45,240.40	$1,809.62	$47,050.02
9	$45,692.80	$1,827.71	$47,520.51
10	$46,149.73	$1,845.99	$47,995.72
11	$46,611.23	$1,864.45	$48,475.68
12	$47,077.34	$1,883.09	$48,960.43
13	$47,548.11	$1,901.92	$49,450.03
14	$48,023.60	$1,920.94	$49,944.54
15	$48,503.83	$1,940.15	$50,443.98
16	$48,988.87	$1,959.55	$50,948.42
17	$49,478.76	$1,979.15	$51,457.91
18	$49,973.55	$1,998.94	$51,972.49
19	$50,473.28	$2,018.93	$52,492.21
20	$50,978.01	$2,039.12	$53,017.13
21	$51,487.79	$2,059.51	$53,547.30
22	$52,002.67	$2,080.11	$54,082.78
23	$52,522.70	$2,100.91	$54,623.61
24	$53,047.93	$2,121.92	$55,169.85
25	$53,578.41	$2,143.14	$55,721.55
26	$54,114.19	$2,164.57	$56,278.76

Step	Grade SW2 Base	Grade SW2 Override	Grade SW2 Total
1	$45,196.54	$1,807.86	$47,004.40
2	$45,618.50	$1,824.74	$47,443.24
3	$46,044.69	$1,841.79	$47,886.48
4	$46,475.13	$1,859.01	$48,334.14
5	$46,909.89	$1,876.40	$48,786.29
6	$47,348.98	$1,893.96	$49,242.94
7	$47,792.47	$1,911.70	$49,704.17
8	$48,240.40	$1,929.62	$50,170.02
9	$48,692.80	$1,947.71	$50,640.51
10	$49,149.73	$1,965.99	$51,115.72
11	$49,611.23	$1,984.45	$51,595.68
12	$50,077.34	$2,003.09	$52,080.43
13	$50,548.11	$2,021.92	$52,570.03
14	$51,023.60	$2,040.94	$53,064.54
15	$51,503.83	$2,060.15	$53,563.98
16	$51,988.87	$2,079.55	$54,068.42
17	$52,478.76	$2,099.15	$54,577.91
18	$52,973.55	$2,118.94	$55,092.49
19	$53,473.28	$2,138.93	$55,612.21
20	$53,978.01	$2,159.12	$56,137.13
21	$54,487.79	$2,179.51	$56,667.30
22	$55,002.67	$2,200.11	$57,202.78
23	$55,522.70	$2,220.91	$57,743.61
24	$56,047.93	$2,241.92	$58,289.85
25	$56,578.41	$2,263.14	$58,841.55
26	$57,114.19	$2,284.57	$59,398.76

27	$54,655.33	$2,186.21	$56,841.54
28	$55,201.88	$2,208.08	$57,409.96
29	$55,753.90	$2,230.16	$57,984.06
30	$56,311.44	$2,252.46	$58,563.90
31	$56,874.56	$2,274.98	$59,149.54
32	$57,443.30	$2,297.73	$59,741.03
33	$58,017.74	$2,320.71	$60,338.45
34	$58,597.91	$2,343.92	$60,941.83
35	$59,183.89	$2,367.36	$61,551.25
36	$59,775.73	$2,391.03	$62,166.76
37	$60,373.49	$2,414.94	$62,788.43
38	$60,977.22	$2,439.09	$63,416.31
39	$61,587.00	$2,463.48	$64,050.48
40	$62,202.87	$2,488.11	$64,690.98
41	$62,824.89	$2,513.00	$65,337.89
42	$63,453.14	$2,538.13	$65,991.27
43	$64,087.67	$2,563.51	$66,651.18
44	$64,728.55	$2,589.14	$67,317.69
45	$65,375.84	$2,615.03	$67,990.87
46	$66,029.60	$2,641.18	$68,670.78
47	$66,689.89	$2,667.60	$69,357.49
48	$67,356.79	$2,694.27	$70,051.06

27	$57,655.33	$2,306.21	$59,961.54
28	$58,201.88	$2,328.08	$60,529.96
29	$58,753.90	$2,350.16	$61,104.06
30	$59,311.44	$2,372.46	$61,683.90
31	$59,874.56	$2,394.98	$62,269.54
32	$60,443.30	$2,417.73	$62,861.03
33	$61,017.74	$2,440.71	$63,458.45
34	$61,597.91	$2,463.92	$64,061.83
35	$62,183.89	$2,487.36	$64,671.25
36	$62,775.73	$2,511.03	$65,286.76
37	$63,373.49	$2,534.94	$65,908.43
38	$63,977.22	$2,559.09	$66,536.31
39	$64,587.00	$2,583.48	$67,170.48
40	$65,202.87	$2,608.11	$67,810.98
41	$65,824.89	$2,633.00	$68,457.89
42	$66,453.14	$2,658.13	$69,111.27
43	$67,087.67	$2,683.51	$69,771.18
44	$67,728.55	$2,709.14	$70,437.69
45	$68,375.84	$2,735.03	$71,110.87
46	$69,029.60	$2,761.18	$71,790.78
47	$69,689.89	$2,787.60	$72,477.49
48	$70,356.79	$2,814.27	$73,171.06

29-16 Salary Schedule – Nurses

- Nurse
- Nurse, Lead (Starting Step 20 at $60,666.19)

Step	Grade Nurse Base	Grade Nurse Override	Grade Nurse Total
1	$50,215.83	$2,008.63	$52,224.46
2	$50,717.99	$2,028.72	$52,746.71
3	$51,225.17	$2,049.01	$53,274.18
4	$51,737.42	$2,069.50	$53,806.92
5	$52,254.79	$2,090.19	$54,344.98
6	$52,777.34	$2,111.09	$54,888.43
7	$53,305.11	$2,132.20	$55,437.31
8	$53,838.17	$2,153.53	$55,991.70
9	$54,376.55	$2,175.06	$56,551.61
10	$54,920.31	$2,196.81	$57,117.12
11	$55,469.52	$2,218.78	$57,688.30
12	$56,024.21	$2,240.97	$58,265.18
13	$56,584.45	$2,263.38	$58,847.83

Step	Grade Nurse Base	Grade Nurse Override	Grade Nurse Total
25	$63,760.78	$2,550.43	$66,311.21
26	$64,398.39	$2,575.94	$66,974.33
27	$65,042.37	$2,601.69	$67,644.06
28	$65,692.79	$2,627.71	$68,320.50
29	$66,349.72	$2,653.99	$69,003.71
30	$67,013.22	$2,680.53	$69,693.75
31	$67,683.35	$2,707.33	$70,390.68
32	$68,360.18	$2,734.41	$71,094.59
33	$69,043.79	$2,761.75	$71,805.54
34	$69,734.22	$2,789.37	$72,523.59
35	$70,431.57	$2,817.26	$73,248.83
36	$71,135.88	$2,845.44	$73,981.32
37	$71,847.24	$2,873.89	$74,721.13

14	$57,150.30	$2,286.01	$59,436.31
15	$57,721.80	$2,308.87	$60,030.67
16	$58,299.02	$2,331.96	$60,630.98
17	$58,882.01	$2,355.28	$61,237.29
18	$59,470.83	$2,378.83	$61,849.66
19	$60,065.54	$2,402.62	$62,468.16
20	$60,666.19	$2,426.65	$63,092.84
21	$61,272.85	$2,450.91	$63,723.76
22	$61,885.58	$2,475.42	$64,361.00
23	$62,504.44	$2,500.18	$65,004.62
24	$63,129.48	$2,525.18	$65,654.66

38	$72,565.71	$2,902.63	$75,468.34
39	$73,291.37	$2,931.65	$76,223.02
40	$74,024.28	$2,960.97	$76,985.25
41	$74,764.53	$2,990.58	$77,755.11
42	$75,512.17	$3,020.49	$78,532.66
43	$76,267.29	$3,050.69	$79,317.98
44	$77,029.97	$3,081.20	$80,111.17
45	$77,800.27	$3,112.01	$80,912.28
46	$78,578.27	$3,143.13	$81,721.40
47	$79,364.05	$3,174.56	$82,538.61
48	$80,157.69	$3,206.31	$83,364.00

29-17 Salary Schedule – Exceptional Education

Grade 1:

- Ex Ed Adapted PE Teacher
- Ex Ed Itinerant Teacher
- Ex Ed Teacher
- Ex Ed Teacher - Early Childhood
- Ex Ed Teacher - Inclusion
- Job Development Instructor

Grade 2:

- Ex Ed Teacher - Self-Contained

Step	Grade ExEd1 Base	Override	Suppl Base/Menu	Total
1	$41,800.00	$2,000.00	$11,600.00	$55,400.00
2	$42,300.00	$2,000.00	$11,600.00	$55,900.00
3	$42,800.00	$2,000.00	$11,600.00	$56,400.00
4	$43,300.00	$2,000.00	$11,600.00	$56,900.00
5	$43,800.00	$2,000.00	$11,600.00	$57,400.00
6	$44,300.00	$2,000.00	$11,600.00	$57,900.00
7	$44,800.00	$2,000.00	$11,600.00	$58,400.00
8	$45,300.00	$2,000.00	$11,600.00	$58,900.00
9	$45,800.00	$2,000.00	$11,600.00	$59,400.00
10	$46,300.00	$2,000.00	$11,600.00	$59,900.00
11	$46,800.00	$2,000.00	$11,600.00	$60,400.00
12	$47,300.00	$2,000.00	$11,600.00	$60,900.00
13	$47,800.00	$2,000.00	$11,600.00	$61,400.00
14	$48,300.00	$2,000.00	$11,600.00	$61,900.00
15	$48,800.00	$2,000.00	$11,600.00	$62,400.00
16	$49,300.00	$2,000.00	$11,600.00	$62,900.00

Step	Grade ExEd2 Base	Override	Suppl Base/Menu	Total
1	$47,800.00	$2,000.00	$11,600.00	$61,400.00
2	$48,300.00	$2,000.00	$11,600.00	$61,900.00
3	$48,800.00	$2,000.00	$11,600.00	$62,400.00
4	$49,300.00	$2,000.00	$11,600.00	$62,900.00
5	$49,800.00	$2,000.00	$11,600.00	$63,400.00
6	$50,300.00	$2,000.00	$11,600.00	$63,900.00
7	$50,800.00	$2,000.00	$11,600.00	$64,400.00
8	$51,300.00	$2,000.00	$11,600.00	$64,900.00
9	$51,800.00	$2,000.00	$11,600.00	$65,400.00
10	$52,300.00	$2,000.00	$11,600.00	$65,900.00
11	$52,800.00	$2,000.00	$11,600.00	$66,400.00
12	$53,300.00	$2,000.00	$11,600.00	$66,900.00
13	$53,800.00	$2,000.00	$11,600.00	$67,400.00
14	$54,300.00	$2,000.00	$11,600.00	$67,900.00
15	$54,800.00	$2,000.00	$11,600.00	$68,400.00
16	$55,300.00	$2,000.00	$11,600.00	$68,900.00

17	$49,800.00	$2,000.00	$11,600.00	$63,400.00
18	$50,300.00	$2,000.00	$11,600.00	$63,900.00
19	$50,800.00	$2,000.00	$11,600.00	$64,400.00
20	$51,300.00	$2,000.00	$11,600.00	$64,900.00
21	$51,800.00	$2,000.00	$11,600.00	$65,400.00
22	$52,300.00	$2,000.00	$11,600.00	$65,900.00
23	$52,800.00	$2,000.00	$11,600.00	$66,400.00
24	$53,300.00	$2,000.00	$11,600.00	$66,900.00
25	$53,800.00	$2,000.00	$11,600.00	$67,400.00
26	$54,300.00	$2,000.00	$11,600.00	$67,900.00
27	$54,800.00	$2,000.00	$11,600.00	$68,400.00
28	$55,300.00	$2,000.00	$11,600.00	$68,900.00
29	$55,800.00	$2,000.00	$11,600.00	$69,400.00
30	$56,300.00	$2,000.00	$11,600.00	$69,900.00
31	$56,800.00	$2,000.00	$11,600.00	$70,400.00
32	$57,300.00	$2,000.00	$11,600.00	$70,900.00
33	$57,800.00	$2,000.00	$11,600.00	$71,400.00
34	$58,300.00	$2,000.00	$11,600.00	$71,900.00
35	$58,800.00	$2,000.00	$11,600.00	$72,400.00
36	$59,300.00	$2,000.00	$11,600.00	$72,900.00
37	$59,800.00	$2,000.00	$11,600.00	$73,400.00
38	$60,300.00	$2,000.00	$11,600.00	$73,900.00
39	$60,800.00	$2,000.00	$11,600.00	$74,400.00
40	$61,300.00	$2,000.00	$11,600.00	$74,900.00
41	$61,800.00	$2,000.00	$11,600.00	$75,400.00
42	$62,300.00	$2,000.00	$11,600.00	$75,900.00
43	$62,800.00	$2,000.00	$11,600.00	$76,400.00
44	$63,300.00	$2,000.00	$11,600.00	$76,900.00
45	$63,800.00	$2,000.00	$11,600.00	$77,400.00
46	$64,300.00	$2,000.00	$11,600.00	$77,900.00
47	$64,800.00	$2,000.00	$11,600.00	$78,400.00
48	$65,300.00	$2,000.00	$11,600.00	$78,900.00
49	$65,800.00	$2,000.00	$11,600.00	$79,400.00
50	$66,300.00	$2,000.00	$11,600.00	$79,900.00
51	$66,800.00	$2,000.00	$11,600.00	$80,400.00
52	$67,300.00	$2,000.00	$11,600.00	$80,900.00
53	$67,800.00	$2,000.00	$11,600.00	$81,400.00
54	$68,300.00	$2,000.00	$11,600.00	$81,900.00
55	$68,800.00	$2,000.00	$11,600.00	$82,400.00
56	$69,300.00	$2,000.00	$11,600.00	$82,900.00
57	$69,800.00	$2,000.00	$11,600.00	$83,400.00
58	$70,300.00	$2,000.00	$11,600.00	$83,900.00
59	$70,800.00	$2,000.00	$11,600.00	$84,400.00
60	$71,300.00	$2,000.00	$11,600.00	$84,900.00

17	$55,800.00	$2,000.00	$11,600.00	$69,400.00
18	$56,300.00	$2,000.00	$11,600.00	$69,900.00
19	$56,800.00	$2,000.00	$11,600.00	$70,400.00
20	$57,300.00	$2,000.00	$11,600.00	$70,900.00
21	$57,800.00	$2,000.00	$11,600.00	$71,400.00
22	$58,300.00	$2,000.00	$11,600.00	$71,900.00
23	$58,800.00	$2,000.00	$11,600.00	$72,400.00
24	$59,300.00	$2,000.00	$11,600.00	$72,900.00
25	$59,800.00	$2,000.00	$11,600.00	$73,400.00
26	$60,300.00	$2,000.00	$11,600.00	$73,900.00
27	$60,800.00	$2,000.00	$11,600.00	$74,400.00
28	$61,300.00	$2,000.00	$11,600.00	$74,900.00
29	$61,800.00	$2,000.00	$11,600.00	$75,400.00
30	$62,300.00	$2,000.00	$11,600.00	$75,900.00
31	$62,800.00	$2,000.00	$11,600.00	$76,400.00
32	$63,300.00	$2,000.00	$11,600.00	$76,900.00
33	$63,800.00	$2,000.00	$11,600.00	$77,400.00
34	$64,300.00	$2,000.00	$11,600.00	$77,900.00
35	$64,800.00	$2,000.00	$11,600.00	$78,400.00
36	$65,300.00	$2,000.00	$11,600.00	$78,900.00
37	$65,800.00	$2,000.00	$11,600.00	$79,400.00
38	$66,300.00	$2,000.00	$11,600.00	$79,900.00
39	$66,800.00	$2,000.00	$11,600.00	$80,400.00
40	$67,300.00	$2,000.00	$11,600.00	$80,900.00
41	$67,800.00	$2,000.00	$11,600.00	$81,400.00
42	$68,300.00	$2,000.00	$11,600.00	$81,900.00
43	$68,800.00	$2,000.00	$11,600.00	$82,400.00
44	$69,300.00	$2,000.00	$11,600.00	$82,900.00
45	$69,800.00	$2,000.00	$11,600.00	$83,400.00
46	$70,300.00	$2,000.00	$11,600.00	$83,900.00
47	$70,800.00	$2,000.00	$11,600.00	$84,400.00
48	$71,300.00	$2,000.00	$11,600.00	$84,900.00
49	$71,800.00	$2,000.00	$11,600.00	$85,400.00
50	$72,300.00	$2,000.00	$11,600.00	$85,900.00
51	$72,800.00	$2,000.00	$11,600.00	$86,400.00
52	$73,300.00	$2,000.00	$11,600.00	$86,900.00
53	$73,800.00	$2,000.00	$11,600.00	$87,400.00
54	$74,300.00	$2,000.00	$11,600.00	$87,900.00
55	$74,800.00	$2,000.00	$11,600.00	$88,400.00
56	$75,300.00	$2,000.00	$11,600.00	$88,900.00
57	$75,800.00	$2,000.00	$11,600.00	$89,400.00
58	$76,300.00	$2,000.00	$11,600.00	$89,900.00
59	$76,800.00	$2,000.00	$11,600.00	$90,400.00
60	$77,300.00	$2,000.00	$11,600.00	$90,900.00

61	$71,800.00	$2,000.00	$11,600.00	$85,400.00
62	$72,300.00	$2,000.00	$11,600.00	$85,900.00
63	$72,800.00	$2,000.00	$11,600.00	$86,400.00
64	$73,300.00	$2,000.00	$11,600.00	$86,900.00
65	$73,800.00	$2,000.00	$11,600.00	$87,400.00
66	$74,300.00	$2,000.00	$11,600.00	$87,900.00
67	$74,800.00	$2,000.00	$11,600.00	$88,400.00
68	$75,300.00	$2,000.00	$11,600.00	$88,900.00
69	$75,800.00	$2,000.00	$11,600.00	$89,400.00
70	$76,300.00	$2,000.00	$11,600.00	$89,900.00
71	$76,800.00	$2,000.00	$11,600.00	$90,400.00
72	$77,300.00	$2,000.00	$11,600.00	$90,900.00
73	$77,800.00	$2,000.00	$11,600.00	$91,400.00
74	$78,300.00	$2,000.00	$11,600.00	$91,900.00
75	$78,800.00	$2,000.00	$11,600.00	$92,400.00
76	$79,300.00	$2,000.00	$11,600.00	$92,900.00
77	$79,800.00	$2,000.00	$11,600.00	$93,400.00
78	$80,300.00	$2,000.00	$11,600.00	$93,900.00
79	$80,800.00	$2,000.00	$11,600.00	$94,400.00
80	$81,300.00	$2,000.00	$11,600.00	$94,900.00
81	$81,800.00	$2,000.00	$11,600.00	$95,400.00

61	$77,800.00	$2,000.00	$11,600.00	$91,400.00
62	$78,300.00	$2,000.00	$11,600.00	$91,900.00
63	$78,800.00	$2,000.00	$11,600.00	$92,400.00
64	$79,300.00	$2,000.00	$11,600.00	$92,900.00
65	$79,800.00	$2,000.00	$11,600.00	$93,400.00
66	$80,300.00	$2,000.00	$11,600.00	$93,900.00
67	$80,800.00	$2,000.00	$11,600.00	$94,400.00
68	$81,300.00	$2,000.00	$11,600.00	$94,900.00
69	$81,800.00	$2,000.00	$11,600.00	$95,400.00
70	$82,300.00	$2,000.00	$11,600.00	$95,900.00
71	$82,800.00	$2,000.00	$11,600.00	$96,400.00
72	$83,300.00	$2,000.00	$11,600.00	$96,900.00
73	$83,800.00	$2,000.00	$11,600.00	$97,400.00
74	$84,300.00	$2,000.00	$11,600.00	$97,900.00
75	$84,800.00	$2,000.00	$11,600.00	$98,400.00
76	$85,300.00	$2,000.00	$11,600.00	$98,900.00
77	$85,800.00	$2,000.00	$11,600.00	$99,400.00
78	$86,300.00	$2,000.00	$11,600.00	$99,900.00
79	$86,800.00	$2,000.00	$11,600.00	$100,400.00
80	$87,300.00	$2,000.00	$11,600.00	$100,900.00
81	$87,800.00	$2,000.00	$11,600.00	$101,400.00

ARTICLE THIRTY

NO REPRISALS

30-1 Board Reprisals

Neither the Board nor its supervisory employees shall engage in any reprisals against the TEA, AEA, NEA and persons involved in the walkout of April and May of 2018.

ARTICLE THIRTY-ONE

CONTRACTS

31-1 Contracts

Any MBU identified in Appendix 1 who will be employed by the District for the 2026-2027 contract year shall be issued a written contract similar to the sample contract identified below. The TEA President/designee may review for accuracy the annual employment contracts prior to their distribution.

Title: Certificated and Licensed Contract For 2026-2027

[Employee], being appointed to perform duties in the Tucson Unified School District for the 2026-2027 school year, agrees to perform faithfully all duties assigned according to law and the rules legally established for the government and operation of the schools. Failure to meet stated requirements could constitute grounds for dismissal, subject to all statutory and District regulations governing dismissals.

This Contract is expressly conditioned upon the Employee holding licensure or certification (with appropriate endorsement(s) or approved areas issued by the Arizona Department of Education as appropriate to the position held) on or before the first duty day of the 2026-2027 school year and during the entire term of this contract.

This Contract is expressly conditioned on the Employee holding and maintaining, during the entire term of this contract a

valid fingerprint card issued pursuant to A.R.S. §41-1758 and 15-534, as required.

Annual salary: In consideration of said services, satisfactorily performed, the Governing Board, on behalf of the School District, agrees to pay the above-named individual the Total Amount of the Contract as an annual salary, for full time equivalency (FTE). Partial contracts will be prorated accordingly. The base rate of pay shall be prorated to reflect the actual days of service if less than the number of days specified in Article 12 of the Consensus Agreement. Compensation may also include an advanced degree stipend as specified in Article 29 of the Consensus Agreement. Such stipends will also be prorated to reflect the actual days of service if less than the number of days specified in Article 12.

Liquidated Damages: Employee will be obligated to pay the District: (1) $1,000.00 if Employee terminates this contract between July 1, 2026 through the end of July 15, 2026; or (2) $2,000.00 if Employee terminates this contract beginning July 16, 2026 through the end of December 19,2026; or (3) $2,000.00 if Employee terminates this contract beginning January 5, 2027 through the end of May 22, 2027.

Classroom site fund plan: A teacher may qualify to be paid 301 Pay to Perform monies pursuant to the "Implementation plan for the classroom site fund" (“Performance Pay Plan”) for the 2026-2027 school year adopted by the TUSD Governing Board. In accordance with the Performance Pay Plan, the monies received by the District pursuant to, and as a result of, the Classroom Site Fund that are required to be allocated for teacher compensation based on performance, shall be distributed among District teachers who qualify for such payments.

If Employee qualifies to be paid Performance Pay, pursuant to the District's Performance Pay Plan, the method and timing of payment of such monies, as well as the amount of any such Performance Pay, shall be as specified in the Performance Pay Plan. Any Performance Pay earned by the Employee under the Performance Pay Plan shall be in addition to the monies earned by the Employee as base salary.

All Classroom Site Fund increases anticipated by this contract are contingent upon receipt of funding or legislative authorization to expend. Any increase realized for a given year may be decreased for subsequent years if the level of funding received by the District or if expenditures authorized by the legislature for these components of Classroom Site Fund are not maintained or are decreased, or if the teacher does not qualify or successfully participate in a plan implementing the component.

The Total Amount of the Contract shall be the combination of: (1) the base salary for the step to which Employee is assigned on the Employee’s applicable salary schedule set forth in Article 29 of the Consensus Agreement approved by the Governing Board for the 2026-2027 contract year (“2026-2027 Consensus Agreement”), and (2) any, if applicable, Performance Pay which shall be identified as “Supplemental Base” and/or “Supplemental Menu” on said salary schedule.

The District is providing this Contract to Employee to confirm Employee’s appointment for the 2026-2027 school year. Employee understands and agrees that the Total Amount identified below is the total amount for the step assigned to Employee for the 2026-2027 Consensus Agreement. Employee acknowledges that the Total Amount may increase if the Governing Board approves an increase to either the base salary or supplemental monies. Employee will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Employee.

The District will notify Employee electronically through Infinite Visions if the Governing Board approves a step increase and/or if there is a change to the Total Amount as a result of the Governing Board adopting a 2026-2027 Consensus Agreement.

Employee’s acceptance of this Contract constitutes acceptance of the Total Amount identified for Employee’s assigned step in the 2026-2027 Consensus Agreement as well as acceptance of the assigned step identified as the Salary Schedule below or any applicable step increase that may thereafter be approved by the Governing Board for the 2026-2027 contract year.

Detail:

- Issued by: Tucson Unified School District on [date]
- [Employee Name]
- [Position Description (title)]
- [Position]
- [Total Amount]
- [Salary Schedule (will show step)]
- [Start Date (for contract year)]
- [FTE]
- [Type of Contract (Regular, Temporary)]

I hereby accept this appointment subject to the provisions listed above and those in the Consensus Agreement. I understand that failure to electronically accept this contract within fifteen (15) working days* will void this offer of employment.

Signature:

Gabriel Trujillo, Ed. D

Superintendent of Schools

*Consistent with statute, this will be business days rather than calendar days.

31-2 Temporary Contracts

A. The District shall employ new MBUs on a temporary contract if selected to fill vacancies advertised after Labor Day and/or a MBU selected to fill a vacancy for a position of 3/5 or less. Temporary contract MBUs are hired for the remainder of the school year only. With the exception of those temporary contract MBUs issued a letter of intent to re-employ for the following school year prior to February 1, temporary contract MBUs are guaranteed neither employment, nor given the status of a MBU (for purposes of Article 7 and Article 8) for subsequent school years. The decision as to the issuance of a letter of intent to re-employ for the following school year is left to the sole discretion of the District. Temporary Contract MBUs shall be placed on the applicable salary schedule and shall receive all fringe benefits.

B. Temporary contract MBUs issued a letter of intent to re-employ for the following school year prior to February 1 shall continue in their assignments as MBUs, in accord with Articles 6, 7 and 8.

C. Temporary contract MBUs re-employed on or before the contract start date of the following school year shall:

1. Have their original temporary contract start date with the Tucson Unified School District reinstated as their seniority date.

2. Have any unused personal/sick leave balances restored as sick leave.

3. Be reimbursed for any COBRA costs incurred.

D. Temporary contract employees shall be considered members of the bargaining unit (MBUs) during the term of their contract and are covered by the provisions of this Agreement.

ARTICLE THIRTY-TWO

WAIVER

32-1 During the term of this Agreement, the Association and the District expressly waive and relinquish the right to negotiate with each other, and neither party shall be obligated to negotiate with each other with respect to any subject matter, whether or not referred to or covered in this Agreement, except as specifically provided in this Agreement or by mutual consent of the parties.

ARTICLE THIRTY-THREE

SHARED DECISION-MAKING

33-1 Purpose

The purpose of a shared decision-making program is to create an atmosphere in which decision making is a collegial, shared, process that fosters an exchange of ideas and information necessary for effective professional practice and for improved student performance. The Association and District agree to continue pursuing jointly the implementation of legitimately recognized school councils as a foundation of a shared decision-making program. All provisions of this Agreement shall continue to be in full force and effect throughout the process.

33-2 Joint Shared Decision-Making

If needed, the TUSD Superintendent and TEA President shall appoint a committee to resolve any issues regarding school councils or any proposed changes to any TUSD policy affecting school council authority. The joint committee shall consist of an equal number of appointees by the TUSD Superintendent and the TEA President.

33-3 In all cases, school councils must operate according to state and federal laws and TUSD Board Policy.

ARTICLE THIRTY-FOUR

DURATION

Unless specified otherwise in this Agreement, the provisions of this Agreement shall be effective beginning the first day of the fiscal year and shall continue in full force and effect through the last day of the fiscal year. In the event ratification does not occur by the first day of the following fiscal year, the previous year's agreement shall continue automatically for 45 days, provided that the parties have conducted negotiations in good faith commencing in March.

RATIFICATION

ALL PROVISIONS SHALL BE EFFECTIVE JULY 1, 2026, AND SHALL REMAIN IN FULL FORCE AND EFFECT THROUGH JUNE 30, 2027.

Tucson Unified School District	Tucson Education Association
_____	_____
Dr. Ravi Shah, President TUSD Governing Board	James Byrne, President Tucson Education Association
Date: _____	Date: _____

Approved as to form and content on this _____ day of _____, 2026 by:

_____

Ricardo Hernandez, Chief Financial Officer
Unified School District

APPENDIX I
Certified / Consensus Certifications

Title of Classification
Athletic Trainer, Head
Board Certified Behavior Analyst (BCBA)
Counselor
Curriculum Service Provider
Dean of Students
Diagnostician
Educational Audiologist
Exceptional Education Adapted PE Teacher
Exceptional Education Intervention Specialist
Exceptional Education Itinerant Teacher
Exceptional Education Resource Support Specialist
Exceptional Education Teacher
In-School Intervention Teacher
Exceptional Education Transition Coordinator
Hygienist
Instructional Coach – Innovative Learning
Instructional Data and Intervention Specialist
Instructional Technology Integration Specialist
Job Development Instructor
Jr. ROTC Officer
Language Acquisition Coach
Library Media Specialist
Magnet Site Coordinator
Nurse
Occupational Therapist
OMA Arts Integration Specialist
Orientation and Mobility Specialist
Professional Development Academic Trainer
Physical Therapist
Project Coordinator for Grants
Reading Coach
Reading Coach - USDE
Resource Teacher
Social Workers – Bachelor's
Social Workers – Master's
Licensed Clinical Social Workers - LCSW
Speech Language Pathologist
Student & Family Support Liaison
Teacher
Teacher - Fine Arts
Teacher - GATE
Teacher - GATE Itinerant
Teacher Mentor
Visual Arts Specialist

APPENDIX II

Eligibility for Rehire – Policy GBQ-E Exhibit

Policy GBQ-E Exhibit

REASON FOR LEAVING TUSD	Eligibility for Rehire
Voluntary Resignation	Eligible
Retirement	Eligible
Contract Term Ends	Eligible
Probationary Period Termination/Nonrenewal	Mandatory Record Review
Expired Certificate/license required for position	Eligible (once credentials are reestablished)
Poor Performance	Mandatory Record Review
Unsafe Work Practices	Mandatory Record Review
Job Abandonment	Mandatory Record Review
Poor Attendance	Mandatory Record Review
Resignation in lieu of Dismissal	Mandatory Record Review
Felony conviction	Ineligible
Failure or refusal of a test for drugs/alcohol administered by TUSD while in a job working with students	Ineligible
Separation Agreement stating ineligibility	Ineligible
Theft	Mandatory Record Review
Possession, use, of drugs or alcohol on school property on at a school-sponsored activity	Ineligible
Firearms Possession	Ineligible
Threats or Intimidation as defined in ARS 13-1202	Ineligible
Assault as defined in ARS 13-1203 or Aggravated Assault under any of the circumstances described in ARS 13-1204	Ineligible
Loss of Fingerprint Clearance for criminal conviction	Ineligible
Breach of Confidentiality	Mandatory Record Review
Commission of a Crime	Mandatory Record Review
Sexual offenses as defined in ARS 13-1401 *et seq.*(Indecent exposure to a minor, public sexual indecency, sexual abuse, sexual conduct with a minor, sexual assault, unlawful sexual conduct, molestation of a child, bestiality)	Ineligible

Exhibit GBQ-E – Reason for Leaving TUSD – 10/02/2019

REASON FOR LEAVING TUSD	Eligibility for Rehire
Sexual Exploitation of a Minor/Child Pornography as defined in ARS 13-3551, *et seq.*	Ineligible
Child Abuse as defined in ARS 8-201(2)	Ineligible
Child Neglect as defined in ARS 8-201(25)	Mandatory Record Review
Discrimination as defined in Governing Board Policy AC if such discrimination was the sole basis for the termination.	Ineligible
Discrimination as defined in Governing Board Policy AC if such discrimination was not the sole basis for the termination.	Mandatory Record Review
Deliberately suppress or distort information or facts relevant to a pupil's academic progress; Misrepresent or falsify pupil, classroom, school, or district-level data from the administration of a test or assessment;	Ineligible
Engage in a pattern of conduct for the sole purpose or with the sole intent of embarrassing or disparaging a pupil;	Mandatory Record Review
Use professional position or relationships with pupils, parents, or colleagues for improper personal gain or advantage;	Mandatory Record Review
Make any sexual advance toward, engage in sexual activity, a romantic relationship, or dating of a pupil or child.	Ineligible
Use school equipment to access pornographic, obscene, or illegal materials	Mandatory Record Review
Engage in conduct which would discredit the teaching profession.	Mandatory Record Review
Submit fraudulent requests for reimbursement of expenses or for pay	Mandatory Record Review

Exhibit GBQ-E – Reason for Leaving TUSD – 10/02/2019

2026-2027SY Negotiated Agreement Changes

TUCSON UNIFIED SCHOOL DISTRICT

TEA Negotiations

Changes to the Consensus Agreement

Tucson Education Association

1-45 The term **TEMPORARY CONTRACT** shall mean:

D. The contract issued to any non-continuing MBU on an emergency or ~~provisional~~ otherwise deficient certification.

6-4 Assignments:

B. The District may assign teachers to different subjects and/or grade levels within a school.

1. Exceptional Education teachers may not be moved between Exceptional Education salary schedules.

7-6 Candidate Selection/Interviews for Vacancies For The Following School Year (Through June 30)

A. ~~The five most senior~~ All MBUs who apply, meet the posting criteria, and are ~~highly qualified~~ appropriately certified shall be forwarded for consideration to the hiring authority along with any other candidates who meet the same requirements. All qualified MBUs shall be offered an interview opportunity.

9-1 Normal Workday Duration:

A. A normal workday for MBUs shall be a 7.5 hour day, excluding Nurses whose workday is 8 hours. Exceptions may include the provision as defined in Article 19-4, Staff Development, and parent teacher conferences that occur before or after school, but in no case shall the work week exceed 37.5 hours, excluding nurses whose work week is 40 hours, nor shall student contact time be exceeded.

24-1 Sick Leave Pay at Separation for MBUs Hired After August 16, 2005

A. After ten (10) consecutive years of service in the Tucson Unified School District, employees who are members of the bargaining unit as of the effective date of the agreement, or who become members after the effective date of the agreement, shall be eligible to request pay for unused sick leave. This request will be through written application to the District's Chief Human Capital Officer on or before November 15 for MBUs separating at the end of the semester, or on or before ~~February~~ March 1 for MBUs separating at the end of the school year. The years of consecutive service shall include any part-time service, provided that the total full-time and part-time pro-rated according to the percentage of the school year worked, and according to the percentage of a full contract, is equivalent to ten (10) years of full-time service.

25-7 Judicial Leave

A. MBUs subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An employee ~~may choose: 1) to~~ will keep their jury duty or witness pay and have their pay docked an equal amount. ~~; or 2) in cases where jury duty pay exceeds the employee's daily rate, employee may use a personal leave day or be docked at their daily rate instead of using a jury code for those days.~~

TDR-A & B base pay will be increased by $2000. Each employee will move 2 steps on the salary schedule (each step is $500) for a total of **$3,000** coming from the ***Override***

TDR-A will receive a **$1,000** Increase to Supplemental Base

TUSD agrees to increase steps to **$750** for *future salary schedules*.

TUCSON UNIFIED SCHOOL DISTRICT

TEA Negotiations

Changes to the White Collar & Food Service Agreement

Tucson Education Association

8-3 Promotion/Transfer/Voluntary Demotion

D. When an ESP voluntarily demotes (through the application process), the ESP will be placed in the new grade and classification ~~at the step at which the ESP is currently paid in the classification being exited~~ at the step at which the ESP is currently paid in the classification being exited, relative to the starting step for that given position. This action will not be utilized as an alternative to disciplinary action.

19-8 Jury Duty

A. MBUs subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An employee ~~may choose: 1) to~~ will keep their jury duty or witness pay and have their pay docked an equal amount. ~~; or 2) in cases where jury duty pay exceeds the employee's daily rate, employee may use a personal leave day or be docked at their daily rate instead of using a jury code for those days.~~

WCFS Employees will receive a **4%** raise from the ***Override***

18-1 ESPs shall be granted the following paid holidays as designated in the district-approved calendar, provided they were on-pay status during any portion of their regular workday of their regular assignment immediately preceding and succeeding the holiday. If an employee utilizes leave prior to, or after a holiday, and is out of leave balances, they will not be considered on-pay status and thus will not be eligible to receive holiday pay.

A. Nine (9), Nine and a half (9-l/2), Ten (10), and Ten and a half (10-l/2) Month Employees:

Thanksgiving	3~~2~~
Spring	2~~3~~

B. Twelve (12) Month Employees

Thanksgiving	3~~2~~
Spring	0~~1~~

C. Early Childhood Care Specialists

Thanksgiving	3~~2~~
Spring	0~~1~~

TUCSON UNIFIED SCHOOL DISTRICT

ELI Negotiations

Changes to the ELI Meet and Confer Agreement

ELI Educational Leaders, Inc.

1-12 The term **DESIGNEE** shall mean any exempt TUSD employee with sufficient experience and expertise as determined by the Site Administrator and approved by their Direct Supervisor.

ARTICLE EIGHT – REDUCTION IN FORCE

8-1 Prior to any programmatic or budgetary position elimination proposal by staff to the Governing Board, ELI shall, in writing, be provided with information regarding the reasons for such proposals in sufficient time to respond. Such notice shall be provided to ELI as early as possible. Staff will be consulted on a regional or divisional basis in order to provide a fair opportunity for input. However, such information will not be provided in those cases where the failure to offer a contract to an individual is due to performance deficiencies or unprofessional conduct.

8-2 If a RIF is initiated due to the closure of a school, the District shall notify any affected employee of a pending contract non-renewal as soon as practicable, but no later than March 1.

8-28-3 If an administrator or psychologist has not had their contract renewed for programmatic or budgetary reasons, then for a period of three years they shall be offered a site level interview for any available, comparable position in the District where appropriate certification is met. An administrator or psychologist who has not had their contract renewed because of performance evaluation or unprofessional conduct will not be provided such opportunity.

8-38-4 At the discretion of the Superintendent, administrators and psychologist who have had their contract non-renewed for programmatic or budgetary reasons may be recommended for assignment to vacant positions in accord with their credentials, experience, and qualifications. Without limiting the Superintendent's discretion, the Superintendent shall prioritize assignment of employees affected by this article.

9-2 Administrators Only Hired Prior to August 16, 2005

A. Sick Leave Pay at Separation

Voluntary Separation - 20 years of service

1. After twenty (20) years of full-time service in the Tucson Unified School District, an administrator may apply for the benefits in Article Nine by giving written notice to the District's Director of Human Resources on or before MarchFebruary 1. Should an administrator separate at mid-year, written notice should be received by the Director of Human Resources on or before November 15. In the event state legislation concerning retirement is changed in such a way as to allow administrators benefits unavailable before the change, the date for notice of separation will be reopened for a period of fifteen (15) days following the enactment of the legislation. The notice may be withdrawn until and including the first Monday in February after notice is made. In the event that notice of a reduction in force is provided to administrators after MarchFebruary 1, the deadline for administrators to provide written notice of separation from TUSD is extended to May 15.

ARTICLE TEN – DISMISSAL/REASSIGNMENT

10-1 An employee whose position has been eliminated or is otherwise notified of the District's intent to reassign may exercise any previous seniority in another bargaining unit to claim a vacancy as provided in other Board policies.

TUCSON UNIFIED SCHOOL DISTRICT

ELI Negotiations Cont.

Changes to the ELI Meet and Confer Agreement

C. in the absence of an agreement or assignment, an administrator whose position has been eliminated for budgetary or programmatic reasons, a certificated administrator who returns to teaching and who has acquired continuing teacher status as defined in A.R.S. Section 15-538.01, as amended, or predecessor statutes, as a certificated teacher with the District or another comparable school district conforming with Human Resources practices pertaining to credited years of service prior to going into administration; and has had continuous employment, including approved leaves where taken, with the District shall be entitled to seniority credit in the teachers' bargaining unit for the number of years previously accrued in that or any other bargaining unit (including ELI). Such seniority credit shall be considered during the application, selection and screening process provided by the Consensus for teaching vacancies. For purposes of seniority, such administrators shall be accorded one year of seniority credit for each year of prior certificated teaching or administrator experience ~~in the District~~, regardless of any provision of the said teachers' consensus agreement or successor agreement.

10-3 Administrators moving to Teacher Positions

A. A RIFed administrator with previous teaching experience in TUSD, who accepts a teach position in the district pursuant to this article, shall be placed on the consensus agreemer salary schedule where the administrator would have been had the administrator not left teaching for an administrative assignment.

~~**B.** A RIFed administrator with no previous teaching experience in TUSD, who accepts a teaching position in the district pursuant to this article, shall be placed on the consensus agreement salary schedule at the step which most closely approximates the average paid teacher salary.~~

ARTICLE ELEVEN – COMPENSATION AND BENEFITS

11-1 Salary – Administrators

A. The salary schedules for certificated and classified administrators for the 2026~~4~~-2027~~5~~ school year shall be as reflected in Appendix B.

B. Assistant principals, while assigned to a combination elementary/middle school (K-6 and K-8) with an enrollment of 600 students or more shall receive a $500 stipend. Said stipend shall cease or be pro-rated if the administrator changes sites or positions.

C. In those years when a step advancement has been negotiated and approved, eligible employees will advance one step on the salary schedule. Less than twelve month administrators employed prior to April 1, and twelve month administrators employed prior to May 1, will be eligible to advance one step on the administrator salary schedule.

D. TUSD will conduct a comprehensive market analysis of compensation for Principal roles. Specifically, understanding how our current principal wages compare to industry benchmarks and regional standards.

- Base salary ranges for Principal positions
- Total compensation (including bonuses, equity, and incentives)
- Comparisons across school districts in the Tucson Metro Area
- This work will be completed in the Fall of the 2026-2027 school year

This information will support our efforts to ensure compensation structure remains competitive and aligned with market conditions. Furthermore, the District aims to both recruit and retain the best talent to support its ongoing success.

TUCSON UNIFIED SCHOOL DISTRICT

CWA Negotiations

CWA Local 7000 COMMUNICATIONS WORKERS OF AMERICA

Changes to the CWA Supervisory /Professional Agreement

3-10 Payroll Deduction

A. Upon receipt of written authorization from any employee, the District agrees to deduct from the salary of members of CWA the annual amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by CWA. Upon receipt of written authorization from any employee, the District agrees to deduct from the salary of members of CWA for the amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by CWA. The member will determine the dollar amount of the contribution to the Political Action Fund (PAF). ~~Committee on Political Education and the Union Community Fund. The annual amount due and payable by the individual as now fixed and as hereafter increased or changed as certified by CWA.~~ The District further agrees to promptly transmit such monies deducted to CWA within five (5) days after deductions are made, along with a copy of the names of the employees from which dues were deducted specifying the amounts. Twelve month employees shall have dues deducted over 26 pay periods. Employees who work less than twelve months, but have elected to receive twelve month pay, will have dues deducted over 26 pays. The changes in rates of pay shall be reflected in dues deductions.

12-4 Candidate Selection

All employees who apply and meet the posting criteria, shall be forwarded for consideration to the hiring authority along with any other candidates who meet the same requirements.~~minimally qualified applicants will have their applications referred to the hiring official. The hiring official may then further screen the applications based on advertised additional or preferred requirements, or by criteria approved by Human Resources. Justification must be provided to Human Resources for any individual not referred for interview.~~

13 LAY OFF

13-1 Lay Off

A. If it becomes necessary to reduce the work force of any classification in the bargaining unit, temporary and probationary employees occupying the affected classification shall be laid off first. Order of layoff of part-time and full-time employees shall be in the inverse order of District seniority within the affected classification. For the duration of this agreement, no employee hired before August 16, 2004~~3~~ shall be subjected to lay-off provided the employee has no pending disciplinary matters and most recent evaluations demonstrate performance in the top two tiers and the employee will be subject to Article 9-4B if transferred to another position.

B. The District shall notify Supervisory Professional CWA and affected employee(s) of a layoff as far in advance as possible, but at least two (2) weeks in advance and provide information on benefits.

ARTICLE TWENTY ONE

TERMS OF AGREEMENT

21-1 Unless specified otherwise in this Agreement, this agreement shall become effective July 1, 2026~~4~~ and shall remain in full force and effect, pursuant to its terms, to and including June 30, 2031~~26~~.

2026-2027

MEET and CONFER AGREEMENTS FOR ELI ADMINISTRATORS, PSYCHOLOGISTS AND RESEARCH PROJECT MANAGERS

July 1, 2026 through June 30, 2027

Between

Tucson Unified School District

and

Educational Leaders, Inc.

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THE 2025-2026 MEET & CONFER AGREEMENT FOR ADMINISTRATORS, PSYCHOLOGISTS AND RESEARCH PROJECT MANAGERS

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ARTICLE ONE – DEFINITIONS

The Tucson Unified School District and Educational Leaders, Inc. have mutually agreed to the following personnel practices and procedures for all administrative personnel, Psychologists and Research Project Managers:

1-1 The term **ADMINISTRATOR** shall be defined as those persons whose pay is determined by the Administrative Salary Schedule, appendix B.

1-2 The term **PSYCHOLOGIST** shall be defined as those persons holding the certificate for and employed as a Psychologist, and whose pay is determined by the Psychologist Salary Schedule, Appendix C.

1-3 The term **RESEARCH PROJECT MANAGERS** shall be defined as those persons whose pay is determined by the Research Project Manager Salary Schedules, appendices D and E.

1-4 The term **PRINCIPAL - MIDDLE/ELEMENTARY SCHOOL COMBINATION** shall mean a school with elementary grades combined with seventh and/or eighth grade.

1-5 The term **EMPLOYEE** shall mean Administrator, Psychologist, and Research Project Managers.

1-6 The term **GOVERNING BOARD** shall mean the Governing Board of Tucson Unified School District.

1-7 The term **DISTRICT** shall mean the Tucson Unified School District.

1-8 The term **SUPERINTENDENT** shall mean the Superintendent appointed by the Governing Board of Tucson Unified School District.

1-9 The term **DAYS** shall mean working days. Working days are considered to be those exclusive of holidays and weekends. During the school year, working days shall mean teaching days plus duty days. During the summer, working days will be those when the District's central administrative offices are open for business with the public.

1-10 The term **FAMILY** shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

1-11 The term **EMERGENCY** shall mean an event which a reasonable, prudent person could not have reasonably foreseen and prepared for.

1-12 The term **DESIGNEE** shall mean any exempt TUSD employee with sufficient experience and expertise as determined by the Site Administrator and approved by their Direct Supervisor.

ARTICLE TWO – RECOGNITION

2-1 Recognition will continue to be based upon the Governing Board decision of April 29, 1981 to accept the request from Educational Leaders, Inc. to Meet and Confer over matters of mutual concern.

2-2 Eavesdropping or surveillance methods will not be used for conducting performance reviews of employees, but may be used to ensure student safety. The District shall notify ELI in writing prior to the installation/use of any video devices to be used for student safety. At no time will the

District use security cameras in a location where employees or students have a reasonable expectation for privacy.

2-3 Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, and other Federal and State non-discriminations laws and regulations.

ARTICLE THREE – MEET AND CONFER PROCEDURE

3-1 Annually, on or before the third Wednesday in March, the District and representatives of Educational Leaders, Inc., will begin meeting to discuss any and all matters related to the employment relationship existing between the District and ELI members.

A. Each party may re-open up to four Articles each year, including the proposal of any new Article. Economic Articles will be re-opened annually.

3-2 The results of such Meet and Confer process will be adopted by the Governing Board not later than June 30 unless extended by mutual agreement.

3-3 Realizing that certain urgent conditions could arise which would suggest the need to reconsider some limited aspect of the results of Meet and Confer, the parties agree as follows:

A. The Meet and Confer process will be an annual rather than a continual process.

B. Each party is pledged to fulfilling its obligation to the results of the Meet and Confer process until (1) the next annual round of Meet and Confer talks, or (2) an emergency situation suggests that discussion take place on some specific aspect of the results of prior Meet and Confer discussion.

C. Such emergency situations, when detected by either party, will immediately be brought to the attention of the other party. The Meet and Confer Procedure will guide the process for dealing with such emergency situations with both parties pledged to good faith efforts directed at resolving the matter as quickly as possible.

ARTICLE FOUR – ASSOCIATION RIGHTS

4-1 District Facilities

The District will provide:

A. Free use of school mail and email for association purposes.

B. Four times each school year, the Superintendent's (or designee's) meeting with administrators will be scheduled to begin no earlier than 8:30 a.m. in order that ELI may hold a meeting at the scheduled location (a separate room will be made available) prior to 8:30 to transact business.

C. Employees are expected to comply with Board Policy KF.

4-2 Deduction of Dues

A. Dues deductions as approved by the executive committee up to and including five causes or organizations. Those approved by the executive committee are: ELI dues and initiation fees, PAC dues, ASA, NAESP and NASSP.

B. Dues deductions, once initiated, are continuous and will not be canceled unless the ELI member directs the District payroll office in writing (with a copy to ELI at 177 N. Church, Suite 1100, Tucson, Arizona 85701) to cancel their dues deduction. The notice to the District is the controlling notice.

4-3 Middle Management Input into Studies of the Administrative Organization

A. It is generally recognized in both education and other organizations in a democratic society that ownership of ideas growing out of participation in the management process is one of the best trust building processes available to enhance organizational effectiveness and productivity. This being the case, the supervision of employees will be based on this knowledge.

B. Recognizing the aforementioned and in an effort to contribute to the development of a professional team which will draw on the expertise of all members of the team to the broadest extent, the Governing Board and Superintendent of the Tucson Unified School District will provide significant opportunities for staff members to become involved in all phases of all studies of the administrative organization, job classifications and compensation plans, including the opportunity to comment on requests for proposals before such are distributed.

4-4 Representation

The members of ELI are entitled to support by the presence of an ELI representative during meetings with District personnel at the option and discretion of the ELI member.

4-5 Grievance/Arbitration

A. An ELI representative may represent ELI unit members at all grievance and arbitration hearings involving such members.

B. The District also agrees to make all reasonable efforts to provide representation to any requesting administrator who is required to act as the District's agent in any employee grievance hearings.

4-6 Insurance Advisory Committee

One member of ELI shall be on the Insurance Advisory Committee.

4-7 District Committees

The District will publicize to ELI (through the ELI President or board membership), the membership and purpose of all committees established by the Governing Board or the Superintendent.

4-8 Interview Panel

The District will include one employee in the job classification being interviewed (selected from an ELI-generated list which shall be updated annually by ELI) on the interview panel for Principal, Psychologist, and/or Research Project Managers. This provision does not apply to interviews of Assistant Principals. For Principal interviews, the employee will be included on the site interview panel only. If no employee from the ELI-generated list is available, the District may select another employee in the same classification to serve.

ARTICLE FIVE – PROFESSIONAL DEVELOPMENT

5-1 District In-service

Professional development activities will be planned, developed, and scheduled cooperatively by the Superintendent's designee and the ELI Professional Development Committee. Activities will be consistent with District goals.

5-2 Professional Development

The Professional Development Fund will be suspended for the 2019-2020 school year. TUSD and ELI will revisit this article for the 2020-2021 school year.

TUSD shall allocate $40,000 each fiscal year for reimbursement of tuition, conference fees and/or workshops following the guidelines established by this committee. Up to twenty-five percent (25%) or $10,000 of the budgeted amount not used for the relevant fiscal year may be rolled over into the fiscal year and added to the budgeted amount of $40,000 for a maximum of $50,000.

5-3 Pre-School Administrative Conference

ELI representation, appointed by the President, will be utilized in planning the Annual Administrative Conference which is scheduled prior to the start of each school year. The cost of this conference will be paid by the District and all administrators shall attend.

5-4 Cell Phone Forwarding

In lieu of District-issued cell phones, Principals shall have the option to forward District calls to their personal cellphones. The District will work with Principals to ensure that programming changes can be done remotely, and that Principals will have access to activate and deactivate the forwarding as needed.

ARTICLE SIX – CONTRACTS

6-1 Distribution of Administrative Contracts

A. The District shall submit annual contracts to all administrators to whom it intends to offer contracts no later than July 1 prior to the beginning of the school term each year. Detailed contract time information is included below for 261 day, 226 day and 224 day contracts.

1. 12 month Administrators on a 261 day contract:

Principals/Assistant Principals at High Schools
Principals at Middle Schools
Principals at Elementary Schools

Student Scheduled Days	176
Holidays	21
Vacation	20
Non-student contact days	44
Total Contract Days	261

2. Administrators on a 226-day contract:

Assistant Principals at Middle School,
Assistant Principals at Combination Schools

Student Scheduled Days	176
Holidays	20

Vacation	N/A
Non-student contact days	30
Total Contract Days	226

3. Administrators on a 224-day contract:

Assistant Principals at Elementary Schools

Student Scheduled Days	176
Holidays	21
Vacation	N/A
Non-student contact days	27
Total Contract Days	224

B. Starting and ending dates for administrators' contracts may vary with approval of the Superintendent or the Superintendent's designee.

6-2 Distribution of Psychologist Contracts

A. The District shall submit annual contracts to all Psychologists to whom it intends to offer contracts no later than July 1 prior to the beginning of the school term each year.

B. Starting and ending dates for contracts may vary with approval of the Superintendent or the Superintendent's designee.

C. The number of contract days shall be 215 as detailed below:

Psychologists on a 215-day contract:

Student Scheduled Days	180
Holidays	21
Vacation	N/A
Non-student contact days	14
Total Contract Days	215

6-3 Distribution of Research Manager Contracts

A. The District shall submit annual 12-month contracts to all Research Project Managers to whom it intends to offer contracts no later than July 1 prior to the beginning of the school term each year.

B. Starting and ending dates for contracts may vary with approval of the Superintendent or the Superintendent's designee.

6-4 Notice of Non-Renewal of Contract

A. Site Administrators and Psychologists

1. In accordance with A.R.S. 15-503.D, any certificated administrator or psychologist who will not be offered a contract for the next school year shall be notified of that fact by April 15, prior to the new contract year.

2. In the event a budget override election is held in May of any year, such notification shall be no later than five (5) days after the election.

B. Non-certificated administrators and Research Project Managers who will not be offered employment for the next school year shall be notified by May 15.

C. Notice of intention not to re-employ an administrator, psychologist or Research Project Manager will be delivered personally to the employee or sent by certified mail, directed to the employee at their place of residence.

6-5 Contract Offer Acceptance

A. An employee offered a contract for the following school year must indicate acceptance of the contract within thirty (30) days from the date of the written contract or the offer is revoked.

B. Release from Contract: An employee under contract will be released from the obligations of the contract upon request, under the following conditions:

1. A release from contract, prior to July 1, will be granted provided a letter of resignation is submitted prior to that date.

2. A release from contract will be granted in case of illness or a life changing situation (in accord with Family Medical Leave Act).

6-6 Extended Contracts

Extended contracts and pro-rata salaries will be drawn for extra work.

6-7 Administrators covered by this Agreement are employed by individual contracts on an annual basis, or pro-rata annual basis, as applicable. Administrators receive no tenure rights and administrative contracts are subject to non-renewal. However, no administrator's contract may be non-renewed pursuant to A.R.S. Section 15-503 unless there has been compliance with the procedure set forth in Policy Regulation GCO-R2 entitled Administrator Evaluation Procedure or unless the non-renewal is pursuant to Article 8 (Reduction in Force). This paragraph shall not be construed to abrogate any rights afforded to an administrator under Title 15, Arizona Revised Statutes. Nothing in this paragraph shall be construed to limit the District's authority or its ability to discipline or dismiss an administrator for unprofessional conduct in violation of Governing Board Policy and/or Arizona laws.

6-8 Psychologists covered by this Agreement are employed by individual contracts on an annual basis, or pro-rata annual basis, as applicable. Psychologists receive no "tenure" rights and contracts are subject to non-renewal. This provision shall not be construed to abrogate any rights afforded to a Psychologist under Arizona Revised Statutes, Title 15.

ARTICLE SEVEN –ADMINISTRATIVE SUBSTITUTES

7-1 When the District receives notice from a school site administrator that they will not be able to perform their duties at the site for longer than ten (10) days, the District shall, without delay, replace that administrator so that the amount of administrative support at the site is not reduced. Additionally, in the event that an administrator is fulfilling or serving in the position of another administrator who is unable to perform their duties, the administrator substituting shall be paid at their step on the grade of the administrator for whom they are substituting. For example, if an assistant principal is asked to act as the designated or acting principal for more than ten (10) days (other than for vacation days), that assistant principal shall be paid as a principal for the time they are substituting.

ARTICLE EIGHT – REDUCTION IN FORCE

8-1 Prior to any programmatic or budgetary position elimination proposal by staff to the Governing Board, ELI shall, in writing, be provided with information regarding the reasons for such proposals in sufficient time to respond. Such notice shall be provided to ELI as early as possible. Staff will be consulted on a regional or divisional basis in

order to provide a fair opportunity for input. However, such information will not be provided in those cases where the failure to offer a contract to an individual is due to performance deficiencies or unprofessional conduct.

8-2 If a RIF is initiated due to the closure of a school, the District shall notify any affected employee of a pending contract non-renewal as soon as practicable, but no later than March 1.

8-3 If an administrator or psychologist has not had their contract renewed for programmatic or budgetary reasons, then for a period of three years they shall be offered a site level interview for any available, comparable position in the District where appropriate certification is met. An administrator or psychologist who has not had their contract renewed because of performance evaluation or unprofessional conduct will not be provided such opportunity.

8-4 At the discretion of the Superintendent, administrators and psychologist who have had their contract non-renewed for programmatic or budgetary reasons may be recommended for assignment to vacant positions in accord with their credentials, experience, and qualifications. Without limiting the Superintendent's discretion, the Superintendent shall prioritize assignment of employees affected by this article.

8-5 If recalled in accord with 8-3 above, all unused sick leave accrued up to the point the RIF took effect would be restored if it has not been paid out at the time of separation.

8-6 After June 30, RIFed employees shall, upon request, be allowed to continue their health insurance coverage by paying the premium themselves. All RIFed employees shall be eligible for COBRA benefits as described on the District's website. However, the District will pay the full cost of the COBRA benefits through the month following termination of the employee's contract. For example, if the employee's contract terminates in June, the district will pay all COBRA premiums through July. Thereafter, RIFed employees are responsible for the COBRA premiums at the employee's expense.

8-7 A RIFed administrator who accepts a teaching position in the District pursuant to Article Ten may elect to receive an immediate payout of their sick leave accrued through their current administrative contract with the District. Notice of that election must be submitted to Human Resources on or before November 30 of the school year immediately following the reduction in force notice of non-renewal as an administrator. The accrued sick leave shall be paid within 45 days of notice of the election being provided to Human Resources. The rate of the payout will be calculated pursuant to the provisions of Article 9. A RIFed administrator who does not elect the immediate payout option will maintain their accrued sick leave balance, which balance and additional accruals, if any, will be paid out at separation from the District according to the provisions of the bargaining group agreement pertaining to the employee group the employee is in at the time of separation (e.g. Consensus).

ARTICLE NINE - SEPARATION BENEFITS

9-1 Sick Leave Pay at Separation for Employees, *(Administrators, research project managers and psychologists)* Hired After August 16, 2005

A. After ten (10) consecutive years of full time service in the Tucson Unified School District, employees who are members of the bargaining unit as of the effective date of the agreement, or who become members after the effective date of the agreement shall receive pay for unused sick leave.

B. For those employees meeting the eligibility requirements in 9-1-A above, the District shall provide a payment for unused sick leave upon separation as follows: The amount of payment shall be accrued up to a maximum of 67 days. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions shall be taken from the separation payment including the employee's contribution to the State Retirement Fund, if any. The payout shall be 2/3rds of the base salary, the daily rate of pay for Step 1 of the grade level of the employee, at separation, times the number of sick leave days up to a maximum of 67 days.

C. If an employee is eligible for the sick leave payout but dies before the payment is made, said payment shall be paid to the estate of the deceased employee.

9-2 Administrators Only Hired Prior to August 16, 2005

A. Sick Leave Pay at Separation

Voluntary Separation - 20 years of service

1. After twenty (20) years of full-time service in the Tucson Unified School District, an administrator may apply for the benefits in Article Nine by giving written notice to the District's Director of Human Resources on or before March 1. Should an administrator separate at mid-year, written notice should be received by the Director of Human Resources on or before November 15. In the event state legislation concerning retirement is changed in such a way as to allow administrators benefits unavailable before the change, the date for notice of separation will be reopened for a period of fifteen (15) days following the enactment of the legislation. The notice may be withdrawn until and including the first Monday in February after notice is made. In the event that notice of a reduction in force is provided to administrators after March 1, the deadline for administrators to provide written notice of separation from TUSD is extended to May 15.

2. a. For those administrators meeting the eligibility requirements in A-1 above, the District shall provide pay for unused sick leave accrued before June 30, 1991 and not used before date of separation. Payment shall be based upon the daily rate of pay for the minimum salary on the 1991-92 administrative salary schedules, as follows:

1. Daily rate of pay for administrators on Grade I, I-A, or I-A-12 at time of separation shall be based on Class I of the 1991-92 salary schedule.

2. Daily rate of pay for administrators on Grade II or II-12 at time of separation shall be based on Class II of the 1991-92 salary schedule.

3. Daily rate of pay for administrators on Grade III at time of separation shall be based on Class III of the 1991-92 salary schedule.

4. Daily rate of pay for administrators on Grade IV at time of separation shall be based on Class IV of the 1991-92 salary schedule.

5. Daily rate of pay for administrators on Grade VA or VA-12 at time of separation shall be based on Class VA of the 1991-92 salary schedule.

6. Daily rate of pay for administrators on Grade VB or VB-12 at time of separation shall be based on Class VB of the 1991-92 salary schedule.

7. Daily rate of pay for administrators on Grade VI at time of separation shall be based on Class VI of the 1991-92 salary schedule.

8. Daily rate of pay for administrators on Grade VII at time of separation shall be based on Class VII of the 1991-92 salary schedule.

b. For those administrators meeting the eligibility requirements in A-1 above, the District shall provide pay for unused sick leave accrued before June 30, 1991 and not used before date of separation. Payment for classified and certified administrators shall be, as follows:

New Class	91-92 Schedule
All Grade 1	Class 1
2-A (AP, middle & dual elem)	Class 11
2-B (AP, middle EYOS)	Class 11
3-A (AP HS)	Class VI
4-A (princ elem)	Class VA
4-B (princ/elem EYOS)	Class VA
4-B (all others)	Class VI
5-A (princ/middle & dual elem)	Class VB
5-A (Mary Meredith)	Class VI
5-B (princ /middle & elem combo)	Class VI
5-C (princ/middle EYOS)	Class VII
6 (princ/HS)	Class VII

c. Rate of pay shall be multiplied by the number of sick leave days accumulated prior to June 30, 1991.

d. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option.

e. All legally required deductions will be taken from the incentive payment including the employee's contribution to the State Retirement Fund, if any.

f. Sick Leave used subsequent to July 1, 1991, will be deducted from sick leave accumulated after July 1, 1991, unless that accumulation has been depleted.

g. In addition to Article Nine-2-a, administrators are eligible to receive the benefits outlined in Article Nine-B--Voluntary Separation, 10 Years of Service.

3. If after twenty (20) years of full time service in the Tucson Unified School District, an administrator dies, the payment described in Section A-2 above will be paid to the estate of the deceased.

4. An administrator shall receive the separation benefits contained herein if the effective date of the separation is at the end of a semester or at the end of a school year. Exceptions to this provision may be granted to applicants who are forced to separation because of emergency.

B. Voluntary Separation – 10 Years of Service

Upon separation, administrators with at least ten (10) consecutive years of full-time service in TUSD are eligible to request and receive pay for ninety percent (90%) of the days of unused sick leave accumulated subsequent to July 1, 1991. This request will be a written application to the District's Chief Human Capital Officer on or before November 15 for administrators separating at end of the semester, or March 1 for administrators separating at end of the school year. The rate of pay will be the daily administrative substitute rate at the time of separation. In the event that notice of a

reduction in force is provided to administrators after March 1, the deadline for administrators to provide written notice of separation from TUSD is extended to May 15.

C. No Vested Rights
Administrators who do not serve a timely notice of separation as provided in Article A-1 above in the school year immediately preceding their separation shall gain no vested rights through or under this Article; however, exceptions to this may be granted by the District in cases where timelines are not met due to emergency situations or other extenuating circumstances.

9-3 Sick Leave Pay at Separation - Psychologists and Research Project Managers

A. After ten (10) consecutive years of service in the Tucson Unified School District, Psychologists and Research Project Managers employed as of the effective date of the agreement, or who become Psychologists or Research Project Managers after the effective date of the agreement, shall receive pay for unused sick leave.

B. The District shall provide a payment for unused sick leave to employees upon separation in accord with the following: The amount of payment shall be 2/3rds of the base salary hourly rate of pay for Step 1 of the grade level of the employee at separation times the number of sick leave days accrued up to a maximum of 67. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions will be taken from the incentive payment, including the employee's contribution to the State Retirement Fund, if any. The rights contained in this paragraph are not considered vested rights.

C. If an employee is eligible for the separation incentive but dies before the payment is made, said payment shall be paid to the estate of the deceased.

9-4 Those benefits contained in 9-1, 9-2, and 9-3, are not available to an employee who is terminated for cause.

ARTICLE TEN – DISMISSAL/REASSIGNMENT

10-1 An employee whose position has been eliminated or is otherwise notified of the District's intent to reassign may exercise any previous seniority in another bargaining unit to claim a vacancy as provided in other Board policies.

10-2 Administrator Seniority Credit/Salary Schedule Placement as a Teacher
If:

A. The District and an administrator reach a mutual agreement that the administrator shall return to teacher; or

B. the District notifies the administrator that their administrative contract will not be renewed and that they will be assigned to a teaching position; or

C. in the absence of an agreement or assignment, an administrator whose position has been eliminated for budgetary or programmatic reasons, a certificated administrator who returns to teaching and who has acquired continuing teacher status as defined in A.R.S. Section 15-538.01, as amended, or predecessor statutes, as a certificated teacher with the District or another comparable school district conforming with Human Resources practices pertaining to credited years of service prior to going into administration; and has had continuous employment, including approved leaves where taken, with the District shall be entitled to seniority credit in the

teachers' bargaining unit for the number of years previously accrued in that or any other bargaining unit (including ELI). Such seniority credit shall be considered during the application, selection and screening process provided by the Consensus for teaching vacancies. For purposes of seniority, such administrators shall be accorded one year of seniority credit for each year of prior certificated teaching or administrator experience , regardless of any provision of the said teachers' consensus agreement or successor agreement.

10-3 Administrators moving to Teacher Positions

A. A RIFed administrator with previous teaching experience in TUSD, who accepts a teaching position in the district pursuant to this article, shall be placed on the consensus agreement salary schedule where the administrator would have been had the administrator not left teaching for an administrative assignment.

10-4 Administrators who, in accordance with this article**,** are reassigned to positions covered under the Consensus Agreement with the Tucson Education Association, will be accorded District Initiated Transfer (DIT) status under that Agreement for purposes of assignments.

ARTICLE ELEVEN –COMPENSATION AND BENEFITS

11-1 Salary – Administrators

A. The salary schedules for certificated and classified administrators for the 2026-2027 school year shall be as reflected in Appendix B.

B. Assistant principals, while assigned to a combination elementary/middle school (K-6 and K-8) with an enrollment of 600 students or more shall receive a $500 stipend. Said stipend shall cease or be pro-rated if the administrator changes sites or positions.

C. In those years when a step advancement has been negotiated and approved, eligible employees will advance one step on the salary schedule. Less than twelve month administrators employed prior to April 1, and twelve month administrators employed prior to May 1, will be eligible to advance one step on the administrator salary schedule.

D. TUSD will conduct a comprehensive market analysis of compensation for Principal roles. Specifically, understanding how our current principal wages compare to industry benchmarks and regional standards.

- Base salary ranges for Principal positions
- Total compensation (including bonuses, equity, and incentives)
- Comparisons across school districts in the Tucson Metro Area
- This work will be completed in the Fall of the 2026-2027 school year

This information will support our efforts to ensure compensation structure remains competitive and aligned with market conditions. Furthermore, the District aims to both recruit and retain the best talent to support its ongoing success.

E. Salary Placement

1. Current Administrators who are assigned, transferred, or placed by the District in a different administrative grade position, shall be placed on the salary schedule (Appendix B) at the appropriate grade level for the new position and length of contract.

2. If such district placement results in a decrease in the administrator's base salary, the administrator shall retain the higher base salary for 12 months.

3. If such district placement results in an increase, the administrator shall be placed

on the step in the new grade level which results in no less than a 5% increase in base pay, unless such placement results in an amount higher than the top step of the current salary schedule. In that instance, the administrator shall be paid the amount specified for the top step of the appropriate grade level on the current salary schedule.

4. The provisions of this section shall not apply to changes in administrative grade resulting from an administrator applying for and successfully obtaining a new position in the District.

F. Administrative Daily Rate
When off contract and required to work, certified Administrators shall be compensated at a daily rate of $300.

11-2 Salary - Psychologists
During the term of this Agreement, the salary schedule for Psychologists shall be as listed in Appendix C.

11-3 Salary – Research Project Managers
During the term of this Agreement, the salary schedule for Research Project Managers shall be as reflected in Appendix D. The salary schedule for Research Project Managers – Senior shall be as reflected in Appendix E.

11-4 Educational Stipend

A. Employees with a Ph.D. or Ed.D. will receive a $1,000 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.

OR

B. Employees with an Educational Specialist degree will receive a $700 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.

11-5 Longevity Allowance
Beginning School Year 2015-16 employees will no longer receive the longevity allowance. Employees who were receiving longevity allowances as of July 1, 2015 will be credited with additional steps corresponding to their longevity allowance when placed on the salary schedule.

Longevity Allowance	Credited Steps
$1,000	1 step
$1,250	2 steps
$1,750	3 steps

11-6 At the completion of each year employees will advance one step on the salary schedule pending Governing Board approval.

11-7 Insurance

A. The employee will pay up to 15% of the cost of the PPO medical premium for district sponsored single coverage medical insurance for each employee.

B. The following optional insurance programs are available for an administrator at their own expense:

1. Medical Insurance (administrator);
2. Dental Insurance (administrator);
3. Dependent coverage for medical and/or dental care;
4. Life Insurance (up to six times salary or a maximum of $1,000,000.00);
5. Vision;
6. Supplemental Insurance;
7. Short-Term Disability Insurance;

C. All full-time employees shall be provided at District expense with a term life insurance policy equal to the employee's base salary school year, but not less than $10,000. Employees shall have the option of purchasing additional term life insurance at their own expense.

11-8 Travel Expenses
Mileage for work-related travel will be paid at the rate authorized by the State of Arizona and adopted by the Governing Board.

11-9 For the 2016-2017 year only, if additional revenues become available to the District through legislative appropriation, state sales tax revenues, payment of back revenue or inflation adjustment owed by the State of Arizona, decrease in anticipated cuts or decrease in revenue drop, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for salaries during the 2015-2016 and/or the 2016-2017 contract year, the Employee may be given a raise in salary if so approved by the Governing Board in its sole discretion. Any such salary increase shall be apportioned to Employees in a manner that will be determined by the Governing Board, after having been approved by ELI and proposed by the District, unless the authorizing enactment specifies the method by which the increase is to be distributed. The Employee must be employed by the District in the 2016-2017 contact year to receive any increase.

ARTICLE TWELVE - LEAVE OF ABSENCE WITH PAY

12-1 Personal Leave

A. 12-month administrators (classified and certificated) and research project managers shall be credited Eight (8) days per fiscal year of personal leave.

B. Non-12-month administrators (classified and certificated) and psychologists, shall be credited seven (7) days per fiscal year of personal leave.

C. Any days unused as of the end of the employee's contract year may be accumulated and carried over as sick days.

D. Non-emergency use of personal leave should be scheduled with the immediate supervisor.

E. Personal leave is credited to eligible employees on July 1 of each year.

12-2 Sick Leave
Sick leave may be used in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For the purposes of sick leave, the term immediate family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household. Employees are entitled to accumulate sick days as follows:

A. 12-month administrators (classified and certificated) and research project managers shall accrue eight (8) days of sick leave each year.

B. Non-12-month administrators (classified and certificated) and psychologists shall accrue five (5) days of sick leave each year.

12-3 Bereavement Leave

In the event of death in the family of an employee, the employee will be allowed up to two (2) days leave, not charged to the employee and may use accumulated paid leave balances for a maximum of eight (8) days (which may include necessary travel time), excluding weekends. Additional days may be granted at the discretion of the Superintendent or their designee. For purpose of this paragraph, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

12-4 Jury Duty/Litigation

A. Employees subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An employee will keep the jury duty pay and the District will dock the amount of the daily jury duty rate from the employee's pay.

B. An employee subpoenaed for jury duty or as a witness are required to submit a copy of the jury summons or subpoena to their immediate supervisor prior to the appearance date. It is the employee's responsibility to report a jury duty or witness absence to the time clock system. No report of jury duty or witness absence need be submitted if the employee chooses to take a pay dock or a personal leave day.

C. Absence due to litigation while the employee is either a plaintiff, defendant, or subpoenaed as a witness outside of the course and scope of employment, must be charged to personal leave, vacation, or dock, and may be taken before or after a holiday.

12-5 Vacation Days

A. Twelve (12) month administrators receive twenty (20) days (160 hours) of vacation entitlement each year. Vacation entitlement is accrued on a monthly pro-rata basis starting with the first day of employment as a 12-month administrator.

B. Twelve (12) month research project managers shall accrue vacation entitlement as described in the chart below. Vacation entitlement is accrued on a monthly pro-rata basis starting with the first day of employment as a 12-month employee.

YEARS OF SERVICE	DAYS
1-5 YEARS	10
6-15 YEARS	15
16+ YEARS	20

C. Twelve (12) month employees may accumulate no more than 168 hours (or prorated cap) of vacation at any given time. No more than 168 hours or FOUR (4) weeks may be rolled over into the next fiscal year. Vacation must be scheduled with the employee's supervisor no less than four (4) weeks in advance, except in cases of emergency, to ensure that an employee has the opportunity to use available vacation time. If a

supervisor denies vacation to an employee and vacation will be lost under those circumstances, the supervisor shall submit a request in writing by March 31 to the Executive Director of Finance to pay out the vacation earned by the employee. The Executive Director of Finance shall either mandate that vacation be taken by the employee or approve that the vacation leave by paid out at the current rate of pay.

D. In the case of employees going from a twelve (12) month position to a ten (10) month position, the following applies:

- Employee should take earned vacation time before June 30, end of 12-month contract year, if possible.
- if it is impossible to take earned vacation time before June 30, employee will be paid for unused vacation up to a maximum of thirty (30) days.

E. In the case of an employee going from a ten (10) month position to a twelve (12) month position, employee will commence accruing vacation time beginning with their first day of employment as a 12-month employee.

F. Employees separating from the District will receive payment for any unused vacation leave at their existing daily rate of pay at the time of separation.

12-6 Sabbatical Leave

A. Sabbatical leave is granted for professional study or research which benefits the school program and students in TUSD.

B. After each seven (7) years of experience as a TUSD employee, a certificated employee will be eligible for consideration for a one (1) year sabbatical leave. Applicants should submit their proposals for the following school year prior to the winter vacation. Applicants shall be notified by the office of the Superintendent of the status of their application by January 15.

C. Compensation for a certificated employee on sabbatical leave shall be one-half (l/2) of the salary and fringes to which employee is entitled by education and experience. A certificated employee on sabbatical leave shall be considered to be in the employ of TUSD and shall be issued a contract.

D. A certificated employee on sabbatical leave must return to TUSD for at least one (1) year. If employee chooses not to return they shall be required to refund the amount of compensation received from the District during the sabbatical leave of absence. If employee chooses to return to TUSD, they will be returned to the same or comparable position.

E. Due to budget limitations, sabbatical leaves will not be funded for the 2017-2018 school year.

12-7 Medical Leave Assistance Program

A. Employees who have depleted their accrued sick and personal leave as a result of serious illness or injury may request access to the Medical Leave Assistance Program by submitting a form to the Benefits Coordinator asking to receive donations of sick leave

from other employees. Serious illness or injury is defined as a "non work related" illness or injury that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

B. The employee may donate any number of sick leave days, provided that after the donation, the employee still has thirty (30) or more days of accumulated sick leave. The employee will designate the donation in the name of the employee to receive the donation. The District shall not disclose the name of the donor.

C. The recipient will be credited with the number of days donated, up to a maximum of one week after their projected return to work. Days donated in excess of this amount will be held in reserve and credited to the employee only if needed. If not needed, days in excess of one week beyond the original amount requested will be restored to the donor(s). Days of leave, not the actual wage of the donor, will be donated.

D. No employee shall be eligible for the Medical Leave Assistance Program after qualifying for long-term or disability coverage.

E. No employee may donate days to their immediate supervisor.

F. In addition to the above, employee may donate to employees in other bargaining units who have requested access to the Medical Leave Assistance Program in accord with District policies and this Article 12-7-F.

12-8 HOLIDAYS

1. Holidays for 12 Month Employees

Holidays	No of Days
Fourth of July	1
Labor Day	1
Veteran's Day	1
Thanksgiving	3
Winter Break	10
Martin Luther King Day	1
Rodeo Vacation	2
Spring Recess	0
Memorial Day	1
Juneteenth	1

2. Holidays for less than 12 Month Employees

Holidays	No of Days
Labor Day	1
Veteran's Day	1
Thanksgiving	3
Winter Break	10
Martin Luther King Day	1
Rodeo Vacation	2
Spring Recess	2
Memorial Day	1

3. Employees who are exempt in accordance with FLSA standards shall earn one flex day for each day worked during the Winter Break to be used before the end of the fiscal year.

ARTICLE THIRTEEN - PROFESSIONAL LIABILITY

13-1 The District shall, at no expense to each employee, (a) provide legal counsel and representation to the employee in any legal action brought against the employee, providing the incident(s) giving rise to the legal action arose while the employee was acting within the scope of their employment, with the exception of actions brought by the Governing Board; and (b) defend, hold harmless and indemnify each employee from any and all demands, claims, suits, actions and legal proceedings brought against the employee in their official capacity as agent and employee of the Governing Board, provided the incident(s) arose while the employee was acting within the scope of their employment; and the action was not brought by the Governing Board.

ARTICLE FOURTEEN - EVALUATION

14-1 Employee Evaluations

Certified Administrators will be evaluated according to applicable Arizona statutes and evaluation procedures adopted by the Governing Board which shall incorporate the following Professional Standards for Educational Leaders (PSEL) Standards. Central Administrative positions do not necessarily align with these standards and an alternative instrument may be used by the supervising administrator.

A. A school administrator promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the community.

B. The school administrator promotes the success of all students by nurturing and sustaining a school culture and instructional program conducive to student learning and professional growth.

C. The school administrator ensures management of the organization, operations, and resources for a safe, efficient, and effective learning environment.

D. The school administrator promotes the success of students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

E. An education leader promotes the success of every student by acting with integrity, fairness and in an ethical manner.

F. An education leader promotes the success of every student by understanding, responding to and influencing the political, social, economical, legal and cultural context.

Evaluation Instrument

The Administrator Evaluation Instrument, attached as Exhibit 3, will be utilized for evaluations of principals. The signature of the employee acknowledges receipt of the evaluation and does not necessarily indicate agreement with the content of the statements. The final evaluation report will be placed in the official personnel file in the Human Resources Department. If an employee disputes the content of said evaluation report, the employee will be responsible for writing a rebuttal to the evaluation and providing a copy to the evaluating supervisor and the Human

Resources Department for inclusion in the personnel file. The Administrator Evaluation Instrument shall be used for all other administrators, as appropriate.

Evaluation Procedure
Orientation
The evaluator of the principal(s) will conduct an orientation and provide materials outlining the evaluation process. It is suggested that this be done by the superintendent, or designee in a group setting at the beginning of the school year.

Beginning of the Year Conference
By the end of the first quarter, the principal and the evaluator will meet to discuss the evaluation process. Discussion must be about the principal's goals for the school; measurable targets; standards for performance; pertinent student academic progress data; the analyses of parent and staff survey data; and previous evaluation results. It may be helpful to refer to the School Fact Sheet when discussing school capacity, current achievement and teacher/student demographic information.

It is important to consider the context in which the evaluation occurs. This is an opportunity for the principal and the evaluator to discuss the full context of the school and any relevant information that would affect performance. The experience level of the principal should be taken into consideration. The performance of a novice principal is likely to be different from that of a more experienced principal. The school experience of the faculty, involvement of parents, etc. are other areas of consideration. Discussion of context should occur in the first conference.

The descriptions of the performance classification levels should be reviewed and discussed based on the goals being set during this conference. Throughout the year the principal will work on established goals and collect evidence of success for future discussion with the evaluator. Planned and/or announced observations and/or conferences may also occur during this time.

Mid-Year Conference
By the end of January, this meeting will occur to identify areas of strengths and opportunities for improvement based upon documentation provided by the principal. Plans, activities and/or strategies to help improve student academic performance and leadership performance should be the outcomes for this conference. Mid-year adjustments to the Goal Setting Worksheet may be made at this time along with any relevant information that might impact progress towards meeting goals. The principal should continue to work on the established goals and if appropriate, collect related evidence or artifacts for future documentation. Announced observations/ conferences may also occur during this time.

End of year Conference
This is the principal evaluation conference that completes the evaluation cycle. A review of data and other evidences of the principal's leadership are done at this time. Information is recorded and points determined resulting in a performance level designation. The identification of future

actions for school or principal improvement/growth will also be determined. The Principal Performance Based Evaluation Summary Form is forwarded to the Assistant Superintendent.

Retired ASRS Administrators
Rehired ASRS retirees will be evaluated each year according to state statute. However, none of the provisions set forth below (Performance Improvement Conversations, Plan for Improvement, Non-Renewal or Dismissal, Conflict Resolution Procedure) apply to rehired ASRS retirees.

Performance Improvement Conversations
When performance deficiencies in one or more PSEL Standards as outlined in the administrator's current evaluation instrument are noted by the supervising administrator, that supervisor shall discuss such deficiencies and coach the administrator with suggestions for improvement. Such conversations shall be followed up with an e-mail documenting the deficiency (ies) and the suggestions for improvement. The supervisor shall also outline supports available to the administrator. If adequate progress has not been made after a reasonable time, the supervisor may place the administrator on a written Plan for Improvement.

Plan for Improvement
If adequate progress has not been made after a reasonable time following being informed of the nature of the deficiencies, the supervisor may place the administrator on a written Plan for Improvement (Plan) regardless of whether the evaluation has been completed. The Plan shall be based on evidence of performance deficiency (ies) in one or more PSEL standards as outlined in the administrator's current evaluation instrument. The Plan shall be in writing and designed to instruct and guide the administrator so that the deficiency (ies) can be rectified. The Plan for Improvement will provide clear direction for the administrator and also provide evidence of support in order to assist the administrator. The supervisor shall meet with the administrator regularly, preferably once a month, at the administrator's site, to review progress on the Plan. If adequate progress has been made on the Plan, the administrator will be removed from the Plan. If, after a minimum of forty-five (45) instructional days, the administrator has not made adequate progress on the Plan, the supervisor has the option of extending the Plan, or recommending non-renewal of the employment contract.

Non-Renewal or Dismissal for Performance Deficiencies
Non-renewal or dismissal of an administrator shall be in accordance with state and federal statute. Additionally, non-renewal or dismissal of an administrator for performance deficiencies pursuant to the performance evaluation procedure set forth in this regulation will also include the opportunity for the Administrator to receive the performance improvement conversations set forth

above and a formal Plan for Improvement before an administrator's contract can be non-renewed pursuant to A.R.S. § 15-503 for performance deficiencies except in the following cases:

A. Any certificated administrator who has failed to pass the qualified evaluator training that authorizes the administrator to conduct certificated teacher evaluations, within two testing attempts.

B. A certified administrator demonstrates a pattern of non-compliance with USP; including but not limited to requirements for interview panels, GSRR corrective action plans.

C. Evidence of trend data that demonstrates declining student achievement in student performance as evidenced by local and state assessments, student attendance, student graduation rate, and drop out rate. (where applicable)

This regulation does not apply to non-renewal of an administrator for unprofessional conduct.

Conflict Resolution Procedure
Article Eighteen of the Administrator's Meet and Confer Agreement, entitled "Conflict Resolution Procedure for Administrators" is applicable to matters related to this Regulation.

14-2 Personnel File

A. Employees in the Tucson Unified School District shall have the right to review the contents of their personnel file and to receive a copy of all material contained therein at District expense.

B. The official personnel file for all employees shall be maintained in the Human Resources Department at the District Central Office. Principals and Assistant Principals will have a log attached to their official personnel file stored in Human Resources. The log will identify individuals who have viewed the file along with date of access.

C. **1.** No material derogatory to the employee's conduct, performance, character or personality shall be placed in the personnel file unless a copy is provided to the employee for review, and unless the employee has the opportunity to submit a reply to the material. Said reply shall be attached to the original document and shall remain attached throughout the term of that employee's employment unless removed by mutual agreement between the employee and the Superintendent of Schools or designee. Such agreement shall be in writing and signed by both the employee and the Superintendent of Schools or designee.

2. Any discipline issued as a result of a criminal offense against a student shall remain in the employee's official personnel file and is not subject to removal. These offenses include, but are not limited to, criminal offenses defined by Arizona State Law under Title 13, assault, hitting, striking, harassment, inappropriate touching or caressing of a student, sexual assault, or causing the student to suffer physical harm.

14-3 Note relating to all Human Resource personnel files: Letters of Direction are not discipline and shall not be placed in the permanent Human Resources file.

ARTICLE FIFTEEN - LEAVES OF ABSENCE WITHOUT PAY

15-1 Eligibility

A. The Board may grant a leave of absence to employees not to exceed one (1) year for the purposes listed below. Unless otherwise specified and approved, such leaves shall occur

between July 1 and the following June 30. No leaves will be granted for other employment.

1. Health of employee (doctor's verification of illness is required)
2. Health of immediate family (as defined in Article One-F); doctor's verification of illness or disability and projected date of return to work is required)
3. New infant or childcare (birth certificate or doctor's statement required)
4. Course of study, education or training, as approved by TUSD (enrollment or registration documentation required)
5. Military service (military order required)
6. Campaign/Serve in public office

B. Employees must have worked the equivalent of three full school years to be eligible for an unpaid, board-approved leave of absence.

C. Upon granting the authorized absence, all rights of tenure, seniority, retirement, accrued leave with pay and other benefits shall be preserved and available to the applicant after the termination of the leave, provided they were earned prior to the leave.

D. Employees on unpaid leave of absence shall be allowed to continue insurance coverage in the program in which they are enrolled, provided the employee notifies the District of their desire to continue, and pays the premiums for the insurance and other benefits at the employee's expense.

15-2 Expiration of Leave (Return)

A. Employees must notify the District in writing of their intentions to return by February 1 or thirty (30) days prior to the leave's expiration date, whichever is earlier. Upon expiration of the leave, the employee is guaranteed return to a comparable (same grade, same step) position if one is available, and if employee is recommended for the position by the Superintendent as a result of a selection process. (If no comparable position is available, or if the employee is not selected, the employee will be assigned to the next appropriate vacancy that is in a classification below that of the position held at the time of leave, and for which employee meets the minimum requirements. Said employees will be placed on the step closest to their previous annual salary which does not result in an increase.)

B. Employees on a leave of absence are subject to the provisions of Article 8, Reduction in Force.

C. Employees on leave of absence may request in writing that their leave be rescinded prior to the scheduled expiration of the leave.

15-3 Medical 30-Day Leave

A. Employees may apply for a short term leave for either medical or personal reasons. When an employee is medically unable to work and is not eligible for Federal FMLA, the employee shall be allowed up to thirty (30) consecutive days on an leave, with a doctor's excuse. During this leave, the District will continue to pay premiums on its portion of District-sponsored insurance plans in which the employee was enrolled at the beginning of their leave. At the end of this period, employee must return to work (and pending a medical release) or go on an unpaid leave of absence if applicable. If the employee needs an ADA accommodation, they can apply prior to their return-to-work date so that the accommodation can be in place when they return, if they are eligible under ADA guidelines.

B. Personal 30-Day Leave
Alternatively, a short-term leave for personal business may be granted; however, it shall be with loss of pay and shall not exceed thirty (30) days. At the end of this period employee may request a board-approved leave or must return to work.

C. Short term leaves 30-Day or Personal 30-Day leaves may not be used consecutively, thereby turning a 30 day leave into a 60 day leave.

15-4 Family Leave
All requests for Family Medical Leave by District employees will be processed in accordance with the corresponding Governing Board Policy.

15-5 Short Term Leave and Family Medical Leave shall run concurrently.

15-6 Variable Office Hours

A. Variable office hours may be applied when normal work responsibilities require an administrator's presence at activities beyond the normal work day. Administrators will be given reasonable flexibility in office hours so long as 1) proper notification is given to the administrator's supervisors; 2) time away from the site/office is reasonably limited; and 3) the administrator works the required number of hours and performs their duties in a satisfactory manner.

B. District level events shall not be mandated for weekends or weekday/evenings after 6pm, except under Emergency Circumstances or as outlined below:

1. Notwithstanding the forgoing, if ELI and the District agree that a weekend or evening event is unavoidable, such weekend or evening event may be scheduled with at least 30 days' notice; however, such events shall not be deemed mandatory (except in Emergency Circumstances or as described in the following sentence).

2. With respect to weekend or evening Job Fairs, the District may deem attendance mandatory, but only for Administrators at sites with a certified staffing rate under 90%, contracted for the following school year (does not include long-term subs), and such Job Fairs shall be scheduled at least 30 days in advance.

3. Employees who work on a weekend or evening may apply such time toward variable office hours as described in this section.

For purposes of this section:
District level events shall include, but are not limited to: trainings, seminars, planning sessions, compliance courses, job fairs, orientations, student recruitment/enrollment events etc.

Emergency circumstances shall include, but are not limited to: natural disasters, declared states of emergency (Federal or State), human-caused disasters, disease outbreaks, or other events that pose an immediate threat to life or health.

15-7 Military Leave
Employees will receive pay for all days during which they are employed in training duty under orders with any branch of the armed forces for a period not to exceed thirty days in any two consecutive years. For purposes of this article only the term "year" means the fiscal year of the U.S. government. (A.R.S. 38-610).

15-8 Absence Due to On-the-Job Injury

A. In the event of absence due to on-the-job injury, the District's worker's compensation carrier begins making payments to the employee after the eighth day of absence. Prior to that, the employee may use accumulated sick leave available. After the eighth day of absence due to on the job injury, the Employee may utilize any remaining sick leave available to supplement funds received from the workers' compensation carrier but may not supplement with sick leave available to exceed 100% of income.

B. Employees injured on the job may be assigned to work "restricted duty" as recommended by the industrial injury treating physician.

C. A combination of paid leaves, restricted duty, and unpaid leaves of absences are not to exceed twelve (12) months for a single on-the-job injury. At twelve months, the position will be released for recruitment.

D. When an employee has been awarded a permanent disability preventing them from performing the essential functions of their pre-injury job classification, the District will attempt to find a position for which the employee can qualify and/or in which reasonable accommodations can be made for the disability. In such a placement, regardless of any provisions elsewhere in this Agreement, the employee will be paid the appropriate rate for the new position. Placement in another position as described in this article will not be considered if the employee is pending lay-off, suspension or termination, is on a plan for improvement or recommendations to improve, or any type of disciplinary probation.

ARTICLE SIXTEEN - ADDITIONAL FTE ENTITLEMENT

16-1 Additional FTE Entitlement

In an elementary school with an enrollment entitling it to an "additional FTE" (currently over 600 students, including all pre-school children utilizing the school's facilities), the site administrator in consultation with the supervising administrator shall have the discretion to fill that position with any category of employee determined as most needed.

ARTICLE SEVENTEEN - ADMINISTRATIVE TRANSFERS

17-1 Purpose

The purpose of the following provisions on administrative transfers is to ensure consistent, fair and equitable transfer opportunities and assignments for all administrators. Transfers are not intended to replace administrative evaluations, nor are transfers to be used for punitive or disciplinary purposes.

17-2 Notice and Consultation

A. Written notice of all administrative vacancies occurring prior to the end of the school year and not advertised through TUSD's Human Resources Department will be provided by the District to each administrator and ELI.

B. All current administrators who volunteer to transfer may provide a letter of intent to the Executive Director of Human Resources and the Regional Assistant Superintendent identifying the specific position in which they may be interested. Those current administrators shall be given equal consideration with other applicants in the placement or interview and selection process.

C. At a minimum, the immediate administrative supervisor shall be consulted by District staff and involved in decisions of transfer that affect their administrative teams. As an example and not by way of limitation, principals shall be consulted with regard to the selection of their assistant principals.

D. Any administrator who will be transferred by the District shall be given five (5) days notification by the Superintendent or designee prior to Governing Board action of the specific administrative position for which the administrator is being proposed or recommended for transfer; and the administrator may request a meeting with the Superintendent or Deputy Superintendent on the proposed transfer. It is expected that the affected administrator will exercise discretion in communicating with staff and the community, acknowledging the Governing Board's responsibility to make decisions for the educational benefit of all students. Transfer appointments for the fall semester will be completed by June 30, except in cases of unforeseen circumstances.

ARTICLE EIGHTEEN - CONFLICT RESOLUTION PROCEDURE

To ensure that an orderly procedure is available to resolve inter-managerial conflicts, the following procedure will be used:

18-1 This Conflict Resolution Procedure will be used when an employee (administrator, psychologist or research project managers) is in disagreement with their Principal and/or immediate supervisor regarding the interpretation or implementation of a Governing Board Policy, Rule or Regulation, an Administrative Rule, Regulation or Procedure, or a section of the ELI Meet and Confer Agreement not otherwise provided for through Rules for Disciplinary Action Against an employee.

18-2 If a conflict occurs and has not been resolved through a conference between the employee and their Principal and/or immediate supervisor, the employee will complete the Employee Conflict Resolution Document (see Appendix F) and send it to the Principal and/or immediate supervisor. The supervisor will provide the employee with a written response within ten (10) work days, excluding weekends or holidays, after receipt of the Resolution Document.

18-3 If there is no conflict resolution satisfactory to the initiating employee, the initiating employee may appeal by sending copies of the Employee Conflict Resolution Document, the written response and a statement of the points of disagreement to the next level administrator responsible for the supervision of the Principal and/or immediate supervisor, with copies to the Office of Employee Relations and to ELI. The appeal must be made within ten (10) work days, excluding weekends and holidays, of receipt of the supervisor's written response.

18-4 The next level administrator will investigate the conflict. Such investigation will include a review of all documents and any other actions the administrator may feel necessary. Following such investigation, the administrator will meet within ten (10) working days of receipt of the complaint information, with the initiating employee and the Principal and/or immediate supervisor in a mediation effort to bring agreement between the parties. If no such agreement is possible, the next level administrator will adjourn the meeting, and within ten (10) working days will give a decision in writing, which will be final.

18-5 The intent of this Conflict Resolution Procedure is to resolve actual or potential conflict at a level as close to the original decision as possible. No penalty, disciplinary action or other adverse condition will accrue to any employee exercising their rights under this procedure.

18-6 The Employee Conflict Resolution Document and any other forms necessary for expeditious handling of this procedure will be prepared by the Office of Employee Relations with a representative of ELI, as appointed by the ELI President.

18-7 None of the documents or information used in the above procedure will be placed in the personnel file of any of the individuals involved.

RATIFICATION

ALL PROVISIONS SHALL BE EFFECTIVE JULY 1, 2026, AND SHALL REMAIN IN FULL FORCE AND EFFECT THROUGH JUNE 30, 2027.

Tucson Unified School District	**Educational Leaders Inc.**
_____	**_____**
Dr. Ravi Shah, President **TUSD Governing Board**	**Alissa Welch, President** **Educational Leaders, Inc.**
Date: _____	**Date: _____**

Approved as to form and content on this ____day of _____, 2026, by:

_____
Ricky Hernandez, Chief Financial Officer
Tucson Unified School District

APPENDIX A

CERTIFIED ADMINISTRATOR POSITIONS

Grade	Position	Entry Rate
RPM	Research Project Manager	$54,406.27
PSY1	School Psychologist - Hybrid	$68,815.50
PSY2	School Psychologist	$74,015.50
P1	Assistant Principal - Elementary School	$66,298.43
P2	Assistant Principal - K-8 School	$71,012.57
P2	Assistant Principal - Middle School	$71,012.57
P3	Assistant Principal - High School	$81,470.32
P3	Assistant Principal - TUVA	$81,470.32
P3	Principal - Elementary	$81,470.32
P4	Principal - Mary Meredith K-12	$86,697.17
P4	Principal - Project MORE	$86,397.17
P4	Principal - TUVA K12	$86,397.17
P4	Principal – K-6	$86,397.17
P5	Principal - K-8	$88,015.18
P5	Principal - Middle	$88,015.18
P6	Principal - High	$94,302.09

APPENDIX B

Certified and Classified Administrators
July 1, 2026 through June 30, 2027

	Grade P1 Base	Grade P1 Override	Grade P1 Total	Grade P2 Base	Grade P2 Override	Grade P2 Total
Step 1	$63,748.49	$2,549.94	$66,298.43	$68,281.32	$2,731.25	$71,012.57
Step 2	$64,385.99	$2,575.44	$66,961.43	$68,964.14	$2,758.57	$71,722.71
Step 3	$65,029.84	$2,601.19	$67,631.03	$69,653.78	$2,786.15	$72,439.93
Step 4	$65,680.15	$2,627.21	$68,307.36	$70,350.32	$2,814.01	$73,164.33
Step 5	$66,336.95	$2,653.48	$68,990.43	$71,053.82	$2,842.15	$73,895.97
Step 6	$67,000.31	$2,680.01	$69,680.32	$71,764.36	$2,870.57	$74,634.93
Step 7	$67,670.31	$2,706.81	$70,377.12	$72,482.00	$2,899.28	$75,381.28
Step 8	$68,347.02	$2,733.88	$71,080.90	$73,206.83	$2,928.27	$76,135.10
Step 9	$69,030.49	$2,761.22	$71,791.71	$73,938.90	$2,957.56	$76,896.46
Step 10	$69,720.79	$2,788.83	$72,509.62	$74,678.28	$2,987.13	$77,665.41
Step 11	$70,418.00	$2,816.72	$73,234.72	$75,425.06	$3,017.00	$78,442.06
Step 12	$71,122.19	$2,844.89	$73,967.08	$76,179.31	$3,047.17	$79,226.48
Step 13	$71,833.40	$2,873.34	$74,706.74	$76,941.10	$3,077.64	$80,018.74
Step 14	$72,551.73	$2,902.07	$75,453.80	$77,710.52	$3,108.42	$80,818.94
Step 15	$73,277.25	$2,931.09	$76,208.34	$78,487.63	$3,139.51	$81,627.14
Step 16	$74,010.03	$2,960.40	$76,970.43	$79,272.50	$3,170.90	$82,443.40
Step 17	$74,750.13	$2,990.01	$77,740.14	$80,065.23	$3,202.61	$83,267.84
Step 18	$75,497.63	$3,019.91	$78,517.54	$80,865.88	$3,234.64	$84,100.52
Step 19	$76,252.61	$3,050.10	$79,302.71	$81,674.54	$3,266.98	$84,941.52
Step 20	$77,015.14	$3,080.61	$80,095.75	$82,491.28	$3,299.65	$85,790.93
Step 21	$77,785.28	$3,111.41	$80,896.69	$83,316.20	$3,332.65	$86,648.85
Step 22	$78,563.13	$3,142.53	$81,705.66	$84,149.35	$3,365.97	$87,515.32
Step 23	$79,348.76	$3,173.95	$82,522.71	$84,990.85	$3,399.63	$88,390.48
Step 24	$80,142.26	$3,205.69	$83,347.95	$85,840.76	$3,433.63	$89,274.39
Step 25	$80,943.68	$3,237.75	$84,181.43	$86,699.17	$3,467.97	$90,167.14
Step 26	$81,753.12	$3,270.12	$85,023.24	$87,566.15	$3,502.65	$91,068.80
Step 27	$82,570.64	$3,302.83	$85,873.47	$88,441.81	$3,537.67	$91,979.48
Step 28	$83,396.35	$3,335.85	$86,732.20	$89,326.24	$3,573.05	$92,899.29
Step 29	$84,230.31	$3,369.21	$87,599.52	$90,219.49	$3,608.78	$93,828.27
Step 30	$85,072.61	$3,402.90	$88,475.51	$91,121.70	$3,644.87	$94,766.57
Step 31	$85,923.35	$3,436.93	$89,360.28	$92,032.91	$3,681.32	$95,714.23
Step 32	$86,782.57	$3,471.30	$90,253.87	$92,953.24	$3,718.13	$96,671.37
Step 33	$87,650.41	$3,506.02	$91,156.43	$93,882.77	$3,755.31	$97,638.08
Step 34	$88,526.91	$3,541.08	$92,067.99	$94,821.60	$3,792.86	$98,614.46
Step 35	$89,412.18	$3,576.49	$92,988.67	$95,769.82	$3,830.79	$99,600.61

Step 36	$90,306.30	$3,612.25	$93,918.55	$96,727.52	$3,869.10	$100,596.62
Step 37	$91,209.36	$3,648.37	$94,857.73	$97,694.80	$3,907.79	$101,602.59
Step 38	$92,121.45	$3,684.86	$95,806.31	$98,671.74	$3,946.87	$102,618.61
Step 39	$93,042.66	$3,721.71	$96,764.37	$99,658.46	$3,986.34	$103,644.80
Step 40	$93,973.10	$3,758.92	$97,732.02	$100,655.04	$4,026.20	$104,681.24
Step 41	$94,912.83	$3,796.51	$98,709.34	$101,661.59	$4,066.46	$105,728.05
Step 42	$95,861.96	$3,834.48	$99,696.44	$102,678.21	$4,107.13	$106,785.34
Step 43	$96,820.58	$3,872.82	$100,693.40	$103,704.99	$4,148.20	$107,853.19
Step 44	$97,788.78	$3,911.55	$101,700.33	$104,742.04	$4,189.68	$108,931.72
Step 45	$98,766.67	$3,950.67	$102,717.34	$105,789.46	$4,231.58	$110,021.04

	Grade P3 Base	Grade P3 Override	Grade P3 Total	Grade P4 Base	Grade P4 Override	Grade P4 Total
Step 1	$78,336.85	$3,133.47	$81,470.32	$80,478.05	$3,219.12	$83,697.17
Step 2	$79,120.22	$3,164.81	$82,285.03	$81,282.83	$3,251.31	$84,534.14
Step 3	$79,911.42	$3,196.46	$83,107.88	$82,095.66	$3,283.83	$85,379.49
Step 4	$80,710.53	$3,228.42	$83,938.95	$82,916.62	$3,316.66	$86,233.28
Step 5	$81,517.65	$3,260.71	$84,778.36	$83,745.79	$3,349.83	$87,095.62
Step 6	$82,332.83	$3,293.31	$85,626.14	$84,583.24	$3,383.33	$87,966.57
Step 7	$83,156.15	$3,326.25	$86,482.40	$85,429.06	$3,417.16	$88,846.22
Step 8	$83,987.70	$3,359.51	$87,347.21	$86,283.36	$3,451.33	$89,734.69
Step 9	$84,827.59	$3,393.10	$88,220.69	$87,146.19	$3,485.85	$90,632.04
Step 10	$85,675.87	$3,427.03	$89,102.90	$88,017.66	$3,520.71	$91,538.37
Step 11	$86,532.62	$3,461.30	$89,993.92	$88,897.84	$3,555.91	$92,453.75
Step 12	$87,397.95	$3,495.92	$90,893.87	$89,786.81	$3,591.47	$93,378.28
Step 13	$88,271.93	$3,530.88	$91,802.81	$90,684.69	$3,627.39	$94,312.08
Step 14	$89,154.64	$3,566.19	$92,720.83	$91,591.53	$3,663.66	$95,255.19
Step 15	$90,046.19	$3,601.85	$93,648.04	$92,507.45	$3,700.30	$96,207.75
Step 16	$90,946.65	$3,637.87	$94,584.52	$93,432.51	$3,737.30	$97,169.81
Step 17	$91,856.12	$3,674.24	$95,530.36	$94,366.85	$3,774.67	$98,141.52
Step 18	$92,774.68	$3,710.99	$96,485.67	$95,310.51	$3,812.42	$99,122.93
Step 19	$93,702.43	$3,748.10	$97,450.53	$96,263.62	$3,850.54	$100,114.16
Step 20	$94,639.44	$3,785.58	$98,425.02	$97,226.25	$3,889.05	$101,115.30
Step 21	$95,585.85	$3,823.43	$99,409.28	$98,198.51	$3,927.94	$102,126.45
Step 22	$96,541.70	$3,861.67	$100,403.37	$99,180.50	$3,967.22	$103,147.72
Step 23	$97,507.12	$3,900.28	$101,407.40	$100,172.31	$4,006.89	$104,179.20
Step 24	$98,482.19	$3,939.29	$102,421.48	$101,174.02	$4,046.96	$105,220.98
Step 25	$99,467.01	$3,978.68	$103,445.69	$102,185.76	$4,087.43	$106,273.19
Step 26	$100,461.68	$4,018.47	$104,480.15	$103,207.63	$4,128.31	$107,335.94
Step 27	$101,466.31	$4,058.65	$105,524.96	$104,239.71	$4,169.59	$108,409.30
Step 28	$102,480.97	$4,099.24	$106,580.21	$105,282.11	$4,211.28	$109,493.39
Step 29	$103,505.77	$4,140.23	$107,646.00	$106,334.91	$4,253.40	$110,588.31
Step 30	$104,540.84	$4,181.63	$108,722.47	$107,398.27	$4,295.93	$111,694.20
Step 31	$105,586.24	$4,223.45	$109,809.69	$108,472.25	$4,338.89	$112,811.14

Step 32	$106,642.10	$4,265.68	$110,907.78	$109,556.97	$4,382.28	$113,939.25
Step 33	$107,708.52	$4,308.34	$112,016.86	$110,652.55	$4,426.10	$115,078.65
Step 34	$108,785.61	$4,351.42	$113,137.03	$111,759.08	$4,470.36	$116,229.44
Step 35	$109,873.47	$4,394.94	$114,268.41	$112,876.66	$4,515.07	$117,391.73
Step 36	$110,972.19	$4,438.89	$115,411.08	$114,005.43	$4,560.22	$118,565.65
Step 37	$112,081.92	$4,483.28	$116,565.20	$115,145.48	$4,605.82	$119,751.30
Step 38	$113,202.74	$4,528.11	$117,730.85	$116,296.93	$4,651.88	$120,948.81
Step 39	$114,334.77	$4,573.39	$118,908.16	$117,459.90	$4,698.40	$122,158.30
Step 40	$115,478.12	$4,619.12	$120,097.24	$118,634.51	$4,745.38	$123,379.89
Step 41	$116,632.90	$4,665.32	$121,298.22	$119,820.86	$4,792.83	$124,613.69
Step 42	$117,799.23	$4,711.97	$122,511.20	$121,019.06	$4,840.76	$125,859.82
Step 43	$118,977.22	$4,759.09	$123,736.31	$122,229.25	$4,889.17	$127,118.42
Step 44	$120,166.99	$4,806.68	$124,973.67	$123,451.54	$4,938.06	$128,389.60
Step 45	$121,368.66	$4,854.75	$126,223.41	$124,686.06	$4,987.44	$129,673.50

	Grade P5 Base	Grade P5 Override	Grade P5 Total	Grade P6 Base	Grade P6 Override	Grade P6 Total
Step 1	$84,664.60	$3,386.58	$88,051.18	$90,684.70	$3,627.39	$94,312.09
Step 2	$85,511.26	$3,420.45	$88,931.71	$91,591.54	$3,663.66	$95,255.20
Step 3	$86,366.36	$3,454.65	$89,821.01	$92,507.46	$3,700.30	$96,207.76
Step 4	$87,230.03	$3,489.20	$90,719.23	$93,432.52	$3,737.30	$97,169.82
Step 5	$88,102.33	$3,524.09	$91,626.42	$94,366.86	$3,774.67	$98,141.53
Step 6	$88,983.35	$3,559.33	$92,542.68	$95,310.53	$3,812.42	$99,122.95
Step 7	$89,873.18	$3,594.93	$93,468.11	$96,263.63	$3,850.55	$100,114.18
Step 8	$90,771.92	$3,630.88	$94,402.80	$97,226.27	$3,889.05	$101,115.32
Step 9	$91,679.64	$3,667.19	$95,346.83	$98,198.53	$3,927.94	$102,126.47
Step 10	$92,596.44	$3,703.86	$96,300.30	$99,180.52	$3,967.22	$103,147.74
Step 11	$93,522.40	$3,740.90	$97,263.30	$100,172.33	$4,006.89	$104,179.22
Step 12	$94,457.62	$3,778.30	$98,235.92	$101,174.04	$4,046.96	$105,221.00
Step 13	$95,402.20	$3,816.09	$99,218.29	$102,185.78	$4,087.43	$106,273.21
Step 14	$96,356.22	$3,854.25	$100,210.47	$103,207.64	$4,128.31	$107,335.95
Step 15	$97,319.78	$3,892.79	$101,212.57	$104,239.72	$4,169.59	$108,409.31
Step 16	$98,292.98	$3,931.72	$102,224.70	$105,282.12	$4,211.28	$109,493.40
Step 17	$99,275.91	$3,971.04	$103,246.95	$106,334.94	$4,253.40	$110,588.34
Step 18	$100,268.67	$4,010.75	$104,279.42	$107,398.29	$4,295.93	$111,694.22
Step 19	$101,271.36	$4,050.85	$105,322.21	$108,472.27	$4,338.89	$112,811.16
Step 20	$102,284.06	$4,091.36	$106,375.42	$109,556.99	$4,382.28	$113,939.27
Step 21	$103,306.91	$4,132.28	$107,439.19	$110,652.56	$4,426.10	$115,078.66
Step 22	$104,339.98	$4,173.60	$108,513.58	$111,759.09	$4,470.36	$116,229.45
Step 23	$105,383.38	$4,215.34	$109,598.72	$112,876.67	$4,515.07	$117,391.74
Step 24	$106,437.21	$4,257.49	$110,694.70	$114,005.45	$4,560.22	$118,565.67
Step 25	$107,501.58	$4,300.06	$111,801.64	$115,145.49	$4,605.82	$119,751.31
Step 26	$108,576.60	$4,343.06	$112,919.66	$116,296.94	$4,651.88	$120,948.82
Step 27	$109,662.37	$4,386.49	$114,048.86	$117,459.92	$4,698.40	$122,158.32

Step 28	$110,758.98	$4,430.36	$115,189.34	$118,634.53	$4,745.38	$123,379.91
Step 29	$111,866.59	$4,474.66	$116,341.25	$119,820.88	$4,792.84	$124,613.72
Step 30	$112,985.25	$4,519.41	$117,504.66	$121,019.08	$4,840.76	$125,859.84
Step 31	$114,115.10	$4,564.60	$118,679.70	$122,229.26	$4,889.17	$127,118.43
Step 32	$115,256.25	$4,610.25	$119,866.50	$123,451.55	$4,938.06	$128,389.61
Step 33	$116,408.81	$4,656.35	$121,065.16	$124,686.08	$4,987.44	$129,673.52
Step 34	$117,572.91	$4,702.92	$122,275.83	$125,932.94	$5,037.32	$130,970.26
Step 35	$118,748.63	$4,749.95	$123,498.58	$127,192.26	$5,087.69	$132,279.95
Step 36	$119,936.12	$4,797.44	$124,733.56	$128,464.19	$5,138.57	$133,602.76
Step 37	$121,135.48	$4,845.42	$125,980.90	$129,748.83	$5,189.95	$134,938.78
Step 38	$122,346.83	$4,893.87	$127,240.70	$131,046.32	$5,241.85	$136,288.17
Step 39	$123,570.30	$4,942.81	$128,513.11	$132,356.78	$5,294.27	$137,651.05
Step 40	$124,806.00	$4,992.24	$129,798.24	$133,680.35	$5,347.21	$139,027.56
Step 41	$126,054.07	$5,042.16	$131,096.23	$135,017.15	$5,400.69	$140,417.84
Step 42	$127,314.60	$5,092.58	$132,407.18	$136,367.33	$5,454.69	$141,822.02
Step 43	$128,587.75	$5,143.51	$133,731.26	$137,730.99	$5,509.24	$143,240.23
Step 44	$129,873.63	$5,194.95	$135,068.58	$139,108.31	$5,564.33	$144,672.64
Step 45	$131,172.37	$5,246.89	$136,419.26	$140,499.38	$5,619.98	$146,119.36

APPENDIX C

Salary Schedule for Psychologists

	Grade PSY1 Base	Grade PSY1 Override	Grade PSY1 Total	Grade PSY2 Base	Grade PSY2 Override	Grade PSY2 Total
Step 1	$66,168.75	$2,646.75	$68,815.50	$71,168.75	$2,846.75	$74,015.50
Step 2	$66,830.44	$2,673.22	$69,503.66	$71,830.44	$2,873.22	$74,703.66
Step 3	$67,498.73	$2,699.95	$70,198.68	$72,498.73	$2,899.95	$75,398.68
Step 4	$68,173.72	$2,726.95	$70,900.67	$73,173.72	$2,926.95	$76,100.67
Step 5	$68,855.46	$2,754.22	$71,609.68	$73,855.46	$2,954.22	$76,809.68
Step 6	$69,544.01	$2,781.76	$72,325.77	$74,544.01	$2,981.76	$77,525.77
Step 7	$70,239.45	$2,809.58	$73,049.03	$75,239.45	$3,009.58	$78,249.03
Step 8	$70,941.84	$2,837.67	$73,779.51	$75,941.84	$3,037.67	$78,979.51
Step 9	$71,651.27	$2,866.05	$74,517.32	$76,651.27	$3,066.05	$79,717.32
Step 10	$72,367.78	$2,894.71	$75,262.49	$77,367.78	$3,094.71	$80,462.49
Step 11	$73,091.46	$2,923.66	$76,015.12	$78,091.46	$3,123.66	$81,215.12
Step 12	$73,822.37	$2,952.89	$76,775.26	$78,822.37	$3,152.89	$81,975.26
Step 13	$74,560.59	$2,982.42	$77,543.01	$79,560.59	$3,182.42	$82,743.01
Step 14	$75,306.21	$3,012.25	$78,318.46	$80,306.21	$3,212.25	$83,518.46
Step 15	$76,059.26	$3,042.37	$79,101.63	$81,059.26	$3,242.37	$84,301.63
Step 16	$76,819.86	$3,072.79	$79,892.65	$81,819.86	$3,272.79	$85,092.65
Step 17	$77,588.06	$3,103.52	$80,691.58	$82,588.06	$3,303.52	$85,891.58
Step 18	$78,363.94	$3,134.56	$81,498.50	$83,363.94	$3,334.56	$86,698.50
Step 19	$79,147.58	$3,165.90	$82,313.48	$84,147.58	$3,365.90	$87,513.48
Step 20	$79,939.05	$3,197.56	$83,136.61	$84,939.05	$3,397.56	$88,336.61
Step 21	$80,738.44	$3,229.54	$83,967.98	$85,738.44	$3,429.54	$89,167.98
Step 22	$81,545.83	$3,261.83	$84,807.66	$86,545.83	$3,461.83	$90,007.66
Step 23	$82,361.28	$3,294.45	$85,655.73	$87,361.28	$3,494.45	$90,855.73
Step 24	$83,184.90	$3,327.40	$86,512.30	$88,184.90	$3,527.40	$91,712.30
Step 25	$84,016.75	$3,360.67	$87,377.42	$89,016.75	$3,560.67	$92,577.42
Step 26	$84,856.92	$3,394.28	$88,251.20	$89,856.92	$3,594.28	$93,451.20
Step 27	$85,705.48	$3,428.22	$89,133.70	$90,705.48	$3,628.22	$94,333.70
Step 28	$86,562.53	$3,462.50	$90,025.03	$91,562.53	$3,662.50	$95,225.03
Step 29	$87,428.16	$3,497.13	$90,925.29	$92,428.16	$3,697.13	$96,125.29
Step 30	$88,302.44	$3,532.10	$91,834.54	$93,302.44	$3,732.10	$97,034.54
Step 31	$89,185.47	$3,567.42	$92,752.89	$94,185.47	$3,767.42	$97,952.89
Step 32	$90,077.31	$3,603.09	$93,680.40	$95,077.31	$3,803.09	$98,880.40
Step 33	$90,978.09	$3,639.12	$94,617.21	$95,978.09	$3,839.12	$99,817.21
Step 34	$91,887.87	$3,675.51	$95,563.38	$96,887.87	$3,875.51	$100,763.38
Step 35	$92,806.75	$3,712.27	$96,519.02	$97,806.75	$3,912.27	$101,719.02
Step 36	$93,734.82	$3,749.39	$97,484.21	$98,734.82	$3,949.39	$102,684.21

Step 37	$94,672.18	$3,786.89	$98,459.07	$99,672.18	$3,986.89	$103,659.07
Step 38	$95,618.90	$3,824.76	$99,443.66	$100,618.90	$4,024.76	$104,643.66
Step 39	$96,575.09	$3,863.00	$100,438.09	$101,575.09	$4,063.00	$105,638.09
Step 40	$97,540.84	$3,901.63	$101,442.47	$102,540.84	$4,101.63	$106,642.47
Step 41	$98,516.25	$3,940.65	$102,456.90	$103,516.25	$4,140.65	$107,656.90
Step 42	$99,501.41	$3,980.06	$103,481.47	$104,501.41	$4,180.06	$108,681.47
Step 43	$100,496.42	$4,019.86	$104,516.28	$105,496.42	$4,219.86	$109,716.28
Step 44	$101,501.39	$4,060.06	$105,561.45	$106,501.39	$4,260.06	$110,761.45
Step 45	$102,516.39	$4,100.66	$106,617.05	$107,516.39	$4,300.66	$111,817.05

APPENDIX D

Research Project Managers

	Grade RPM Base	Grade RPM Override	Grade RPM Total
Step 1	$52,313.72	$2,092.55	$54,406.27
Step 2	$52,836.86	$2,113.47	$54,950.33
Step 3	$53,365.23	$2,134.61	$55,499.84
Step 4	$53,898.88	$2,155.96	$56,054.84
Step 5	$54,437.87	$2,177.51	$56,615.38
Step 6	$54,982.25	$2,199.29	$57,181.54
Step 7	$55,532.06	$2,221.28	$57,753.34
Step 8	$56,087.38	$2,243.50	$58,330.88
Step 9	$56,648.26	$2,265.93	$58,914.19
Step 10	$57,214.74	$2,288.59	$59,503.33
Step 11	$57,786.90	$2,311.48	$60,098.38
Step 12	$58,364.77	$2,334.59	$60,699.36
Step 13	$58,948.42	$2,357.94	$61,306.36
Step 14	$59,537.89	$2,381.52	$61,919.41
Step 15	$60,133.27	$2,405.33	$62,538.60
Step 16	$60,734.60	$2,429.38	$63,163.98
Step 17	$61,341.95	$2,453.68	$63,795.63
Step 18	$61,955.37	$2,478.21	$64,433.58
Step 19	$62,574.92	$2,503.00	$65,077.92
Step 20	$63,200.68	$2,528.03	$65,728.71
Step 21	$63,832.69	$2,553.31	$66,386.00
Step 22	$64,471.01	$2,578.84	$67,049.85
Step 23	$65,115.72	$2,604.63	$67,720.35
Step 24	$65,766.88	$2,630.68	$68,397.56
Step 25	$66,424.55	$2,656.98	$69,081.53
Step 26	$67,088.79	$2,683.55	$69,772.34
Step 27	$67,759.68	$2,710.39	$70,470.07
Step 28	$68,437.28	$2,737.49	$71,174.77
Step 29	$69,121.65	$2,764.87	$71,886.52
Step 30	$69,812.87	$2,792.51	$72,605.38
Step 31	$70,510.99	$2,820.44	$73,331.43
Step 32	$71,216.10	$2,848.64	$74,064.74
Step 33	$71,928.26	$2,877.13	$74,805.39
Step 34	$72,647.54	$2,905.90	$75,553.44
Step 35	$73,374.02	$2,934.96	$76,308.98
Step 36	$74,107.76	$2,964.31	$77,072.07
Step 37	$74,848.84	$2,993.95	$77,842.79

Step 38	$75,597.32	$3,023.89	$78,621.21
Step 39	$76,353.30	$3,054.13	$79,407.43
Step 40	$77,116.83	$3,084.67	$80,201.50
Step 41	$77,888.00	$3,115.52	$81,003.52
Step 42	$78,666.89	$3,146.68	$81,813.57
Step 43	$79,453.55	$3,178.14	$82,631.69
Step 44	$80,248.09	$3,209.92	$83,458.01
Step 45	$81,050.56	$3,242.02	$84,292.58

APPENDIX F

TUCSON UNIFIED SCHOOL DISTRICT

CONFLICT RESOLUTION DOCUMENT FOR EMPLOYEES

Date: _____

Initiator's Name: _____

Immediate Supervisor: _____

School/Department: _____

What is the nature of the conflict:

What do you perceive the remedy to be:

_____
Signature of Employee

Date Received by Immediate Supervisor: _____

Immediate Supervisor's Response (within 10 working days of receipt):

_____ _____
Signature of Immediate Supervisor Date

NOTE: If supervisor's response is not satisfactory, a copy of this form plus a cover letter should be sent to the next level administrator within 10 workdays of receipt. Also send copies to the Employee Relations Office and ELI, 177 N. Church, Suite 1100, Tucson, AZ 85701.

2026~~5~~-2027~~6~~

MEET and CONFER AGREEMENTS FOR ELI ADMINISTRATORS, PSYCHOLOGISTS AND RESEARCH PROJECT MANAGERS

July 1, 2026~~5~~ through June 30, 2027~~6~~

Between

Tucson Unified School District

and

Educational Leaders, Inc.

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ARTICLE ONE – DEFINITIONS

The Tucson Unified School District and Educational Leaders, Inc. have mutually agreed to the following personnel practices and procedures for all administrative personnel, Psychologists and Research Project Managers:

1-1 The term **ADMINISTRATOR** shall be defined as those persons whose pay is determined by the Administrative Salary Schedule, appendix B.

1-2 The term **PSYCHOLOGIST** shall be defined as those persons holding the certificate for and employed as a Psychologist, and whose pay is determined by the Psychologist Salary Schedule, Appendix C.

1-3 The term **RESEARCH PROJECT MANAGERS** shall be defined as those persons whose pay is determined by the Research Project Manager Salary Schedules, appendices D and E.

1-4 The term **PRINCIPAL - MIDDLE/ELEMENTARY SCHOOL COMBINATION** shall mean a school with elementary grades combined with seventh and/or eighth grade.

1-5 The term **EMPLOYEE** shall mean Administrator, Psychologist, and Research Project Managers.

1-6 The term **GOVERNING BOARD** shall mean the Governing Board of Tucson Unified School District.

1-7 The term **DISTRICT** shall mean the Tucson Unified School District.

1-8 The term **SUPERINTENDENT** shall mean the Superintendent appointed by the Governing Board of Tucson Unified School District.

1-9 The term **DAYS** shall mean working days. Working days are considered to be those exclusive of holidays and weekends. During the school year, working days shall mean teaching days plus duty days. During the summer, working days will be those when the District's central administrative offices are open for business with the public.

1-10 The term **FAMILY** shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

1-11 The term **EMERGENCY** shall mean an event which a reasonable, prudent person could not have reasonably foreseen and prepared for.

~~1-11~~1-12 The term **DESIGNEE** shall mean any exempt TUSD employee with sufficient experience and expertise as determined by the site Administrator and approved by their Direct Supervisor.

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ARTICLE TWO – RECOGNITION

2-1 Recognition will continue to be based upon the Governing Board decision of April 29, 1981 to accept the request from Educational Leaders, Inc. to Meet and Confer over matters of mutual concern.

2-2 Eavesdropping or surveillance methods will not be used for conducting performance reviews of employees, but may be used to ensure student safety. The District shall notify ELI in writing prior to the installation/use of any video devices to be used for student safety. At no time will the

District use security cameras in a location where employees or students have a reasonable expectation for privacy.

2-3 Nothing in the provisions of this agreement shall be construed as a limitation upon the application of federal law including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Equal Employment Opportunity Act of 1972, Age Discrimination in Employment Act, Americans with Disabilities Act of 1990, and other Federal and State non-discriminations laws and regulations.

ARTICLE THREE – MEET AND CONFER PROCEDURE

3-1 Annually, on or before the third Wednesday in March, the District and representatives of Educational Leaders, Inc., will begin meeting to discuss any and all matters related to the employment relationship existing between the District and ELI members.

A. Each party may re-open up to four Articles each year, including the proposal of any new Article. Economic Articles will be re-opened annually.

3-2 The results of such Meet and Confer process will be adopted by the Governing Board not later than June 30 unless extended by mutual agreement.

3-3 Realizing that certain urgent conditions could arise which would suggest the need to reconsider some limited aspect of the results of Meet and Confer, the parties agree as follows:

A. The Meet and Confer process will be an annual rather than a continual process.

B. Each party is pledged to fulfilling its obligation to the results of the Meet and Confer process until (1) the next annual round of Meet and Confer talks, or (2) an emergency situation suggests that discussion take place on some specific aspect of the results of prior Meet and Confer discussion.

C. Such emergency situations, when detected by either party, will immediately be brought to the attention of the other party. The Meet and Confer Procedure will guide the process for dealing with such emergency situations with both parties pledged to good faith efforts directed at resolving the matter as quickly as possible.

ARTICLE FOUR – ASSOCIATION RIGHTS

4-1 District Facilities

The District will provide:

A. Free use of school mail and email for association purposes.

B. Four times each school year, the Superintendent's (or designee's) meeting with administrators will be scheduled to begin no earlier than 8:30 a.m. in order that ELI may hold a meeting at the scheduled location (a separate room will be made available) prior to 8:30 to transact business.

C. Employees are expected to comply with Board Policy KF.

4-2 Deduction of Dues

A. Dues deductions as approved by the executive committee up to and including five causes or organizations. Those approved by the executive committee are: ELI dues and initiation fees, PAC dues, ASA, NAESP and NASSP.

B. Dues deductions, once initiated, are continuous and will not be canceled unless the ELI member directs the District payroll office in writing (with a copy to ELI at 177 N. Church, Suite 1100, Tucson, Arizona 85701) to cancel their dues deduction. The notice to the District is the controlling notice.

4-3 Middle Management Input into Studies of the Administrative Organization

A. It is generally recognized in both education and other organizations in a democratic society that ownership of ideas growing out of participation in the management process is one of the best trust building processes available to enhance organizational effectiveness and productivity. This being the case, the supervision of employees will be based on this knowledge.

B. Recognizing the aforementioned and in an effort to contribute to the development of a professional team which will draw on the expertise of all members of the team to the broadest extent, the Governing Board and Superintendent of the Tucson Unified School District will provide significant opportunities for staff members to become involved in all phases of all studies of the administrative organization, job classifications and compensation plans, including the opportunity to comment on requests for proposals before such are distributed.

4-4 Representation

The members of ELI are entitled to support by the presence of an ELI representative during meetings with District personnel at the option and discretion of the ELI member.

4-5 Grievance/Arbitration

A. An ELI representative may represent ELI unit members at all grievance and arbitration hearings involving such members.

B. The District also agrees to make all reasonable efforts to provide representation to any requesting administrator who is required to act as the District's agent in any employee grievance hearings.

4-6 Insurance Advisory Committee

One member of ELI shall be on the Insurance Advisory Committee.

4-7 District Committees

The District will publicize to ELI (through the ELI President or board membership), the membership and purpose of all committees established by the Governing Board or the Superintendent.

4-8 Interview Panel

The District will include one employee in the job classification being interviewed (selected from an ELI-generated list which shall be updated annually by ELI) on the interview panel for Principal, Psychologist, and/or Research Project Managers. This provision does not apply to interviews of Assistant Principals. For Principal interviews, the employee will be included on the site interview panel only. If no employee from the ELI-generated list is available, the District may select another employee in the same classification to serve.

ARTICLE FIVE – PROFESSIONAL DEVELOPMENT

5-1 District In-service

Professional development activities will be planned, developed, and scheduled cooperatively by the Superintendent's designee and the ELI Professional Development Committee. Activities will be consistent with District goals.

5-2 Professional Development

The Professional Development Fund will be suspended for the 2019-2020 school year. TUSD and ELI will revisit this article for the 2020-2021 school year.

TUSD shall allocate $40,000 each fiscal year for reimbursement of tuition, conference fees and/or workshops following the guidelines established by this committee. Up to twenty-five percent (25%) or $10,000 of the budgeted amount not used for the relevant fiscal year may be rolled over into the fiscal year and added to the budgeted amount of $40,000 for a maximum of $50,000.

5-3 Pre-School Administrative Conference

ELI representation, appointed by the President, will be utilized in planning the Annual Administrative Conference which is scheduled prior to the start of each school year. The cost of this conference will be paid by the District and all administrators shall attend.

5-4 Cell Phone Forwarding

In lieu of District-issued cell phones, Principals shall have the option to forward District calls to their personal cellphones. The District will work with Principals to ensure that programming changes can be done remotely, and that Principals will have access to activate and deactivate the forwarding as needed.

ARTICLE SIX – CONTRACTS

6-1 Distribution of Administrative Contracts

A. The District shall submit annual contracts to all administrators to whom it intends to offer contracts no later than July 1 prior to the beginning of the school term each year. Detailed contract time information is included below for 261 day, 226 day and 224 day contracts.

1. 12 month Administrators on a 261 day contract:

Principals/Assistant Principals at High Schools
Principals at Middle Schools
Principals at Elementary Schools

Student Scheduled Days	176
Holidays	21
Vacation	20
Non-student contact days	44
Total Contract Days	261

2. Administrators on a 226-day contract:

Assistant Principals at Middle School,
Assistant Principals at Combination Schools

Student Scheduled Days	176
Holidays	20

Vacation	N/A
Non-student contact days	30
Total Contract Days	226

3. Administrators on a 224-day contract:

Assistant Principals at Elementary Schools

Student Scheduled Days	176
Holidays	21
Vacation	N/A
Non-student contact days	27
Total Contract Days	224

B. Starting and ending dates for administrators' contracts may vary with approval of the Superintendent or the Superintendent's designee.

6-2 Distribution of Psychologist Contracts

A. The District shall submit annual contracts to all Psychologists to whom it intends to offer contracts no later than July 1 prior to the beginning of the school term each year.

B. Starting and ending dates for contracts may vary with approval of the Superintendent or the Superintendent's designee.

C. The number of contract days shall be 215 as detailed below:

Psychologists on a 215-day contract:

Student Scheduled Days	180
Holidays	21
Vacation	N/A
Non-student contact days	14
Total Contract Days	215

6-3 Distribution of Research Manager Contracts

A. The District shall submit annual 12-month contracts to all Research Project Managers to whom it intends to offer contracts no later than July 1 prior to the beginning of the school term each year.

B. Starting and ending dates for contracts may vary with approval of the Superintendent or the Superintendent's designee.

6-4 Notice of Non-Renewal of Contract

A. Site Administrators and Psychologists

1. In accordance with A.R.S. 15-503.D, any certificated administrator or psychologist who will not be offered a contract for the next school year shall be notified of that fact by April 15, prior to the new contract year.

2. In the event a budget override election is held in May of any year, such notification shall be no later than five (5) days after the election.

B. Non-certificated administrators and Research Project Managers who will not be offered employment for the next school year shall be notified by May 15.

C. Notice of intention not to re-employ an administrator, psychologist or Research Project Manager will be delivered personally to the employee or sent by certified mail, directed to the employee at their place of residence.

6-5 Contract Offer Acceptance

A. An employee offered a contract for the following school year must indicate acceptance of the contract within thirty (30) days from the date of the written contract or the offer is revoked.

B. Release from Contract: An employee under contract will be released from the obligations of the contract upon request, under the following conditions:

1. A release from contract, prior to July 1, will be granted provided a letter of resignation is submitted prior to that date.

2. A release from contract will be granted in case of illness or a life changing situation (in accord with Family Medical Leave Act).

6-6 Extended Contracts

Extended contracts and pro-rata salaries will be drawn for extra work.

6-7 Administrators covered by this Agreement are employed by individual contracts on an annual basis, or pro-rata annual basis, as applicable. Administrators receive no tenure rights and administrative contracts are subject to non-renewal. However, no administrator's contract may be non-renewed pursuant to A.R.S. Section 15-503 unless there has been compliance with the procedure set forth in Policy Regulation GCO-R2 entitled Administrator Evaluation Procedure or unless the non-renewal is pursuant to Article 8 (Reduction in Force). This paragraph shall not be construed to abrogate any rights afforded to an administrator under Title 15, Arizona Revised Statutes. Nothing in this paragraph shall be construed to limit the District's authority or its ability to discipline or dismiss an administrator for unprofessional conduct in violation of Governing Board Policy and/or Arizona laws.

6-8 Psychologists covered by this Agreement are employed by individual contracts on an annual basis, or pro-rata annual basis, as applicable. Psychologists receive no "tenure" rights and contracts are subject to non-renewal. This provision shall not be construed to abrogate any rights afforded to a Psychologist under Arizona Revised Statutes, Title 15.

ARTICLE SEVEN –ADMINISTRATIVE SUBSTITUTES

7-1 When the District receives notice from a school site administrator that they will not be able to perform their duties at the site for longer than ten (10) days, the District shall, without delay, replace that administrator so that the amount of administrative support at the site is not reduced. Additionally, in the event that an administrator is fulfilling or serving in the position of another administrator who is unable to perform their duties, the administrator substituting shall be paid at their step on the grade of the administrator for whom they are substituting. For example, if an assistant principal is asked to act as the designated or acting principal for more than ten (10) days (other than for vacation days), that assistant principal shall be paid as a principal for the time they are substituting.

ARTICLE EIGHT – REDUCTION IN FORCE

8-1 Prior to any programmatic or budgetary position elimination proposal by staff to the Governing Board, ELI shall, in writing, be provided with information regarding the reasons for such proposals in sufficient time to respond. Such notice shall be provided to ELI as early as possible. Staff will be consulted on a regional or divisional basis in

order to provide a fair opportunity for input. However, such information will not be provided in those cases where the failure to offer a contract to an individual is due to performance deficiencies or unprofessional conduct.

8-2 If a RIF is initiated due to the closure of a school, the District shall notify any affected employee of a pending contract non-renewal as soon as practicable, but no later than March 1.

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~~8-2~~8-3 If an administrator or psychologist has not had their contract renewed for programmatic or budgetary reasons, then for a period of three years they shall be offered a site level interview for any available, comparable position in the District where appropriate certification is met. An administrator or psychologist who has not had their contract renewed because of performance evaluation or unprofessional conduct will not be provided such opportunity.

~~8-3~~8-4 At the discretion of the Superintendent, administrators and psychologist who have had their contract non-renewed for programmatic or budgetary reasons may be recommended for assignment to vacant positions in accord with their credentials, experience, and qualifications. Without limiting the Superintendent's discretion, the Superintendent shall prioritize assignment of employees affected by this article.

~~8-4~~8-5 If recalled in accord with 8-3 above, all unused sick leave accrued up to the point the RIF took effect would be restored if it has not been paid out at the time of separation.

~~8-5~~8-6 After June 30, RIFed employees shall, upon request, be allowed to continue their health insurance coverage by paying the premium themselves. All RIFed employees shall be eligible for COBRA benefits as described on the District's website. However, the District will pay the full cost of the COBRA benefits through the month following termination of the employee's contract. For example, if the employee's contract terminates in June, the district will pay all COBRA premiums through July. Thereafter, RIFed employees are responsible for the COBRA premiums at the employee's expense.

~~8-6~~8-7 A RIFed administrator who accepts a teaching position in the District pursuant to Article Ten may elect to receive an immediate payout of their sick leave accrued through their current administrative contract with the District. Notice of that election must be submitted to Human Resources on or before November 30 of the school year immediately following the reduction in force notice of non-renewal as an administrator. The accrued sick leave shall be paid within 45 days of notice of the election being provided to Human Resources. The rate of the payout will be calculated pursuant to the provisions of Article 9. A RIFed administrator who does not elect the immediate payout option will maintain their accrued sick leave balance, which balance and additional accruals, if any, will be paid out at separation from the District according to the provisions of the bargaining group agreement pertaining to the employee group the employee is in at the time of separation (e.g. Consensus).

ARTICLE NINE - SEPARATION BENEFITS

9-1 Sick Leave Pay at Separation for Employees, *(Administrators, research project managers and psychologists)* Hired After August 16, 2005

A. After ten (10) consecutive years of full time service in the Tucson Unified School District, employees who are members of the bargaining unit as of the effective date of the agreement, or who become members after the effective date of the agreement shall receive pay for unused sick leave.

B. For those employees meeting the eligibility requirements in 9-1-A above, the District shall

provide a payment for unused sick leave upon separation as follows: The amount of payment shall be accrued up to a maximum of 67 days. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions shall be taken from the separation payment

including the employee's contribution to the State Retirement Fund, if any. The payout shall be 2/3rds of the base salary, the daily rate of pay for Step 1 of the grade level of the employee, at separation, times the number of sick leave days up to a maximum of 67 days.

C. If an employee is eligible for the sick leave payout but dies before the payment is made, said payment shall be paid to the estate of the deceased employee.

9-2 Administrators Only Hired Prior to August 16, 2005

A. Sick Leave Pay at Separation

Voluntary Separation - 20 years of service

1. After twenty (20) years of full-time service in the Tucson Unified School District, an administrator may apply for the benefits in Article Nine by giving written notice to the District's Director of Human Resources on or before MarchFebruary 1. Should an administrator separate at mid-year, written notice should be received by the Director of Human Resources on or before November 15. In the event state legislation concerning retirement is changed in such a way as to allow administrators benefits unavailable before the change, the date for notice of separation will be reopened for a period of fifteen (15) days following the enactment of the legislation. The notice may be withdrawn until and including the first Monday in February after notice is made. In the event that notice of a reduction in force is provided to administrators after MarchFebruary 1, the deadline for administrators to provide written notice of separation from TUSD is extended to May 15.

2. a. For those administrators meeting the eligibility requirements in A-1 above, the District shall provide pay for unused sick leave accrued before June 30, 1991 and not used before date of separation. Payment shall be based upon the daily rate of pay for the minimum salary on the 1991-92 administrative salary schedules, as follows:

1. Daily rate of pay for administrators on Grade I, I-A, or I-A-12 at time of separation shall be based on Class I of the 1991-92 salary schedule.

2. Daily rate of pay for administrators on Grade II or II-12 at time of separation shall be based on Class II of the 1991-92 salary schedule.

3. Daily rate of pay for administrators on Grade III at time of separation shall be based on Class III of the 1991-92 salary schedule.

4. Daily rate of pay for administrators on Grade IV at time of separation shall be based on Class IV of the 1991-92 salary schedule.

5. Daily rate of pay for administrators on Grade VA or VA-12 at time of separation shall be based on Class VA of the 1991-92 salary schedule.

6. Daily rate of pay for administrators on Grade VB or VB-12 at time of separation shall be based on Class VB of the 1991-92 salary schedule.

7. Daily rate of pay for administrators on Grade VI at time of separation shall be based on Class VI of the 1991-92 salary schedule.

8. Daily rate of pay for administrators on Grade VII at time of separation shall be based on Class VII of the 1991-92 salary schedule.

b. For those administrators meeting the eligibility requirements in A-1 above, the District shall provide pay for unused sick leave accrued before June 30, 1991 and not used before date of separation. Payment for classified and certified administrators shall be, as follows:

New Class	91-92 Schedule
All Grade 1	Class 1
2-A (AP, middle & dual elem)	Class 11
2-B (AP, middle EYOS)	Class 11
3-A (AP HS)	Class VI
4-A (princ elem)	Class VA
4-B (princ/elem EYOS)	Class VA
4-B (all others)	Class VI
5-A (princ/middle & dual elem)	Class VB
5-A (Mary Meredith)	Class VI
5-B (princ /middle & elem combo)	Class VI
5-C (princ/middle EYOS)	Class VII
6 (princ/HS)	Class VII

c. Rate of pay shall be multiplied by the number of sick leave days accumulated prior to June 30, 1991.

d. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option.

e. All legally required deductions will be taken from the incentive payment including the employee's contribution to the State Retirement Fund, if any.

f. Sick Leave used subsequent to July 1, 1991, will be deducted from sick leave accumulated after July 1, 1991, unless that accumulation has been depleted.

g. In addition to Article Nine-2-a, administrators are eligible to receive the benefits outlined in Article Nine-B--Voluntary Separation, 10 Years of Service.

3. If after twenty (20) years of full time service in the Tucson Unified School District, an administrator dies, the payment described in Section A-2 above will be paid to the estate of the deceased.

4. An administrator shall receive the separation benefits contained herein if the effective date of the separation is at the end of a semester or at the end of a school year. Exceptions to this provision may be granted to applicants who are forced to separation because of emergency.

B. Voluntary Separation – 10 Years of Service

Upon separation, administrators with at least ten (10) consecutive years of full-time service in TUSD are eligible to request and receive pay for ninety percent (90%) of the days of unused sick leave accumulated subsequent to July 1, 1991. This request will be a written application to the District's Chief Human Capital Officer~~Executive Director of Human Resources~~ on or before November 15 for administrators separating at end of the semester, or March 1~~January 15~~ for administrators separating at end of the school year. The rate of pay will be the daily administrative substitute rate at the time of separation. In the event that notice of a

reduction in force is provided to administrators after MarchFebruary 1, the deadline for administrators to provide written notice of separation from TUSD is extended to May 15.

C. No Vested Rights
Administrators who do not serve a timely notice of separation as provided in Article A-1 above in the school year immediately preceding their separation shall gain no vested rights through or under this Article; however, exceptions to this may be granted by the District in cases where timelines are not met due to emergency situations or other extenuating circumstances.

9-3 Sick Leave Pay at Separation - Psychologists and Research Project Managers

A. After ten (10) consecutive years of service in the Tucson Unified School District, Psychologists and Research Project Managers employed as of the effective date of the agreement, or who become Psychologists or Research Project Managers after the effective date of the agreement, shall receive pay for unused sick leave.

B. The District shall provide a payment for unused sick leave to employees upon separation in accord with the following: The amount of payment shall be 2/3rds of the base salary hourly rate of pay for Step 1 of the grade level of the employee at separation times the number of sick leave days accrued up to a maximum of 67. Payment shall be included in the last payroll in that fiscal year or the first payroll of the following fiscal year, at the District's option. All legally required deductions will be taken from the incentive payment, including the employee's contribution to the State Retirement Fund, if any. The rights contained in this paragraph are not considered vested rights.

C. If an employee is eligible for the separation incentive but dies before the payment is made, said payment shall be paid to the estate of the deceased.

9-4 Those benefits contained in 9-1, 9-2, and 9-3, are not available to an employee who is terminated for cause.

ARTICLE TEN – DISMISSAL/REASSIGNMENT

10-1 An employee whose position has been eliminated or is otherwise notified of the District's intent to reassign may exercise any previous seniority in another bargaining unit to claim a vacancy as provided in other Board policies.

10-2 Administrator Seniority Credit/Salary Schedule Placement as a Teacher
If:

A. The District and an administrator reach a mutual agreement that the administrator shall return to teacher; or

B. the District notifies the administrator that their administrative contract will not be renewed and that they will be assigned to a teaching position; or

C. in the absence of an agreement or assignment, an administrator whose position has been eliminated for budgetary or programmatic reasons, a certificated administrator who returns to teaching and who has acquired continuing teacher status as defined in A.R.S. Section 15-538.01, as amended, or predecessor statutes, as a certificated teacher with the District or another comparable school district conforming with Human Resources practices pertaining to credited years of service prior to going into administration; and has had continuous employment, including approved leaves where taken, with the District shall be entitled to seniority credit in the

teachers' bargaining unit for the number of years previously accrued in that or any other bargaining unit (including ELI). Such seniority credit shall be considered during the application, selection and screening process provided by the Consensus for teaching vacancies. For purposes of seniority, such administrators shall be accorded one year of seniority credit for each year of prior certificated teaching or administrator experience ~~in the District~~, regardless of any provision of the said teachers' consensus agreement or successor agreement.

10-3 Administrators moving to Teacher Positions

A. A RIFed administrator with previous teaching experience in TUSD, who accepts a teaching position in the district pursuant to this article, shall be placed on the consensus agreement salary schedule where the administrator would have been had the administrator not left teaching for an administrative assignment.

~~**B.** A RIFed administrator with no previous teaching experience in TUSD, who accepts a teaching position in the district pursuant to this article, shall be placed on the consensus agreement salary schedule at the step which most closely approximates the average paid teacher salary.~~

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10-4 Administrators who, in accordance with this article**,** are reassigned to positions covered under the Consensus Agreement with the Tucson Education Association, will be accorded District Initiated Transfer (DIT) status under that Agreement for purposes of assignments.

ARTICLE ELEVEN –COMPENSATION AND BENEFITS

11-1 Salary – Administrators

A. The salary schedules for certificated and classified administrators for the 202~~6~~4-202~~7~~5~~ school year shall be as reflected in Appendix B.

B. Assistant principals, while assigned to a combination elementary/middle school (K-6 and K-8) with an enrollment of 600 students or more shall receive a $500 stipend. Said stipend shall cease or be pro-rated if the administrator changes sites or positions.

C. In those years when a step advancement has been negotiated and approved, eligible employees will advance one step on the salary schedule. Less than twelve month administrators employed prior to April 1, and twelve month administrators employed prior to May 1, will be eligible to advance one step on the administrator salary schedule.

D. TUSD will conduct a comprehensive market analysis of compensation for Principal roles. Specifically, understanding how our current principal wages compare to industry benchmarks and regional standards.

- Base salary ranges for Principal positions
- Total compensation (including bonuses, equity, and incentives)
- Comparisons across school districts in the Tucson Metro Area
- This work will be completed in the Fall of the 2026-2027 school year

This information will support our efforts to ensure compensation structure remains competitive and aligned with market conditions. Furthermore, the District aims to both recruit and retain the best talent to support its ongoing success.

~~**C.**~~

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~~**D.**~~**E. Salary Placement**

1. Current Administrators who are assigned, transferred, or placed by the District in a different administrative grade position, shall be placed on the salary schedule (Appendix B) at the appropriate grade level for the new position and length of contract.

2. If such district placement results in a decrease in the administrator's base salary, the administrator shall retain the higher base salary for 12 months.
3. If such district placement results in an increase, the administrator shall be placed on the step in the new grade level which results in no less than a 5% increase in base pay, unless such placement results in an amount higher than the top step of the current salary schedule. In that instance, the administrator shall be paid the amount specified for the top step of the appropriate grade level on the current salary schedule.

4. The provisions of this section shall not apply to changes in administrative grade resulting from an administrator applying for and successfully obtaining a new position in the District.

E.F. Administrative Daily Rate
When off contract and required to work, certified Administrators shall be compensated at a daily rate of $300.

11-2 Salary - Psychologists
During the term of this Agreement, the salary schedule for Psychologists shall be as listed in Appendix C.

11-3 Salary – Research Project Managers
During the term of this Agreement, the salary schedule for Research Project Managers shall be as reflected in Appendix D. The salary schedule for Research Project Managers – Senior shall be as reflected in Appendix E.

11-4 Educational Stipend
A. Employees with a Ph.D. or Ed.D. will receive a $1,000 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.

OR

B. Employees with an Educational Specialist degree will receive a $700 educational stipend to be added to their annual contract amount. This stipend will be prorated if applicable.

11-5 Longevity Allowance
Beginning School Year 2015-16 employees will no longer receive the longevity allowance. Employees who were receiving longevity allowances as of July 1, 2015 will be credited with additional steps corresponding to their longevity allowance when placed on the salary schedule.

Longevity Allowance	Credited Steps
$1,000	1 step
$1,250	2 steps
$1,750	3 steps

11-6 At the completion of each year employees will advance one step on the salary schedule pending Governing Board approval.

11-7 Insurance
A. The employee will pay up to 15% of the cost of the PPO medical premium for district sponsored single coverage medical insurance for each employee.

B. The following optional insurance programs are available for an administrator at their own expense:
1. Medical Insurance (administrator);
2. Dental Insurance (administrator);
3. Dependent coverage for medical and/or dental care;
4. Life Insurance (up to six times salary or a maximum of $1,000,000.00);
5. Vision;
6. Supplemental Insurance;
7. Short-Term Disability Insurance;

C. All full-time employees shall be provided at District expense with a term life insurance policy equal to the employee's base salary school year, but not less than $10,000. Employees shall have the option of purchasing additional term life insurance at their own expense.

11-8 Travel Expenses
Mileage for work-related travel will be paid at the rate authorized by the State of Arizona and adopted by the Governing Board.

11-9 For the 2016-2017 year only, if additional revenues become available to the District through legislative appropriation, state sales tax revenues, payment of back revenue or inflation adjustment owed by the State of Arizona, decrease in anticipated cuts or decrease in revenue drop, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for salaries during the 2015-2016 and/or the 2016-2017 contract year, the Employee may be given a raise in salary if so approved by the Governing Board in its sole discretion. Any such salary increase shall be apportioned to Employees in a manner that will be determined by the Governing Board, after having been approved by ELI and proposed by the District, unless the authorizing enactment specifies the method by which the increase is to be distributed. The Employee must be employed by the District in the 2016-2017 contact year to receive any increase.

ARTICLE TWELVE - LEAVE OF ABSENCE WITH PAY

12-1 Personal Leave

A. 12-month administrators (classified and certificated) and research project managers shall be credited Eight (8) days per fiscal year of personal leave.

B. Non-12-month administrators (classified and certificated) and psychologists, shall be credited seven (7) days per fiscal year of personal leave.

C. Any days unused as of the end of the employee's contract year may be accumulated and carried over as sick days.

D. Non-emergency use of personal leave should be scheduled with the immediate supervisor.

E. Personal leave is credited to eligible employees on July 1 of each year.

12-2 Sick Leave
Sick leave may be used in accordance with the requirements of The Fair Wages and Healthy Families Act, A.R.S. 23-373. For the purposes of sick leave, the term immediate family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household. Employees are entitled to accumulate sick days as follows:

A. 12-month administrators (classified and certificated) and research project managers shall accrue eight (8) days of sick leave each year.

B. Non-12-month administrators (classified and certificated) and psychologists shall accrue five (5) days of sick leave each year.

12-3 Bereavement Leave

In the event of death in the family of an employee, the employee will be allowed up to two (2) days leave, not charged to the employee and may use accumulated paid leave balances for a maximum of eight (8) days (which may include necessary travel time), excluding weekends. Additional days may be granted at the discretion of the Superintendent or their designee. For purpose of this paragraph, the term family shall include all provisions as defined in this Agreement, A.R.S. 23-371, and further, the definition will extend to include anyone in the metropolitan Tucson area for whom the employee has or shares a major financial responsibility and is an established resident within the employee's household.

12-4 Jury Duty/Litigation

A. Employees subpoenaed for jury duty or as a witness in the course and scope of employment shall not suffer loss of earnings as a result of such service. An employee will keep the jury duty pay and the District will dock the amount of the daily jury duty rate from the employee's pay. ~~may choose: 1) to keep their jury duty or witness pay and have their pay docked an equal amount; or, 2) in cases where jury duty pay exceeds the employee's daily rate, employee may use a personal leave day or be docked at their daily rate instead of using a jury code for those days.~~

B. An employee subpoenaed for jury duty or as a witness are required to submit a copy of the jury summons or subpoena to their immediate supervisor ~~and inform the supervisor of their choice regarding jury duty or witness pay~~ prior to the appearance date. It is the employee's responsibility to report a jury duty or witness absence to the time clock system. No report of jury duty or witness absence need be submitted if the employee chooses to take a pay dock or a personal leave day.

C. Absence due to litigation while the employee is either a plaintiff, defendant, or subpoenaed as a witness outside of the course and scope of employment, must be charged to personal leave, vacation, or dock, and may be taken before or after a holiday.

12-5 Vacation Days

A. Twelve (12) month administrators receive twenty (20) days (160 hours) of vacation entitlement each year. Vacation entitlement is accrued on a monthly pro-rata basis starting with the first day of employment as a 12-month administrator.

B. Twelve (12) month research project managers shall accrue vacation entitlement as described in the chart below. Vacation entitlement is accrued on a monthly pro-rata basis starting with the first day of employment as a 12-month employee.

YEARS OF SERVICE	DAYS
1-5 YEARS	10
6-15 YEARS	15
16+ YEARS	20

C. Twelve (12) month employees may accumulate no more than 168~~0~~ hours (or prorated cap) of vacation at any given time. No more than 168~~0~~ hours or FOUR (4) weeks may be rolled over into the next fiscal year. Vacation must be scheduled with the employee's supervisor no less than four (4) weeks in advance, except in cases of emergency, to ensure that an employee has the opportunity to use available vacation time. If a

supervisor denies vacation to an employee and vacation will be lost under those circumstances, the supervisor shall submit a request in writing by March 31 to the Executive Director of Finance to pay out the vacation earned by the employee. The Executive Director of Finance shall either mandate that vacation be taken by the employee or approve that the vacation leave by paid out at the current rate of pay.

D. In the case of employees going from a twelve (12) month position to a ten (10) month position, the following applies:

- Employee should take earned vacation time before June 30, end of 12-month contract year, if possible.
- if it is impossible to take earned vacation time before June 30, employee will be paid for unused vacation up to a maximum of thirty (30) days.

E. In the case of an employee going from a ten (10) month position to a twelve (12) month position, employee will commence accruing vacation time beginning with their first day of employment as a 12-month employee.

F. Employees separating from the District will receive payment for any unused vacation leave at their existing daily rate of pay at the time of separation.

12-6 Sabbatical Leave

A. Sabbatical leave is granted for professional study or research which benefits the school program and students in TUSD.

B. After each seven (7) years of experience as a TUSD employee, a certificated employee will be eligible for consideration for a one (1) year sabbatical leave. Applicants should submit their proposals for the following school year prior to the winter vacation. Applicants shall be notified by the office of the Superintendent of the status of their application by January 15.

C. Compensation for a certificated employee on sabbatical leave shall be one-half (l/2) of the salary and fringes to which employee is entitled by education and experience. A certificated employee on sabbatical leave shall be considered to be in the employ of TUSD and shall be issued a contract.

D. A certificated employee on sabbatical leave must return to TUSD for at least one (1) year. If employee chooses not to return they shall be required to refund the amount of compensation received from the District during the sabbatical leave of absence. If employee chooses to return to TUSD, they will be returned to the same or comparable position.

E. Due to budget limitations, sabbatical leaves will not be funded for the 2017-2018 school year.

12-7 Medical Leave Assistance Program

A. Employees who have depleted their accrued sick and personal leave as a result of serious illness or injury may request access to the Medical Leave Assistance Program by submitting a form to the Benefits Coordinator asking to receive donations of sick leave

from other employees. Serious illness or injury is defined as a "non work related" illness or injury that is anticipated to last for the continuous period of time of four or more weeks, as verified by a licensed health care practitioner.

B. The employee may donate any number of sick leave days, provided that after the donation, the employee still has thirty (30) or more days of accumulated sick leave. The employee will designate the donation in the name of the employee to receive the donation. The District shall not disclose the name of the donor.

C. The recipient will be credited with the number of days donated, up to a maximum of one week after their projected return to work. Days donated in excess of this amount will be held in reserve and credited to the employee only if needed. If not needed, days in excess of one week beyond the original amount requested will be restored to the donor(s). Days of leave, not the actual wage of the donor, will be donated.

D. No employee shall be eligible for the Medical Leave Assistance Program after qualifying for long-term or disability coverage.

E. No employee may donate days to their immediate supervisor.

F. In addition to the above, employee may donate to employees in other bargaining units who have requested access to the Medical Leave Assistance Program in accord with District policies and this Article 12-7-F.

12-8 HOLIDAYS

1. Holidays for 12 Month Employees

Holidays	No of Days
Fourth of July	1
Labor Day	1
Veteran's Day	1
Thanksgiving	3~~2~~
Winter Break	10
Martin Luther King Day	1
Rodeo Vacation	2
Spring Recess	0~~1~~
Memorial Day	1
Juneteenth	1

2. Holidays for less than 12 Month Employees

Holidays	No of Days
Labor Day	1
Veteran's Day	1
Thanksgiving	3~~2~~
Winter Break	10
Martin Luther King Day	1
Rodeo Vacation	2
Spring Recess	2~~3~~
Memorial Day	1

3. Employees who are exempt in accordance with FLSA standards shall earn one flex day for each day worked during the Winter Break to be used before the end of the fiscal year.

ARTICLE THIRTEEN - PROFESSIONAL LIABILITY

13-1 The District shall, at no expense to each employee, (a) provide legal counsel and representation to the employee in any legal action brought against the employee, providing the incident(s) giving rise to the legal action arose while the employee was acting within the scope of their employment, with the exception of actions brought by the Governing Board; and (b) defend, hold harmless and indemnify each employee from any and all demands, claims, suits, actions and legal proceedings brought against the employee in their official capacity as agent and employee of the Governing Board, provided the incident(s) arose while the employee was acting within the scope of their employment; and the action was not brought by the Governing Board.

ARTICLE FOURTEEN - EVALUATION

14-1 Employee Evaluations

Certified Administrators will be evaluated according to applicable Arizona statutes and evaluation procedures adopted by the Governing Board which shall incorporate the following Professional Standards for Educational Leaders (PSEL)~~Interstate School Leaders Licensure Consortium (ISLLC)~~ Standards. Central Administrative positions do not necessarily align with these standards and an alternative instrument may be used by the supervising administrator.

A. A school administrator promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the community.

B. The school administrator promotes the success of all students by nurturing and sustaining a school culture and instructional program conducive to student learning and professional growth.

C. The school administrator ensures management of the organization, operations, and resources for a safe, efficient, and effective learning environment.

D. The school administrator promotes the success of students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

E. An education leader promotes the success of every student by acting with integrity, fairness and in an ethical manner.

F. An education leader promotes the success of every student by understanding, responding to and influencing the political, social, economical, legal and cultural context.

Evaluation Instrument

The Administrator Evaluation Instrument, attached as Exhibit 3, will be utilized for evaluations of principals. The signature of the employee acknowledges receipt of the evaluation and does not necessarily indicate agreement with the content of the statements. The final evaluation report will be placed in the official personnel file in the Human Resources Department. If an employee disputes the content of said evaluation report, the employee will be responsible for writing a rebuttal to the evaluation and providing a copy to the evaluating supervisor and the Human

Resources Department for inclusion in the personnel file. The Administrator Evaluation Instrument shall be used for all other administrators, as appropriate.

Evaluation Procedure
Orientation
The evaluator of the principal(s) will conduct an orientation and provide materials outlining the evaluation process. It is suggested that this be done by the superintendent, or designee in a group setting at the beginning of the school year.

Beginning of the Year Conference
By the end of the first quarter, the principal and the evaluator will meet to discuss the evaluation process. Discussion must be about the principal's goals for the school; measurable targets; standards for performance; pertinent student academic progress data; the analyses of parent and staff survey data; and previous evaluation results. It may be helpful to refer to the School Fact Sheet when discussing school capacity, current achievement and teacher/student demographic information.

It is important to consider the context in which the evaluation occurs. This is an opportunity for the principal and the evaluator to discuss the full context of the school and any relevant information that would affect performance. The experience level of the principal should be taken into consideration. The performance of a novice principal is likely to be different from that of a more experienced principal. The school experience of the faculty, involvement of parents, etc. are other areas of consideration. Discussion of context should occur in the first conference.

The descriptions of the performance classification levels should be reviewed and discussed based on the goals being set during this conference. Throughout the year the principal will work on established goals and collect evidence of success for future discussion with the evaluator. Planned and/or announced observations and/or conferences may also occur during this time.

Mid-Year Conference
By the end of January, this meeting will occur to identify areas of strengths and opportunities for improvement based upon documentation provided by the principal. Plans, activities and/or strategies to help improve student academic performance and leadership performance should be the outcomes for this conference. Mid-year adjustments to the Goal Setting Worksheet may be made at this time along with any relevant information that might impact progress towards meeting goals. The principal should continue to work on the established goals and if appropriate, collect related evidence or artifacts for future documentation. Announced observations/ conferences may also occur during this time.

End of year Conference
This is the principal evaluation conference that completes the evaluation cycle. A review of data and other evidences of the principal's leadership are done at this time. Information is recorded and points determined resulting in a performance level designation. The identification of future

actions for school or principal improvement/growth will also be determined. The Principal Performance Based Evaluation Summary Form is forwarded to the Assistant Superintendent.

Retired ASRS Administrators
Rehired ASRS retirees will be evaluated each year according to state statute. However, none of the provisions set forth below (Performance Improvement Conversations, Plan for Improvement, Non-Renewal or Dismissal, Conflict Resolution Procedure) apply to rehired ASRS retirees.

Performance Improvement Conversations
When performance deficiencies in one or more PSEL~~ISLLC~~ Standards as outlined in the administrator's current evaluation instrument are noted by the supervising administrator, that supervisor shall discuss such deficiencies and coach the administrator with suggestions for improvement. Such conversations shall be followed up with an e-mail documenting the deficiency (ies) and the suggestions for improvement. The supervisor shall also outline supports available to the administrator. If adequate progress has not been made after a reasonable time, the supervisor may place the administrator on a written Plan for Improvement.

Plan for Improvement
If adequate progress has not been made after a reasonable time following being informed of the nature of the deficiencies, the supervisor may place the administrator on a written Plan for Improvement (Plan) regardless of whether the evaluation has been completed. The Plan shall be based on evidence of performance deficiency (ies) in one or more PSEL~~ISLLC~~ standards as outlined in the administrator's current evaluation instrument. The Plan shall be in writing and designed to instruct and guide the administrator so that the deficiency (ies) can be rectified. The Plan for Improvement will provide clear direction for the administrator and also provide evidence of support in order to assist the administrator. The supervisor shall meet with the administrator regularly, preferably once a month, at the administrator's site, to review progress on the Plan. If adequate progress has been made on the Plan, the administrator will be removed from the Plan. If, after a minimum of forty-five (45) instructional days, the administrator has not made adequate progress on the Plan, the supervisor has the option of extending the Plan, or recommending non-renewal of the employment contract.

Non-Renewal or Dismissal for Performance Deficiencies
Non-renewal or dismissal of an administrator shall be in accordance with state and federal statute. Additionally, non-renewal or dismissal of an administrator for performance deficiencies pursuant to the performance evaluation procedure set forth in this regulation will also include the opportunity for the Administrator to receive the performance improvement conversations set forth

above and a formal Plan for Improvement before an administrator's contract can be non-renewed pursuant to A.R.S. § 15-503 for performance deficiencies except in the following cases:

A. Any certificated administrator who has failed to pass the qualified evaluator training that authorizes the administrator to conduct certificated teacher evaluations, within two testing attempts.

B. A certified administrator demonstrates a pattern of non-compliance with USP; including but not limited to requirements for interview panels, GSRR corrective action plans.

C. Evidence of trend data that demonstrates declining student achievement in student performance as evidenced by local and state assessments, student attendance, student graduation rate, and drop out rate. (where applicable)

This regulation does not apply to non-renewal of an administrator for unprofessional conduct.

Conflict Resolution Procedure
Article Eighteen of the Administrator's Meet and Confer Agreement, entitled "Conflict Resolution Procedure for Administrators" is applicable to matters related to this Regulation.

14-2 Personnel File

A. Employees in the Tucson Unified School District shall have the right to review the contents of their personnel file and to receive a copy of all material contained therein at District expense.

B. The official personnel file for all employees shall be maintained in the Human Resources Department at the District Central Office. Principals and Assistant Principals will have a log attached to their official personnel file stored in Human Resources. The log will identify individuals who have viewed the file along with date of access.

C. **1.** No material derogatory to the employee's conduct, performance, character or personality shall be placed in the personnel file unless a copy is provided to the employee for review, and unless the employee has the opportunity to submit a reply to the material. Said reply shall be attached to the original document and shall remain attached throughout the term of that employee's employment unless removed by mutual agreement between the employee and the Superintendent of Schools or designee. Such agreement shall be in writing and signed by both the employee and the Superintendent of Schools or designee.

2. Any discipline issued as a result of a criminal offense against a student shall remain in the employee's official personnel file and is not subject to removal. These offenses include, but are not limited to, criminal offenses defined by Arizona State Law under Title 13, assault, hitting, striking, harassment, inappropriate touching or caressing of a student, sexual assault, or causing the student to suffer physical harm.

14-3 Note relating to all Human Resource personnel files: Letters of Direction are not discipline and shall not be placed in the permanent Human Resources file.

ARTICLE FIFTEEN - LEAVES OF ABSENCE WITHOUT PAY

15-1 Eligibility

A. The Board may grant a leave of absence to employees not to exceed one (1) year for the purposes listed below. Unless otherwise specified and approved, such leaves shall occur

between July 1 and the following June 30. No leaves will be granted for other employment.

1. Health of employee (doctor's verification of illness is required)
2. Health of immediate family (as defined in Article One-F); doctor's verification of illness or disability and projected date of return to work is required)
3. New infant or childcare (birth certificate or doctor's statement required)
4. Course of study, education or training, as approved by TUSD (enrollment or registration documentation required)
5. Military service (military order required)
6. Campaign/Serve in public office

B. Employees must have worked the equivalent of three full school years to be eligible for an unpaid, board-approved leave of absence.

C. Upon granting the authorized absence, all rights of tenure, seniority, retirement, accrued leave with pay and other benefits shall be preserved and available to the applicant after the termination of the leave, provided they were earned prior to the leave.

D. Employees on unpaid leave of absence shall be allowed to continue insurance coverage in the program in which they are enrolled, provided the employee notifies the District of their desire to continue, and pays the premiums for the insurance and other benefits at the employee's expense.

15-2 Expiration of Leave (Return)

A. Employees must notify the District in writing of their intentions to return by February 1 or thirty (30) days prior to the leave's expiration date, whichever is earlier. Upon expiration of the leave, the employee is guaranteed return to a comparable (same grade, same step) position if one is available, and if employee is recommended for the position by the Superintendent as a result of a selection process. (If no comparable position is available, or if the employee is not selected, the employee will be assigned to the next appropriate vacancy that is in a classification below that of the position held at the time of leave, and for which employee meets the minimum requirements. Said employees will be placed on the step closest to their previous annual salary which does not result in an increase.)

B. Employees on a leave of absence are subject to the provisions of Article 8, Reduction in Force.

C. Employees on leave of absence may request in writing that their leave be rescinded prior to the scheduled expiration of the leave.

15-3 Medical 30-Day Leave

A. Employees may apply for a short term leave for either medical or personal reasons. When an employee is medically unable to work and is not eligible for Federal FMLA, the employee shall be allowed up to thirty (30) consecutive days on an leave, with a doctor's excuse. During this leave, the District will continue to pay premiums on its portion of District-sponsored insurance plans in which the employee was enrolled at the beginning of their leave. At the end of this period, employee must return to work (and pending a medical release) or go on an unpaid leave of absence if applicable. If the employee needs an ADA accommodation, they can apply prior to their return-to-work date so that the accommodation can be in place when they return, if they are eligible under ADA guidelines.

B. Personal 30-Day Leave
Alternatively, a short-term leave for personal business may be granted; however, it shall be with loss of pay and shall not exceed thirty (30) days. At the end of this period employee may request a board-approved leave or must return to work.

C. Short term leaves 30-Day or Personal 30-Day leaves may not be used consecutively, thereby turning a 30 day leave into a 60 day leave.

15-4 Family Leave
All requests for Family Medical Leave by District employees will be processed in accordance with the corresponding Governing Board Policy.

15-5 Short Term Leave and Family Medical Leave shall run concurrently.

15-6 Variable Office Hours

A. Variable office hours may be applied when normal work responsibilities require an administrator's presence at activities beyond the normal work day. Administrators will be given reasonable flexibility in office hours so long as 1) proper notification is given to the administrator's supervisors; 2) time away from the site/office is reasonably limited; and 3) the administrator works the required number of hours and performs their duties in a satisfactory manner.

B. District level events shall not be mandated for weekends or weekday/evenings after 6pm, except under Emergency Circumstances or as outlined below:

1. Notwithstanding the forgoing, if ELI and the District agree that a weekend or evening event is unavoidable, such weekend or evening event may be scheduled with at least 30 days' notice; however, such events shall not be deemed mandatory (except in Emergency Circumstances or as described in the following sentence).

2. With respect to weekend or evening Job Fairs, the District may deem attendance mandatory, but only for Administrators at sites with a certified staffing rate under 90%, contracted for the following school year (does not include long-term subs), and such Job Fairs shall be scheduled at least 30 days in advance.

3. Employees who work on a weekend or evening may apply such time toward variable office hours as described in this section.

For purposes of this section:
District level events shall include, but are not limited to: trainings, seminars, planning sessions, compliance courses, job fairs, orientations, student recruitment/enrollment events etc.

Emergency circumstances shall include, but are not limited to: natural disasters, declared states of emergency (Federal or State), human-caused disasters, disease outbreaks, or other events that pose an immediate threat to life or health.

15-7 Military Leave
Employees will receive pay for all days during which they are employed in training duty under orders with any branch of the armed forces for a period not to exceed thirty days in any two consecutive years. For purposes of this article only the term "year" means the fiscal year of the U.S. government. (A.R.S. 38-610).

15-8 Absence Due to On-the-Job Injury

A. In the event of absence due to on-the-job injury, the District's worker's compensation carrier begins making payments to the employee after the eighth day of absence. Prior to that, the employee may use accumulated sick leave available. After the eighth day of absence due to on the job injury, the Employee may utilize any remaining sick leave available to supplement funds received from the workers' compensation carrier but may not supplement with sick leave available to exceed 100% of income.

B. Employees injured on the job may be assigned to work "restricted duty" as recommended by the industrial injury treating physician.

C. A combination of paid leaves, restricted duty, and unpaid leaves of absences are not to exceed twelve (12) months for a single on-the-job injury. At twelve months, the position will be released for recruitment.

D. When an employee has been awarded a permanent disability preventing them from performing the essential functions of their pre-injury job classification, the District will attempt to find a position for which the employee can qualify and/or in which reasonable accommodations can be made for the disability. In such a placement, regardless of any provisions elsewhere in this Agreement, the employee will be paid the appropriate rate for the new position. Placement in another position as described in this article will not be considered if the employee is pending lay-off, suspension or termination, is on a plan for improvement or recommendations to improve, or any type of disciplinary probation.

ARTICLE SIXTEEN - ADDITIONAL FTE ENTITLEMENT

16-1 Additional FTE Entitlement

In an elementary school with an enrollment entitling it to an "additional FTE" (currently over 600 students, including all pre-school children utilizing the school's facilities), the site administrator in consultation with the supervising administrator shall have the discretion to fill that position with any category of employee determined as most needed.

ARTICLE SEVENTEEN - ADMINISTRATIVE TRANSFERS

17-1 Purpose

The purpose of the following provisions on administrative transfers is to ensure consistent, fair and equitable transfer opportunities and assignments for all administrators. Transfers are not intended to replace administrative evaluations, nor are transfers to be used for punitive or disciplinary purposes.

17-2 Notice and Consultation

A. Written notice of all administrative vacancies occurring prior to the end of the school year and not advertised through TUSD's Human Resources Department will be provided by the District to each administrator and ELI.

B. All current administrators who volunteer to transfer may provide a letter of intent to the Executive Director of Human Resources and the Regional Assistant Superintendent identifying the specific position in which they may be interested. Those current administrators shall be given equal consideration with other applicants in the placement or interview and selection process.

C. At a minimum, the immediate administrative supervisor shall be consulted by District staff and involved in decisions of transfer that affect their administrative teams. As an example and not by way of limitation, principals shall be consulted with regard to the selection of their assistant principals.

D. Any administrator who will be transferred by the District shall be given five (5) days notification by the Superintendent or designee prior to Governing Board action of the specific administrative position for which the administrator is being proposed or recommended for transfer; and the administrator may request a meeting with the Superintendent or Deputy Superintendent on the proposed transfer. It is expected that the affected administrator will exercise discretion in communicating with staff and the community, acknowledging the Governing Board's responsibility to make decisions for the educational benefit of all students. Transfer appointments for the fall semester will be completed by June 30, except in cases of unforeseen circumstances.

ARTICLE EIGHTEEN - CONFLICT RESOLUTION PROCEDURE

To ensure that an orderly procedure is available to resolve inter-managerial conflicts, the following procedure will be used:

18-1 This Conflict Resolution Procedure will be used when an employee (administrator, psychologist or research project managers) is in disagreement with their Principal and/or immediate supervisor regarding the interpretation or implementation of a Governing Board Policy, Rule or Regulation, an Administrative Rule, Regulation or Procedure, or a section of the ELI Meet and Confer Agreement not otherwise provided for through Rules for Disciplinary Action Against an employee.

18-2 If a conflict occurs and has not been resolved through a conference between the employee and their Principal and/or immediate supervisor, the employee will complete the Employee Conflict Resolution Document (see Appendix F) and send it to the Principal and/or immediate supervisor. The supervisor will provide the employee with a written response within ten (10) work days, excluding weekends or holidays, after receipt of the Resolution Document.

18-3 If there is no conflict resolution satisfactory to the initiating employee, the initiating employee may appeal by sending copies of the Employee Conflict Resolution Document, the written response and a statement of the points of disagreement to the next level administrator responsible for the supervision of the Principal and/or immediate supervisor, with copies to the Office of Employee Relations and to ELI. The appeal must be made within ten (10) work days, excluding weekends and holidays, of receipt of the supervisor's written response.

18-4 The next level administrator will investigate the conflict. Such investigation will include a review of all documents and any other actions the administrator may feel necessary. Following such investigation, the administrator will meet within ten (10) working days of receipt of the complaint information, with the initiating employee and the Principal and/or immediate supervisor in a mediation effort to bring agreement between the parties. If no such agreement is possible, the next level administrator will adjourn the meeting, and within ten (10) working days will give a decision in writing, which will be final.

18-5 The intent of this Conflict Resolution Procedure is to resolve actual or potential conflict at a level as close to the original decision as possible. No penalty, disciplinary action or other adverse condition will accrue to any employee exercising their rights under this procedure.

18-6 The Employee Conflict Resolution Document and any other forms necessary for expeditious handling of this procedure will be prepared by the Office of Employee Relations with a representative of ELI, as appointed by the ELI President.

18-7 None of the documents or information used in the above procedure will be placed in the personnel file of any of the individuals involved.

RATIFICATION

ALL PROVISIONS SHALL BE EFFECTIVE JULY 1, 20265, AND SHALL REMAIN IN FULL FORCE AND EFFECT THROUGH JUNE 30, 20276.

Tucson Unified School District	**Educational Leaders Inc.**
_____	_____
Dr. Ravi Shah~~Jennifer Eckstrom~~, President	**Alissa Welch, President**
TUSD Governing Board	**Educational Leaders, Inc.**
Date: _____	**Date: _____**

Approved as to form and content on this ____day of _____, 20265, by:

_____
Jason Freed~~Maricela Meza~~, Director of Employee Relations
Tucson Unified School District

APPENDIX A

CERTIFIED ADMINISTRATOR POSITIONS

Grade	Position	Entry Rate
RPM	Research Project Manager	$54,406.272~~,313.72~~
PSY1	School Psychologist - Hybrid	$68,815.506~~,168.75~~
PSY2	School Psychologist	$74,015.501~~,168.75~~
P1	Assistant Principal - Elementary School	$66,298.433~~,748.49~~
P2	Assistant Principal - K-8 School	$71,012.5768~~,281.32~~
P2	Assistant Principal - Middle School	$71,012.5768~~,281.32~~
P3	Assistant Principal - High School	$81,470.3278~~,336.85~~
P3	Assistant Principal - TUVA	$81,470.3278~~,336.85~~
P3	Principal - Elementary	$81,470.3278~~,336.85~~
P4	Principal - Mary Meredith K-12	$86,697.170~~,478.05~~
P4	Principal - Project MORE	$86,397.170~~,478.05~~
P4	Principal - TUVA K12	$86,397.170~~,478.05~~
P4	Principal – K-6	$86,397.170~~,478.05~~
P5	Principal - K-8	$88,015.184~~,664.60~~
P5	Principal - Middle	$88,015.184~~,664.60~~
P6	Principal - High	$94,302.090~~,684.70~~

APPENDIX B

Certified and Classified Administrators
July 1, 2026~~5~~ through June 30, 2027~~6~~

	Grade P1 Base	Grade P1 Override	Grade P1 Total	Grade P2 Base	Grade P2 Override	Grade P2 Total
Step 1	$63,748.49	$2,549.94	$66,298.43	$68,281.32	$2,731.25	$71,012.57
Step 2	$64,385.99	$2,575.44	$66,961.43	$68,964.14	$2,758.57	$71,722.71
Step 3	$65,029.84	$2,601.19	$67,631.03	$69,653.78	$2,786.15	$72,439.93
Step 4	$65,680.15	$2,627.21	$68,307.36	$70,350.32	$2,814.01	$73,164.33
Step 5	$66,336.95	$2,653.48	$68,990.43	$71,053.82	$2,842.15	$73,895.97
Step 6	$67,000.31	$2,680.01	$69,680.32	$71,764.36	$2,870.57	$74,634.93
Step 7	$67,670.31	$2,706.81	$70,377.12	$72,482.00	$2,899.28	$75,381.28
Step 8	$68,347.02	$2,733.88	$71,080.90	$73,206.83	$2,928.27	$76,135.10
Step 9	$69,030.49	$2,761.22	$71,791.71	$73,938.90	$2,957.56	$76,896.46
Step 10	$69,720.79	$2,788.83	$72,509.62	$74,678.28	$2,987.13	$77,665.41
Step 11	$70,418.00	$2,816.72	$73,234.72	$75,425.06	$3,017.00	$78,442.06
Step 12	$71,122.19	$2,844.89	$73,967.08	$76,179.31	$3,047.17	$79,226.48
Step 13	$71,833.40	$2,873.34	$74,706.74	$76,941.10	$3,077.64	$80,018.74
Step 14	$72,551.73	$2,902.07	$75,453.80	$77,710.52	$3,108.42	$80,818.94
Step 15	$73,277.25	$2,931.09	$76,208.34	$78,487.63	$3,139.51	$81,627.14
Step 16	$74,010.03	$2,960.40	$76,970.43	$79,272.50	$3,170.90	$82,443.40
Step 17	$74,750.13	$2,990.01	$77,740.14	$80,065.23	$3,202.61	$83,267.84
Step 18	$75,497.63	$3,019.91	$78,517.54	$80,865.88	$3,234.64	$84,100.52
Step 19	$76,252.61	$3,050.10	$79,302.71	$81,674.54	$3,266.98	$84,941.52
Step 20	$77,015.14	$3,080.61	$80,095.75	$82,491.28	$3,299.65	$85,790.93
Step 21	$77,785.28	$3,111.41	$80,896.69	$83,316.20	$3,332.65	$86,648.85
Step 22	$78,563.13	$3,142.53	$81,705.66	$84,149.35	$3,365.97	$87,515.32
Step 23	$79,348.76	$3,173.95	$82,522.71	$84,990.85	$3,399.63	$88,390.48
Step 24	$80,142.26	$3,205.69	$83,347.95	$85,840.76	$3,433.63	$89,274.39
Step 25	$80,943.68	$3,237.75	$84,181.43	$86,699.17	$3,467.97	$90,167.14
Step 26	$81,753.12	$3,270.12	$85,023.24	$87,566.15	$3,502.65	$91,068.80
Step 27	$82,570.64	$3,302.83	$85,873.47	$88,441.81	$3,537.67	$91,979.48
Step 28	$83,396.35	$3,335.85	$86,732.20	$89,326.24	$3,573.05	$92,899.29
Step 29	$84,230.31	$3,369.21	$87,599.52	$90,219.49	$3,608.78	$93,828.27
Step 30	$85,072.61	$3,402.90	$88,475.51	$91,121.70	$3,644.87	$94,766.57
Step 31	$85,923.35	$3,436.93	$89,360.28	$92,032.91	$3,681.32	$95,714.23
Step 32	$86,782.57	$3,471.30	$90,253.87	$92,953.24	$3,718.13	$96,671.37
Step 33	$87,650.41	$3,506.02	$91,156.43	$93,882.77	$3,755.31	$97,638.08
Step 34	$88,526.91	$3,541.08	$92,067.99	$94,821.60	$3,792.86	$98,614.46
Step 35	$89,412.18	$3,576.49	$92,988.67	$95,769.82	$3,830.79	$99,600.61

Step 36	$90,306.30	$3,612.25	$93,918.55	$96,727.52	$3,869.10	$100,596.62
Step 37	$91,209.36	$3,648.37	$94,857.73	$97,694.80	$3,907.79	$101,602.59
Step 38	$92,121.45	$3,684.86	$95,806.31	$98,671.74	$3,946.87	$102,618.61
Step 39	$93,042.66	$3,721.71	$96,764.37	$99,658.46	$3,986.34	$103,644.80
Step 40	$93,973.10	$3,758.92	$97,732.02	$100,655.04	$4,026.20	$104,681.24
Step 41	$94,912.83	$3,796.51	$98,709.34	$101,661.59	$4,066.46	$105,728.05
Step 42	$95,861.96	$3,834.48	$99,696.44	$102,678.21	$4,107.13	$106,785.34
Step 43	$96,820.58	$3,872.82	$100,693.40	$103,704.99	$4,148.20	$107,853.19
Step 44	$97,788.78	$3,911.55	$101,700.33	$104,742.04	$4,189.68	$108,931.72
Step 45	$98,766.67	$3,950.67	$102,717.34	$105,789.46	$4,231.58	$110,021.04

	Grade P3 Base	Grade P3 Override	Grade P3 Total	Grade P4 Base	Grade P4 Override	Grade P4 Total
Step 1	$78,336.85	$3,133.47	$81,470.32	$80,478.05	$3,219.12	$83,697.17
Step 2	$79,120.22	$3,164.81	$82,285.03	$81,282.83	$3,251.31	$84,534.14
Step 3	$79,911.42	$3,196.46	$83,107.88	$82,095.66	$3,283.83	$85,379.49
Step 4	$80,710.53	$3,228.42	$83,938.95	$82,916.62	$3,316.66	$86,233.28
Step 5	$81,517.65	$3,260.71	$84,778.36	$83,745.79	$3,349.83	$87,095.62
Step 6	$82,332.83	$3,293.31	$85,626.14	$84,583.24	$3,383.33	$87,966.57
Step 7	$83,156.15	$3,326.25	$86,482.40	$85,429.06	$3,417.16	$88,846.22
Step 8	$83,987.70	$3,359.51	$87,347.21	$86,283.36	$3,451.33	$89,734.69
Step 9	$84,827.59	$3,393.10	$88,220.69	$87,146.19	$3,485.85	$90,632.04
Step 10	$85,675.87	$3,427.03	$89,102.90	$88,017.66	$3,520.71	$91,538.37
Step 11	$86,532.62	$3,461.30	$89,993.92	$88,897.84	$3,555.91	$92,453.75
Step 12	$87,397.95	$3,495.92	$90,893.87	$89,786.81	$3,591.47	$93,378.28
Step 13	$88,271.93	$3,530.88	$91,802.81	$90,684.69	$3,627.39	$94,312.08
Step 14	$89,154.64	$3,566.19	$92,720.83	$91,591.53	$3,663.66	$95,255.19
Step 15	$90,046.19	$3,601.85	$93,648.04	$92,507.45	$3,700.30	$96,207.75
Step 16	$90,946.65	$3,637.87	$94,584.52	$93,432.51	$3,737.30	$97,169.81
Step 17	$91,856.12	$3,674.24	$95,530.36	$94,366.85	$3,774.67	$98,141.52
Step 18	$92,774.68	$3,710.99	$96,485.67	$95,310.51	$3,812.42	$99,122.93
Step 19	$93,702.43	$3,748.10	$97,450.53	$96,263.62	$3,850.54	$100,114.16
Step 20	$94,639.44	$3,785.58	$98,425.02	$97,226.25	$3,889.05	$101,115.30
Step 21	$95,585.85	$3,823.43	$99,409.28	$98,198.51	$3,927.94	$102,126.45
Step 22	$96,541.70	$3,861.67	$100,403.37	$99,180.50	$3,967.22	$103,147.72
Step 23	$97,507.12	$3,900.28	$101,407.40	$100,172.31	$4,006.89	$104,179.20
Step 24	$98,482.19	$3,939.29	$102,421.48	$101,174.02	$4,046.96	$105,220.98
Step 25	$99,467.01	$3,978.68	$103,445.69	$102,185.76	$4,087.43	$106,273.19
Step 26	$100,461.68	$4,018.47	$104,480.15	$103,207.63	$4,128.31	$107,335.94
Step 27	$101,466.31	$4,058.65	$105,524.96	$104,239.71	$4,169.59	$108,409.30
Step 28	$102,480.97	$4,099.24	$106,580.21	$105,282.11	$4,211.28	$109,493.39
Step 29	$103,505.77	$4,140.23	$107,646.00	$106,334.91	$4,253.40	$110,588.31
Step 30	$104,540.84	$4,181.63	$108,722.47	$107,398.27	$4,295.93	$111,694.20
Step 31	$105,586.24	$4,223.45	$109,809.69	$108,472.25	$4,338.89	$112,811.14

Step 32	$106,642.10	$4,265.68	$110,907.78	$109,556.97	$4,382.28	$113,939.25
Step 33	$107,708.52	$4,308.34	$112,016.86	$110,652.55	$4,426.10	$115,078.65
Step 34	$108,785.61	$4,351.42	$113,137.03	$111,759.08	$4,470.36	$116,229.44
Step 35	$109,873.47	$4,394.94	$114,268.41	$112,876.66	$4,515.07	$117,391.73
Step 36	$110,972.19	$4,438.89	$115,411.08	$114,005.43	$4,560.22	$118,565.65
Step 37	$112,081.92	$4,483.28	$116,565.20	$115,145.48	$4,605.82	$119,751.30
Step 38	$113,202.74	$4,528.11	$117,730.85	$116,296.93	$4,651.88	$120,948.81
Step 39	$114,334.77	$4,573.39	$118,908.16	$117,459.90	$4,698.40	$122,158.30
Step 40	$115,478.12	$4,619.12	$120,097.24	$118,634.51	$4,745.38	$123,379.89
Step 41	$116,632.90	$4,665.32	$121,298.22	$119,820.86	$4,792.83	$124,613.69
Step 42	$117,799.23	$4,711.97	$122,511.20	$121,019.06	$4,840.76	$125,859.82
Step 43	$118,977.22	$4,759.09	$123,736.31	$122,229.25	$4,889.17	$127,118.42
Step 44	$120,166.99	$4,806.68	$124,973.67	$123,451.54	$4,938.06	$128,389.60
Step 45	$121,368.66	$4,854.75	$126,223.41	$124,686.06	$4,987.44	$129,673.50

	Grade P5 Base	Grade P5 Override	Grade P5 Total	Grade P6 Base	Grade P6 Override	Grade P6 Total
Step 1	$84,664.60	$3,386.58	$88,051.18	$90,684.70	$3,627.39	$94,312.09
Step 2	$85,511.26	$3,420.45	$88,931.71	$91,591.54	$3,663.66	$95,255.20
Step 3	$86,366.36	$3,454.65	$89,821.01	$92,507.46	$3,700.30	$96,207.76
Step 4	$87,230.03	$3,489.20	$90,719.23	$93,432.52	$3,737.30	$97,169.82
Step 5	$88,102.33	$3,524.09	$91,626.42	$94,366.86	$3,774.67	$98,141.53
Step 6	$88,983.35	$3,559.33	$92,542.68	$95,310.53	$3,812.42	$99,122.95
Step 7	$89,873.18	$3,594.93	$93,468.11	$96,263.63	$3,850.55	$100,114.18
Step 8	$90,771.92	$3,630.88	$94,402.80	$97,226.27	$3,889.05	$101,115.32
Step 9	$91,679.64	$3,667.19	$95,346.83	$98,198.53	$3,927.94	$102,126.47
Step 10	$92,596.44	$3,703.86	$96,300.30	$99,180.52	$3,967.22	$103,147.74
Step 11	$93,522.40	$3,740.90	$97,263.30	$100,172.33	$4,006.89	$104,179.22
Step 12	$94,457.62	$3,778.30	$98,235.92	$101,174.04	$4,046.96	$105,221.00
Step 13	$95,402.20	$3,816.09	$99,218.29	$102,185.78	$4,087.43	$106,273.21
Step 14	$96,356.22	$3,854.25	$100,210.47	$103,207.64	$4,128.31	$107,335.95
Step 15	$97,319.78	$3,892.79	$101,212.57	$104,239.72	$4,169.59	$108,409.31
Step 16	$98,292.98	$3,931.72	$102,224.70	$105,282.12	$4,211.28	$109,493.40
Step 17	$99,275.91	$3,971.04	$103,246.95	$106,334.94	$4,253.40	$110,588.34
Step 18	$100,268.67	$4,010.75	$104,279.42	$107,398.29	$4,295.93	$111,694.22
Step 19	$101,271.36	$4,050.85	$105,322.21	$108,472.27	$4,338.89	$112,811.16
Step 20	$102,284.06	$4,091.36	$106,375.42	$109,556.99	$4,382.28	$113,939.27
Step 21	$103,306.91	$4,132.28	$107,439.19	$110,652.56	$4,426.10	$115,078.66
Step 22	$104,339.98	$4,173.60	$108,513.58	$111,759.09	$4,470.36	$116,229.45
Step 23	$105,383.38	$4,215.34	$109,598.72	$112,876.67	$4,515.07	$117,391.74
Step 24	$106,437.21	$4,257.49	$110,694.70	$114,005.45	$4,560.22	$118,565.67
Step 25	$107,501.58	$4,300.06	$111,801.64	$115,145.49	$4,605.82	$119,751.31
Step 26	$108,576.60	$4,343.06	$112,919.66	$116,296.94	$4,651.88	$120,948.82
Step 27	$109,662.37	$4,386.49	$114,048.86	$117,459.92	$4,698.40	$122,158.32

Step 28	$110,758.98	$4,430.36	$115,189.34	$118,634.53	$4,745.38	$123,379.91
Step 29	$111,866.59	$4,474.66	$116,341.25	$119,820.88	$4,792.84	$124,613.72
Step 30	$112,985.25	$4,519.41	$117,504.66	$121,019.08	$4,840.76	$125,859.84
Step 31	$114,115.10	$4,564.60	$118,679.70	$122,229.26	$4,889.17	$127,118.43
Step 32	$115,256.25	$4,610.25	$119,866.50	$123,451.55	$4,938.06	$128,389.61
Step 33	$116,408.81	$4,656.35	$121,065.16	$124,686.08	$4,987.44	$129,673.52
Step 34	$117,572.91	$4,702.92	$122,275.83	$125,932.94	$5,037.32	$130,970.26
Step 35	$118,748.63	$4,749.95	$123,498.58	$127,192.26	$5,087.69	$132,279.95
Step 36	$119,936.12	$4,797.44	$124,733.56	$128,464.19	$5,138.57	$133,602.76
Step 37	$121,135.48	$4,845.42	$125,980.90	$129,748.83	$5,189.95	$134,938.78
Step 38	$122,346.83	$4,893.87	$127,240.70	$131,046.32	$5,241.85	$136,288.17
Step 39	$123,570.30	$4,942.81	$128,513.11	$132,356.78	$5,294.27	$137,651.05
Step 40	$124,806.00	$4,992.24	$129,798.24	$133,680.35	$5,347.21	$139,027.56
Step 41	$126,054.07	$5,042.16	$131,096.23	$135,017.15	$5,400.69	$140,417.84
Step 42	$127,314.60	$5,092.58	$132,407.18	$136,367.33	$5,454.69	$141,822.02
Step 43	$128,587.75	$5,143.51	$133,731.26	$137,730.99	$5,509.24	$143,240.23
Step 44	$129,873.63	$5,194.95	$135,068.58	$139,108.31	$5,564.33	$144,672.64
Step 45	$131,172.37	$5,246.89	$136,419.26	$140,499.38	$5,619.98	$146,119.36

	~~Grade P1~~	~~Grade P2~~	~~Grade P3~~	~~Grade P4~~	~~Grade P5~~	~~Grade P6~~
~~Step 1~~	~~$63,748.49~~	~~$68,281.32~~	~~$78,336.85~~	~~$80,478.05~~	~~$84,664.60~~	~~$90,684.70~~
~~Step 2~~	~~$64,385.99~~	~~$68,964.14~~	~~$79,120.22~~	~~$81,282.83~~	~~$85,511.26~~	~~$91,591.54~~
~~Step 3~~	~~$65,029.84~~	~~$69,653.78~~	~~$79,911.42~~	~~$82,095.66~~	~~$86,366.36~~	~~$92,507.46~~
~~Step 4~~	~~$65,680.15~~	~~$70,350.32~~	~~$80,710.53~~	~~$82,916.62~~	~~$87,230.03~~	~~$93,432.52~~
~~Step 5~~	~~$66,336.95~~	~~$71,053.82~~	~~$81,517.65~~	~~$83,745.79~~	~~$88,102.33~~	~~$94,366.86~~
~~Step 6~~	~~$67,000.31~~	~~$71,764.36~~	~~$82,332.83~~	~~$84,583.24~~	~~$88,983.35~~	~~$95,310.53~~
~~Step 7~~	~~$67,670.31~~	~~$72,482.00~~	~~$83,156.15~~	~~$85,429.06~~	~~$89,873.18~~	~~$96,263.63~~
~~Step 8~~	~~$68,347.02~~	~~$73,206.83~~	~~$83,987.70~~	~~$86,283.36~~	~~$90,771.92~~	~~$97,226.27~~
~~Step 9~~	~~$69,030.49~~	~~$73,938.90~~	~~$84,827.59~~	~~$87,146.19~~	~~$91,679.64~~	~~$98,198.53~~
~~Step 10~~	~~$69,720.79~~	~~$74,678.28~~	~~$85,675.87~~	~~$88,017.66~~	~~$92,596.44~~	~~$99,180.52~~
~~Step 11~~	~~$70,418.00~~	~~$75,425.06~~	~~$86,532.62~~	~~$88,897.84~~	~~$93,522.40~~	~~$100,172.33~~
~~Step 12~~	~~$71,122.19~~	~~$76,179.31~~	~~$87,397.95~~	~~$89,786.81~~	~~$94,457.62~~	~~$101,174.04~~
~~Step 13~~	~~$71,833.40~~	~~$76,941.10~~	~~$88,271.93~~	~~$90,684.69~~	~~$95,402.20~~	~~$102,185.78~~
~~Step 14~~	~~$72,551.73~~	~~$77,710.52~~	~~$89,154.64~~	~~$91,591.53~~	~~$96,356.22~~	~~$103,207.64~~
~~Step 15~~	~~$73,277.25~~	~~$78,487.63~~	~~$90,046.19~~	~~$92,507.45~~	~~$97,319.78~~	~~$104,239.72~~
~~Step 16~~	~~$74,010.03~~	~~$79,272.50~~	~~$90,946.65~~	~~$93,432.51~~	~~$98,292.98~~	~~$105,282.12~~
~~Step 17~~	~~$74,750.13~~	~~$80,065.23~~	~~$91,856.12~~	~~$94,366.85~~	~~$99,275.91~~	~~$106,334.94~~
~~Step 18~~	~~$75,497.63~~	~~$80,865.88~~	~~$92,774.68~~	~~$95,310.51~~	~~$100,268.67~~	~~$107,398.29~~
~~Step 19~~	~~$76,252.61~~	~~$81,674.54~~	~~$93,702.43~~	~~$96,263.62~~	~~$101,271.36~~	~~$108,472.27~~
~~Step 20~~	~~$77,015.14~~	~~$82,491.28~~	~~$94,639.44~~	~~$97,226.25~~	~~$102,284.06~~	~~$109,556.99~~
~~Step 21~~	~~$77,785.28~~	~~$83,316.20~~	~~$95,585.85~~	~~$98,198.51~~	~~$103,306.91~~	~~$110,652.56~~

~~**Step 22**~~	~~$78,563.13~~	~~$84,149.35~~	~~$96,541.70~~	~~$99,180.50~~	~~$104,339.98~~	~~$111,759.09~~
~~**Step 23**~~	~~$79,348.76~~	~~$84,990.85~~	~~$97,507.12~~	~~$100,172.31~~	~~$105,383.38~~	~~$112,876.67~~
~~**Step 24**~~	~~$80,142.26~~	~~$85,840.76~~	~~$98,482.19~~	~~$101,174.02~~	~~$106,437.21~~	~~$114,005.45~~
~~**Step 25**~~	~~$80,943.68~~	~~$86,699.17~~	~~$99,467.01~~	~~$102,185.76~~	~~$107,501.58~~	~~$115,145.49~~
~~**Step 26**~~	~~$81,753.12~~	~~$87,566.15~~	~~$100,461.68~~	~~$103,207.63~~	~~$108,576.60~~	~~$116,296.94~~
~~**Step 27**~~	~~$82,570.64~~	~~$88,441.81~~	~~$101,466.31~~	~~$104,239.71~~	~~$109,662.37~~	~~$117,459.92~~
~~**Step 28**~~	~~$83,396.35~~	~~$89,326.24~~	~~$102,480.97~~	~~$105,282.11~~	~~$110,758.98~~	~~$118,634.53~~

	Grade P1	Grade P2	Grade P3	Grade P4	Grade P5	Grade P6
Step 29	$84,230.31	$90,219.49	$103,505.77	$106,334.91	$111,866.59	$119,820.88
Step 30	$85,072.61	$91,121.70	$104,540.84	$107,398.27	$112,985.25	$121,019.08
Step 31	$85,923.35	$92,032.91	$105,586.24	$108,472.25	$114,115.10	$122,229.26
Step 32	$86,782.57	$92,953.24	$106,642.10	$109,556.97	$115,256.25	$123,451.55
Step 33	$87,650.41	$93,882.77	$107,708.52	$110,652.55	$116,408.81	$124,686.08
Step 34	$88,526.91	$94,821.60	$108,785.61	$111,759.08	$117,572.91	$125,932.94
Step 35	$89,412.18	$95,769.82	$109,873.47	$112,876.66	$118,748.63	$127,192.26
Step 36	$90,306.30	$96,727.52	$110,972.19	$114,005.43	$119,936.12	$128,464.19
Step 37	$91,209.36	$97,694.80	$112,081.92	$115,145.48	$121,135.48	$129,748.83
Step 38	$92,121.45	$98,671.74	$113,202.74	$116,296.93	$122,346.83	$131,046.32
Step 39	$93,042.66	$99,658.46	$114,334.77	$117,459.90	$123,570.30	$132,356.78
Step 40	$93,973.10	$100,655.04	$115,478.12	$118,634.51	$124,806.00	$133,680.35
Step 41	$94,912.83	$101,661.59	$116,632.90	$119,820.86	$126,054.07	$135,017.15
Step 42	$95,861.96	$102,678.21	$117,799.23	$121,019.06	$127,314.60	$136,367.33
Step 43	$96,820.58	$103,704.99	$118,977.22	$122,229.25	$128,587.75	$137,730.99
Step 44	$97,788.78	$104,742.04	$120,166.99	$123,451.54	$129,873.63	$139,108.31
Step 45	$98,766.67	$105,789.46	$121,368.66	$124,686.06	$131,172.37	$140,499.38

APPENDIX C

Salary Schedule for Psychologists

	Grade PSY1 Base	Grade PSY1 Override	Grade PSY1 Total	Grade PSY2 Base	Grade PSY2 Override	Grade PSY2 Total
Step 1	$66,168.75	$2,646.75	$68,815.50	$71,168.75	$2,846.75	$74,015.50
Step 2	$66,830.44	$2,673.22	$69,503.66	$71,830.44	$2,873.22	$74,703.66
Step 3	$67,498.73	$2,699.95	$70,198.68	$72,498.73	$2,899.95	$75,398.68
Step 4	$68,173.72	$2,726.95	$70,900.67	$73,173.72	$2,926.95	$76,100.67
Step 5	$68,855.46	$2,754.22	$71,609.68	$73,855.46	$2,954.22	$76,809.68
Step 6	$69,544.01	$2,781.76	$72,325.77	$74,544.01	$2,981.76	$77,525.77
Step 7	$70,239.45	$2,809.58	$73,049.03	$75,239.45	$3,009.58	$78,249.03
Step 8	$70,941.84	$2,837.67	$73,779.51	$75,941.84	$3,037.67	$78,979.51
Step 9	$71,651.27	$2,866.05	$74,517.32	$76,651.27	$3,066.05	$79,717.32
Step 10	$72,367.78	$2,894.71	$75,262.49	$77,367.78	$3,094.71	$80,462.49
Step 11	$73,091.46	$2,923.66	$76,015.12	$78,091.46	$3,123.66	$81,215.12
Step 12	$73,822.37	$2,952.89	$76,775.26	$78,822.37	$3,152.89	$81,975.26
Step 13	$74,560.59	$2,982.42	$77,543.01	$79,560.59	$3,182.42	$82,743.01
Step 14	$75,306.21	$3,012.25	$78,318.46	$80,306.21	$3,212.25	$83,518.46
Step 15	$76,059.26	$3,042.37	$79,101.63	$81,059.26	$3,242.37	$84,301.63
Step 16	$76,819.86	$3,072.79	$79,892.65	$81,819.86	$3,272.79	$85,092.65
Step 17	$77,588.06	$3,103.52	$80,691.58	$82,588.06	$3,303.52	$85,891.58
Step 18	$78,363.94	$3,134.56	$81,498.50	$83,363.94	$3,334.56	$86,698.50
Step 19	$79,147.58	$3,165.90	$82,313.48	$84,147.58	$3,365.90	$87,513.48
Step 20	$79,939.05	$3,197.56	$83,136.61	$84,939.05	$3,397.56	$88,336.61
Step 21	$80,738.44	$3,229.54	$83,967.98	$85,738.44	$3,429.54	$89,167.98
Step 22	$81,545.83	$3,261.83	$84,807.66	$86,545.83	$3,461.83	$90,007.66
Step 23	$82,361.28	$3,294.45	$85,655.73	$87,361.28	$3,494.45	$90,855.73
Step 24	$83,184.90	$3,327.40	$86,512.30	$88,184.90	$3,527.40	$91,712.30
Step 25	$84,016.75	$3,360.67	$87,377.42	$89,016.75	$3,560.67	$92,577.42
Step 26	$84,856.92	$3,394.28	$88,251.20	$89,856.92	$3,594.28	$93,451.20
Step 27	$85,705.48	$3,428.22	$89,133.70	$90,705.48	$3,628.22	$94,333.70
Step 28	$86,562.53	$3,462.50	$90,025.03	$91,562.53	$3,662.50	$95,225.03
Step 29	$87,428.16	$3,497.13	$90,925.29	$92,428.16	$3,697.13	$96,125.29
Step 30	$88,302.44	$3,532.10	$91,834.54	$93,302.44	$3,732.10	$97,034.54
Step 31	$89,185.47	$3,567.42	$92,752.89	$94,185.47	$3,767.42	$97,952.89
Step 32	$90,077.31	$3,603.09	$93,680.40	$95,077.31	$3,803.09	$98,880.40
Step 33	$90,978.09	$3,639.12	$94,617.21	$95,978.09	$3,839.12	$99,817.21
Step 34	$91,887.87	$3,675.51	$95,563.38	$96,887.87	$3,875.51	$100,763.38
Step 35	$92,806.75	$3,712.27	$96,519.02	$97,806.75	$3,912.27	$101,719.02
Step 36	$93,734.82	$3,749.39	$97,484.21	$98,734.82	$3,949.39	$102,684.21

Step 37	$94,672.18	$3,786.89	$98,459.07	$99,672.18	$3,986.89	$103,659.07
Step 38	$95,618.90	$3,824.76	$99,443.66	$100,618.90	$4,024.76	$104,643.66
Step 39	$96,575.09	$3,863.00	$100,438.09	$101,575.09	$4,063.00	$105,638.09
Step 40	$97,540.84	$3,901.63	$101,442.47	$102,540.84	$4,101.63	$106,642.47
Step 41	$98,516.25	$3,940.65	$102,456.90	$103,516.25	$4,140.65	$107,656.90
Step 42	$99,501.41	$3,980.06	$103,481.47	$104,501.41	$4,180.06	$108,681.47
Step 43	$100,496.42	$4,019.86	$104,516.28	$105,496.42	$4,219.86	$109,716.28
Step 44	$101,501.39	$4,060.06	$105,561.45	$106,501.39	$4,260.06	$110,761.45
Step 45	$102,516.39	$4,100.66	$106,617.05	$107,516.39	$4,300.66	$111,817.05

	~~Grade PSY1~~	~~Grade PSY2~~
~~**Step 1**~~	~~$66,168.75~~	~~$71,168.75~~
~~**Step 2**~~	~~$66,830.44~~	~~$71,830.44~~
~~**Step 3**~~	~~$67,498.73~~	~~$72,498.73~~
~~**Step 4**~~	~~$68,173.72~~	~~$73,173.72~~
~~**Step 5**~~	~~$68,855.46~~	~~$73,855.46~~
~~**Step 6**~~	~~$69,544.01~~	~~$74,544.01~~
~~**Step 7**~~	~~$70,239.45~~	~~$75,239.45~~
~~**Step 8**~~	~~$70,941.84~~	~~$75,941.84~~
~~**Step 9**~~	~~$71,651.27~~	~~$76,651.27~~
~~**Step 10**~~	~~$72,367.78~~	~~$77,367.78~~
~~**Step 11**~~	~~$73,091.46~~	~~$78,091.46~~
~~**Step 12**~~	~~$73,822.37~~	~~$78,822.37~~
~~**Step 13**~~	~~$74,560.59~~	~~$79,560.59~~
~~**Step 14**~~	~~$75,306.21~~	~~$80,306.21~~
~~**Step 15**~~	~~$76,059.26~~	~~$81,059.26~~
~~**Step 16**~~	~~$76,819.86~~	~~$81,819.86~~
~~**Step 17**~~	~~$77,588.06~~	~~$82,588.06~~
~~**Step 18**~~	~~$78,363.94~~	~~$83,363.94~~
~~**Step 19**~~	~~$79,147.58~~	~~$84,147.58~~
~~**Step 20**~~	~~$79,939.05~~	~~$84,939.05~~
~~**Step 21**~~	~~$80,738.44~~	~~$85,738.44~~
~~**Step 22**~~	~~$81,545.83~~	~~$86,545.83~~
~~**Step 23**~~	~~$82,361.28~~	~~$87,361.28~~

	~~Grade PSY1~~	~~Grade PSY2~~
~~**Step 24**~~	~~$83,184.90~~	~~$88,184.90~~
~~**Step 25**~~	~~$84,016.75~~	~~$89,016.75~~
~~**Step 26**~~	~~$84,856.92~~	~~$89,856.92~~
~~**Step 27**~~	~~$85,705.48~~	~~$90,705.48~~
~~**Step 28**~~	~~$86,562.53~~	~~$91,562.53~~
~~**Step 29**~~	~~$87,428.16~~	~~$92,428.16~~
~~**Step 30**~~	~~$88,302.44~~	~~$93,302.44~~
~~**Step 31**~~	~~$89,185.47~~	~~$94,185.47~~
~~**Step 32**~~	~~$90,077.31~~	~~$95,077.31~~
~~**Step 33**~~	~~$90,978.09~~	~~$95,978.09~~
~~**Step 34**~~	~~$91,887.87~~	~~$96,887.87~~
~~**Step 35**~~	~~$92,806.75~~	~~$97,806.75~~
~~**Step 36**~~	~~$93,734.82~~	~~$98,734.82~~
~~**Step 37**~~	~~$94,672.18~~	~~$99,672.18~~
~~**Step 38**~~	~~$95,618.90~~	~~$100,618.90~~
~~**Step 39**~~	~~$96,575.09~~	~~$101,575.09~~
~~**Step 40**~~	~~$97,540.84~~	~~$102,540.84~~
~~**Step 41**~~	~~$98,516.25~~	~~$103,516.25~~
~~**Step 42**~~	~~$99,501.41~~	~~$104,501.41~~
~~**Step 43**~~	~~$100,496.42~~	~~$105,496.42~~
~~**Step 44**~~	~~$101,501.39~~	~~$106,501.39~~
~~**Step 45**~~	~~$102,516.39~~	~~$107,516.39~~

APPENDIX D

Research Project Managers

	Grade RPM Base	Grade RPM Override	Grade RPM Total
Step 1	$52,313.72	$2,092.55	$54,406.27
Step 2	$52,836.86	$2,113.47	$54,950.33
Step 3	$53,365.23	$2,134.61	$55,499.84
Step 4	$53,898.88	$2,155.96	$56,054.84
Step 5	$54,437.87	$2,177.51	$56,615.38
Step 6	$54,982.25	$2,199.29	$57,181.54
Step 7	$55,532.06	$2,221.28	$57,753.34
Step 8	$56,087.38	$2,243.50	$58,330.88
Step 9	$56,648.26	$2,265.93	$58,914.19
Step 10	$57,214.74	$2,288.59	$59,503.33
Step 11	$57,786.90	$2,311.48	$60,098.38
Step 12	$58,364.77	$2,334.59	$60,699.36
Step 13	$58,948.42	$2,357.94	$61,306.36
Step 14	$59,537.89	$2,381.52	$61,919.41
Step 15	$60,133.27	$2,405.33	$62,538.60
Step 16	$60,734.60	$2,429.38	$63,163.98
Step 17	$61,341.95	$2,453.68	$63,795.63
Step 18	$61,955.37	$2,478.21	$64,433.58
Step 19	$62,574.92	$2,503.00	$65,077.92
Step 20	$63,200.68	$2,528.03	$65,728.71
Step 21	$63,832.69	$2,553.31	$66,386.00
Step 22	$64,471.01	$2,578.84	$67,049.85
Step 23	$65,115.72	$2,604.63	$67,720.35
Step 24	$65,766.88	$2,630.68	$68,397.56
Step 25	$66,424.55	$2,656.98	$69,081.53
Step 26	$67,088.79	$2,683.55	$69,772.34
Step 27	$67,759.68	$2,710.39	$70,470.07
Step 28	$68,437.28	$2,737.49	$71,174.77
Step 29	$69,121.65	$2,764.87	$71,886.52
Step 30	$69,812.87	$2,792.51	$72,605.38
Step 31	$70,510.99	$2,820.44	$73,331.43
Step 32	$71,216.10	$2,848.64	$74,064.74
Step 33	$71,928.26	$2,877.13	$74,805.39
Step 34	$72,647.54	$2,905.90	$75,553.44
Step 35	$73,374.02	$2,934.96	$76,308.98
Step 36	$74,107.76	$2,964.31	$77,072.07
Step 37	$74,848.84	$2,993.95	$77,842.79

Step 38	$75,597.32	$3,023.89	$78,621.21
Step 39	$76,353.30	$3,054.13	$79,407.43
Step 40	$77,116.83	$3,084.67	$80,201.50
Step 41	$77,888.00	$3,115.52	$81,003.52
Step 42	$78,666.89	$3,146.68	$81,813.57
Step 43	$79,453.55	$3,178.14	$82,631.69
Step 44	$80,248.09	$3,209.92	$83,458.01
Step 45	$81,050.56	$3,242.02	$84,292.58

	~~Grade RPM~~
~~**Step 1**~~	~~$52,313.72~~
~~**Step 2**~~	~~$52,836.86~~
~~**Step 3**~~	~~$53,365.23~~
~~**Step 4**~~	~~$53,898.88~~
~~**Step 5**~~	~~$54,437.87~~
~~**Step 6**~~	~~$54,982.25~~
~~**Step 7**~~	~~$55,532.06~~
~~**Step 8**~~	~~$56,087.38~~
~~**Step 9**~~	~~$56,648.26~~
~~**Step 10**~~	~~$57,214.74~~
~~**Step 11**~~	~~$57,786.90~~
~~**Step 12**~~	~~$58,364.77~~
~~**Step 13**~~	~~$58,948.42~~
~~**Step 14**~~	~~$59,537.89~~
~~**Step 15**~~	~~$60,133.27~~
~~**Step 16**~~	~~$60,734.60~~
~~**Step 17**~~	~~$61,341.95~~
~~**Step 18**~~	~~$61,955.37~~
~~**Step 19**~~	~~$62,574.92~~
~~**Step 20**~~	~~$63,200.68~~
~~**Step 21**~~	~~$63,832.69~~
~~**Step 22**~~	~~$64,471.01~~
~~**Step 23**~~	~~$65,115.72~~

	~~Grade RPM~~
~~**Step 24**~~	~~$65,766.88~~
~~**Step 25**~~	~~$66,424.55~~
~~**Step 26**~~	~~$67,088.79~~
~~**Step 27**~~	~~$67,759.68~~
~~**Step 28**~~	~~$68,437.28~~
~~**Step 29**~~	~~$69,121.65~~
~~**Step 30**~~	~~$69,812.87~~
~~**Step 31**~~	~~$70,510.99~~
~~**Step 32**~~	~~$71,216.10~~
~~**Step 33**~~	~~$71,928.26~~
~~**Step 34**~~	~~$72,647.54~~
~~**Step 35**~~	~~$73,374.02~~
~~**Step 36**~~	~~$74,107.76~~
~~**Step 37**~~	~~$74,848.84~~
~~**Step 38**~~	~~$75,597.32~~
~~**Step 39**~~	~~$76,353.30~~
~~**Step 40**~~	~~$77,116.83~~
~~**Step 41**~~	~~$77,888.00~~
~~**Step 42**~~	~~$78,666.89~~
~~**Step 43**~~	~~$79,453.55~~
~~**Step 44**~~	~~$80,248.09~~
~~**Step 45**~~	~~$81,050.56~~

APPENDIX F

TUCSON UNIFIED SCHOOL DISTRICT

CONFLICT RESOLUTION DOCUMENT FOR EMPLOYEES

Date: _____

Initiator's Name: _____

Immediate Supervisor: _____

School/Department: _____

What is the nature of the conflict:

What do you perceive the remedy to be:

_____
Signature of Employee

Date Received by Immediate Supervisor: _____

Immediate Supervisor's Response (within 10 working days of receipt):

_____ _____
Signature of Immediate Supervisor Date

NOTE: If supervisor's response is not satisfactory, a copy of this form plus a cover letter should be sent to the next level administrator within 10 workdays of receipt. Also send copies to the Employee Relations Office and ELI, 177 N. Church, Suite 1100, Tucson, AZ 85701.

TUCSON UNIFIED
SCHOOL DISTRICT

TEA Matters Tucson Education Association

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

This Memorandum of Agreement ("MOA") is entered into on this____day of June 2026 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. The parties met to discuss elementary combination classes and Counselor compensation. In order to provide compensation to Teachers and Counselors working in Combination classes or for taking on additional students, the parties have entered into the below for SY 2026-2027.

C. This MOA shall memorialize this Agreement.

AGREEMENT

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. The Agreements are as follows:

1. Kindergarten Combination Classes.
   In the event there is a need for a Kindergarten Combination class and Employee is in agreement, Employee will be provided over cap payment as described in the 26-27 Consensus Agreement.

2. Counselor Over Cap Payments
   a. If a counselor exceeds assignment of 500 students, the counselor shall be paid over cap as follows:
      I. 1-49 - $250 per quarter
      II. 50-99-$500 per quarter
      III. 100-149-$750 per quarter
      *The pattern will continue at the rate of $250 per quarter for each additional block of approximately forty-nine (49) students.

   b. The Site will continue to keep the counselor position open.

3. The parties further agree that this Agreement shall be in place for the 2026-2027 SY.

Tucson Education Association	Tucson Unified School District
James Byrne, President	Ricky Hernández, Chief Financial Officer

TUCSON UNIFIED SCHOOL DISTRICT

TEA Matters Tucson Education Association

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

This Memorandum of Agreement ("MOA") is entered into on this____day of June 2026 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. The parties met to discuss elementary over consensus cap compensation. To provide compensation to Elementary teachers who exceed class size caps by accepting additional students, the parties have agreed to the following provisions for the 2026-2027 SY. If the District addresses the over cap situation through a teaching assistant or an alternative remedy, over cap payment will not apply.

C. This MOA shall memorialize this Agreement.

AGREEMENT

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. The Agreements are as follows:

1. Elementary teachers (TEA Consensus Article 22-2) shall be paid over cap per the calculation listed in Article 29-4B 3b.

2. When a site administrator pursues the option to request a Consensus Teacher Assistant under TEA Article 22-8, an elementary teacher will be eligible for an over cap stipend, after the position has remain unfilled for 30 days following the request.

3. The parties further agree that this Agreement shall be in place for the 2026-2027 SY.

Tucson Education Association	Tucson Unified School District
James Byrne, President	Ricky Hernández, Chief Financial Officer

TUCSON UNIFIED SCHOOL DISTRICT

Tucson Education Association

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

This Memorandum of Agreement ("MOA") is entered into on this ___ day of June 2026 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 employees covered by the TEA White Collar/Food Service Agreement ("WC/FS Agreement").

B. An agreement has been reached for an allocation of funds to be designated in the 2026-2027 school year for Professional Development opportunities which shall be memorialized through this MOA.

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 further agree $30,000 will be designated as one-time monies for classified employees covered under the WC/FS agreement for professional development opportunities.

3. The Professional Development Fund criteria and logistics will be finalized by the Director of Employee Relations and the President of TEA. Said criteria and logistics shall be posted on the Employee Relations webpage.

4. The funds available are allocated solely for the 2026-2027 school year and will not roll over to the following school year.

5. This agreement is subject to approval by Tucson Unified Governing Board.

Tucson Education Association	Tucson Unified School District
_____	_____
James Byrne, President	Ricky Hernández, Chief Financial Officer

DAEP Data
2025-2026

Governing Board Presentation

Recommendation to Expand DAEP Accessibility to Every Eligible Long-Term Suspended Student

June 16, 2026

Yolanda Nuñez, Ed.D., Director
Alternative Education Department
Tucson Unified School District

TUCSON UNIFIED SCHOOL DISTRICT
ALTERNATIVE EDUCATION
Finding Your Path

Presentation Overview

- 2024-2025 DAEP Enrollment Numbers
- 2025-2026 DAEP Enrollment Numbers
- 2025-2026 DAEP Enrollment and Class Size
- Staffing
- Summary

TUCSON UNIFIED SCHOOL DISTRICT
ALTERNATIVE EDUCATION
Finding Your Path

2024-2025 DAEP Numbers by Month
Middle School

TUCSON UNIFIED SCHOOL DISTRICT
ALTERNATIVE EDUCATION
Finding Your Path

2024-2025 MS DAEP Enrollment Data				
Month	Suspensions	DAEP	Abeyance	Reason for not attending
August	11	2	4	Transportation 3; WD 2
September	21	6	9	Staying home 5; WD 1
October	12	8	1	Staying home 3
November	9	7	2	
December	13	3	0	Staying home 6; No transport 2; WD 2
January	10	5	0	Staying home 4; No transport 1
February	10	6	0	Staying home 4
March	9	4	0	Staying home 2; No transport 1; No contact 1; CAPE 1
April	9	6	0	Staying home 2; No contact 1
May	14	4	8	Staying home 1; No transport 1
Totals	**118**	**51**	**24**	

2024-2025 DAEP Numbers by Month
High School

2024-2025 HS DAEP Enrollment Data				
Month	Suspensions	DAEP	Abeyance	Reason for not attending
August	10	5	1	Staying home 3; No contact 1
September	16	6	4	Staying home 3; No transport 1; No contact 2
October	14	4	0	Staying home 6; No contact 4
November	28	8	3	Staying home 16; No contact 1
December	15	5	6	Staying home 4*
January	15	7	3	Staying home 4; WD 1
February	5	1	3	Staying home 1
March	23	11	1	Staying home 9; No contact 2
April	18	7	3	Staying home 7; No transport 1
May	17	6	7	Staying home 2; WD 2
Totals	**161**	**60**	**31**	

* Of the six abeyances four stayed home; two were a combination (out of school susp. + abeyance)

2025-2026 DAEP Numbers by Month
Middle School

2025-2026 MS DAEP Enrollment Data				
Month	Suspensions	DAEP	Abeyance	Reason for Not Attending
August	5	3	0	Staying home 2
September	13	3	3	Staying home 3; WD 1; No trans 2; No contact 1
October	10	7	0	Staying home 3
November	9	3	1	Staying home 2; WD 1; No trans 2
December	9	3	0	WD 3; No trans 1; No contact 1; Parent looking into charter sch. 1
January	16	7	3	No trans 6
February	18	6	1	Staying home 1; WD 3; No trans 5; No contact 1; TUVA 1
March	9	5	1	No trans 2; No contact 1
April	10	3	1	Staying home 3; No trans 3
May	3	0	0	Not enough days in the school year for DAEP; Start next SY 1
Totals	**102**	**40**	**10**	

2025-2026 DAEP Numbers by Month
High School

2025-2026 HS DAEP Enrollment Data				
Month	Suspensions	DAEP	Abeyance	Reason for not attending
August	25	9	4	Stay home 7; WD 1; Runaway 2, No contact 2
September	12	1	4	Stay home 2; WD 3; No contact 1; TUVA 1
October	12	5	2	Stay home 2; WD 1; No contact 2
November	17	9	4	Stay home 4;
December	16	7	2	Stay home 3; Runaway 1; No contact 1; Appeals 2
January	10	5	0	Stay home 4; WD 1
February	16	6	1	Stay home 7; No contact 1 ; CAPE 1
March	14	5	3	Stay home 4; No show 1; No trans 1
April	24	5	2	Stay home 13; WD 1; No contact 3
May	6	0	0	Stay home 5 not enough days in the school year; start next SY 4; No contact 1
Totals	**152**	**52**	**22**	

2025-2026 DAEP Enrollment and Class Size

Site Enrollment and Class Size								
Site	**Doolen (MS)**		**Southwest (MS)**		**Menlo (HS)**		**Palo Verde (HS)**	
	# of New Students	Class Size	# of New Students	Class Size	# of New Students	Class Size	# of New Students	Class Size
August	0	0	1	3 (carry over 2)	9	9	2	2
September	4	4	0	3	5	14	1	3
October	4	8	1	1	2	8	0	0
November	2	7	1	2	5	8	6	6
December	2	5	3	4	3	9	2	8
January	3	6	2	3	2	7	6	9
February	8	13	0	2	4	6	1	6
March	4	13	1	2	1	7	4	6
April	3	4	2	3	3	7	3	9
May	1	5	0	2	0	5	0	4
Total Number of students	**32**		**13**		**34**		**25**	

Total number of students enrolled in DAEP in 2025-2026 = 104
This number includes students suspended from other school districts.

DAEP Staffing

- Senior Program Coordinator: Oversees the daily operations, schedules orientations for DAEP enrollment, data collection, teacher professional development, and evaluations.
- Six Teachers
  - Four classroom teachers
  - Exceptional Education (ExEd) Itinerant teacher
  - Transition Specialist/Community Outreach/Substitute
- Four Behavior Intervention Monitors (BIMs)
- Two Restorative Practice Facilitators (Itinerant)
  - Provide personalized student support to foster emotional regulation and build sustainable coping mechanisms for navigating trauma triggers.

Summary

- In the 2024-2025 school year
  - 54% of long-term suspended middle school students attended DAEP.
  - 46% of long-term suspended high school students attended DAEP.
- In the 2025-2026 school year
  - 46% of long-term suspended middle school students attended DAEP.
  - 40% of long-term suspended high school students attended DAEP.
- DAEP class size varies from week to week depending on the number of suspensions, abeyance contracts, and students accepting DAEP services.
- Our staffing adapts to the diverse needs of our student population, delivering personalized interventions that foster academic and emotional growth.

An Impact Analysis of DAEP, Abeyance Contracts, Short- and Long-Term Suspensions

Tucson Unified School District

Governing Board Meeting

June 16, 2026

Definitions

District Alternative Education Program (DAEP): A voluntary educational option offered in a supportive and structured small group environment designed for long-term suspended students.

Abeyance Contracts: Students can return to school with long-term suspension days held in an abeyance so that they do not have to serve those days. Parents, administrators and the student must sign a contract with specific consequences that the student must follow.

Short- and Long-Term Suspension: Students do not attend school. Short-term suspension is 1–10 days and long-term suspension is 11-180 days.

Research Questions

Do students who attend DAEP experience better outcomes than they would have with a suspension without services?

Do students who attend DAEP experience better outcomes than students who have abeyance contracts?

Analysis Limitations

The quantitative analysis approach can not fully account for the complexity and particularities of discipline data.

Discipline consequences are dependent on the context of the individual event.

Qualitative or social/emotional benefits of suspension alternatives were not captured in this analysis.

Research Method: Regression Analysis

Compared student outcomes between DAEP, abeyance contracts, short-term suspension, and long-term suspension

Outcomes analyzed

Recidivism rates - number of offenses and time-to-reoffend	Attendance rates - same year and subsequent year	Graduation rates

Controlled for student ethnicity, ExEd status, and violation level

3 Year Longitudinal Trend of Student Outcomes: Broken Out by Suspension Options

= better = worse	Recidivism Rates Number of Offenses	Recidivism Rates Time to Reoffend	Attendance Rates Same Year	Attendance Rates Subsequent Year	Graduation Rates *Use caution because of limited data*
Attend DAEP					
Abeyance Contract					
Short-Term Suspension without services					
Long-Term Suspension without services					

Findings

Do students who attend DAEP experience better outcomes than students who have abeyance contracts?

- Abeyance contracts result in longer time-to-reoffend, better same-year and subsequent-year attendance, and potentially better graduation outcomes when compared to DAEP.
- These findings suggest that abeyance contracts improve student outcomes by keeping students closely connected with their school community while complying with structured consequences.

Do students who attend DAEP experience better outcomes than they would have with a suspension without services?

- This analysis did not find evidence that DAEP leads to superior outcomes for students when compared with long-term suspension without services.

Conclusion

- This quantitative analysis found of the four disciplinary dispositions analyzed by this research, the superior outcomes in order are:
  1. **Short-term suspension**
  2. **Abeyance contracts**
  3. **Long-term suspension**
  4. **DAEP**
- Short-term suspensions are different from long-term suspension in the severity of the infraction.
- Many relevant factors could not be addressed by this analysis and there may be additional unseen social-emotional skills-building that would require additional research.
- Each suspension is context dependent and benefits from a tailored approach that meets the student need.

Alternative Education Budget & Staffing Review

Ricky Hernández, SFO, Chief Financial Officer
Governing Board Meeting – June 16, 2026

ALTERNATIVE EDUCATION DEPT BUDGET

EXPENSE	BUDGET	YTD	BALANCE
Certified Salaries	604,346	501,481	102,865
Classified Salaries	409,531	381,680	27,859
Employee Benefits	339,801	183,776	156,025
Repairs	325	0	325
Mileage	2,000	373	1627
Supplies	3,000	2,886	114
TOTAL	**1,359,003**	**1,178,296**	**180,707**

Funded through three primary sources:

Non-Deseg M&O: $138,147

Deseg M&O: $1,136,970

Title IV: $83,886

DROPOUT PREVENTION DEPT BUDGET

EXPENSE	BUDGET	YTD	BALANCE
Certified Salaries	28,914	30,052	(1,138)
Classified Salaries	547,077	478,714	68,363
Employee Benefits	143,612	110,747	32,865
Prof Dev Materials	450	415	35
Mileage	1,200	300	900
Supplies	6,300	5,891	409
TOTAL	**727,553**	**626,119**	**101,434**

- Dropout Prevention is **solely** funded through Non-Deseg. M&O, through a property tax levy that generate approximately $767,410 annually
- Funding has no carryforward provision, it is a “use it or lose it” at the end of each fiscal year (like Deseg.)

DROPOUT PREVENTION & ALT. ED STAFFING

ALTERNATIVE EDUCATION

POSITION	FILLED FTE	VACANT FTE	TOTAL FTE
Behavior Intervention Monitor	4.00	0.50	4.50
Department Accounting Specialist	1.00	0.00	1.00
Director	1.00	0.00	1.00
Instructional Specialist	1.00	1.00	2.00
Program Coordinator, Senior	1.00	0.00	1.00
Restorative Practice Facilitator	2.00	0.00	2.00
Teacher	11.00	6.00	17.00
Teacher-RTI	1.00	0.00	1.00
TOTAL	**22.00**	**7.50**	**29.50**

DROPOUT PREVENTION

POSITION	FILLED FTE	VACANT FTE	TOTAL FTE
Dropout Prevention Specialist	10.00	1.00	11.00
Instructional Data & Intervention Spe	1.00	0.00	1.00
Program Coordinator	1.00	0.00	1.00
TOTAL	**12.00**	**1.00**	**13.00**

PROJECT MORE HIGH SCHOOL

EXPENSE	BUDGET	YTD	BALANCE
Certified Salaries	480,945	489,882	(8,937)
Classified Salaries	235,147	251,528	(16,381)
Employee Benefits	227,237	219,628	7,609
Capital	0.00	301	(301)
Supplies	7,800	10,049	(2,249)
TOTAL	**951,129**	**971,388**	**(20,259)**

- Project MORE has a similar high school allocation, primarily funded through M&O
- Because it is a school, it is eligible to receive Title I, Tax Credits, and other similar funds like traditional high schools
- The school is primarily funded through:
  - M&O, including Deseg: $845,825
  - Classroom Site Fund: $84,902
  - Title I: $15,990

Proposal for Update to Artificial Intelligence Policy for Tucson Unified

Governing Board Presentation

TUCSON UNIFIED SCHOOL DISTRICT

Introductions

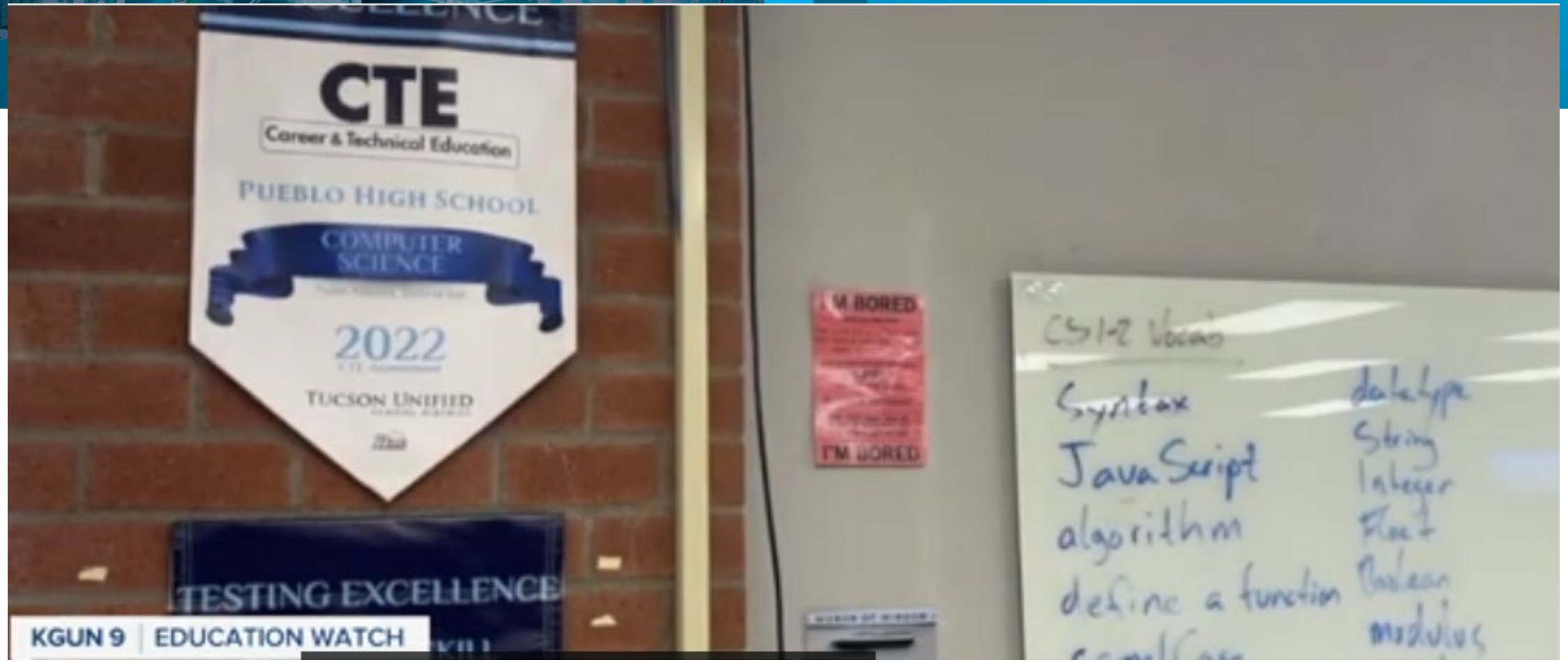
Tracey Metcalfe – Senior Director of Educational Technology and Field Support
Rabih Hamadeh – Chief Technology Officer
Chris Anderson – Senior Manager of Application and Data Services
Jules O'Herron – Program Coordinator of Strategic Project Management Office
Dr. Sabrina Salmon – Senior Director of Exceptional Education
Anna Schwartz Warmbrand – Director of Student Relations
Michael Areinoff – Associate General Counsel

Agenda

- Review of Security Protections
- Proposed Revisions to AI Policy

TUCSON UNIFIED
SCHOOL DISTRICT

AI Use by Students



Review of Security Protections

Network & Cyber Security Tools: enforced on network traffic & data, including AI platforms. Data Loss Prevention (DLP), Personally Identifiable Information (PII) protection & Walled Garden proprietary ecosystems are applied.

Content Filtering, Firewalls & Access Controls: employed to monitor and block access to content deemed as harmful to minors.

Compliance: with Children Internet Protection Act (CIPA), Children Online Privacy Protection Act (COPPA) & Family Educational Rights and Privacy Act (FERPA)

Proposed AI Policy Revisions

1. Refine Generative AI definition to include all versions of Generative AI.
2. Allow for access only to TUSD approved Gen AI platforms (currently 4 platforms) for Secondary students.
3. Address inherent Gen AI embedded in digital platforms.

Thank You & Questions

TUCSON UNIFIED SCHOOL D

TUCSON UNIFIED SCHOOL DISTRICT	**POLICY TITLE:** AI Use in Education
GOVERNING BOARD POLICY	**POLICY CODE:** IJND

Purpose

This policy establishes clear regulations for the use of Artificial Intelligence (AI) technologies within Tucson Unified School District (TUSD). It outlines the scope, usage guidelines, and safeguards to ensure responsible AI integration in all areas of education, administration, and operations, while protecting privacy, ensuring ethical use, and supporting equitable learning environments.

Definitions

1. **Artificial Intelligence (AI):** A branch of computer science focused on creating systems capable of performing tasks typically requiring human intelligence, including decision-making, pattern recognition, and language understanding.
2. **Reactive AI:** Performs simple, rule-based tasks with no memory or learning (e.g., automated reminders).
3. **Predictive AI:** Uses historical data to make forecasts or recommendations (e.g., identifying students at risk based on attendance patterns).
4. **Generative AI:** Creates new content—such as text, images, or code—based on patterns in data (e.g., automated essay feedback or curriculum planning suggestions).
5. **Compliant AI Systems:** AI tools that meet federal, state, and district regulations regarding privacy, ethics, accessibility, and data protection.

Scope

This policy applies to all TUSD students, teachers, staff, administrators, and third parties who develop, interact with, or implement AI technologies within the district's educational, operational, and administrative systems. The policy covers all generative AI applications, including generative platforms, tutoring systems, automation software, data analytics tools, and conversational agents.

General Guidelines for AI Use

1. **Educational Purpose:** AI technologies must support TUSD's mission by enhancing learning, improving teaching practices, and supporting operational efficiency.
2. **Human Oversight:** AI shall not replace human educators, administrators, or staff. AI must augment human judgment, with all decisions involving AI subject to human review and approval.
3. **Ethical Use:** All AI systems must align with the district's values of fairness, equity, and inclusivity. AI systems must be regularly evaluated for potential biases or discriminatory outcomes.

4. **Regulatory Compliance:** AI systems must comply with all applicable laws, including FERPA, COPPA, IDEA, CIPA, and Section 504.
5. **Data Privacy and Security:** The district shall not use AI systems that use personally identifiable information (PII) or other sensitive data outside of the District. All AI platforms must undergo a privacy and security assessment before adoption.
6. **AI Tool Vetting and Approval:** All AI tools must be thoroughly reviewed by the district to ensure compliance with the district's standards for data security and privacy, alignment with instructional goals, TUSD curriculum and Arizona Department of Education standards, and appropriateness for intended grade level or levels before being approved for classroom use.

Regulations for Student Use

1. **Restricted AI Access:** Students may not use generative open or public AI platforms on district devices. These platforms will be blocked on all TUSD-provided devices.
2. **Approved AI Tools:** Students over 13 years old attending high school may only use district-vetted and approved AI tools that comply with privacy regulations, have been deemed appropriate for their grade level and subject area, allow for district and teacher monitoring, and have an educational purpose designed to support classroom learning and standards.
3. **Academic Integrity and Acceptable Use:** Students must adhere to specific guidelines or instruction provided by their school, school administration, teacher or teachers regarding the use of generative AI tools. The TUSD AI Guidelines provide further guidance on the acceptable use of AI. If no guidance regarding the use of generative AI is provided, students should not use AI tools. Students are prohibited from using AI tools in a manner that violates the district's Student Code of Conduct, including using AI to plagiarize, cheat, or fabricate work. Violations will be addressed in accordance with the Student Code of Conduct.
4. **Digital Citizenship:** The district will provide guidance to students on responsible AI use, as part of the digital citizenship curriculum. Digital citizenship education shall include AI literacy and data privacy awareness. AI literacy is defined as the knowledge and skills that enable humans to critically understand, evaluate, and use AI systems and tools to safely and ethically participate.
5. **Parents and Guardians:** Rights and responsibilities for parents and guardians are addressed in the Student Code of Conduct, the TUSD AI Guidelines, and in the Use of Technology Resources in Instruction.

Regulations for Instructional and Administrative Staff

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2. **Privacy Compliance:** Staff must ensure no PII, student records, or sensitive information is shared with generative AI systems. All data use must comply with FERPA and district privacy policies.

3. **Professional Development:** TUSD will provide professional development and training on AI usage, literacy, and ethics. Staff are highly encouraged to complete training on AI tools before integrating them into their instructional or administrative work.
4. **Classroom Guidelines:** Teachers are responsible for clearly outlining AI usage guidelines appropriate to the grade level in their classroom policies and ensuring only district approved AI tools are used. Teachers are responsible for supervising student use of AI in line with district-approved policy and guidelines.

AI Use for District Administrative Purposes

1. **Efficiency and Support:** AI may be used to streamline administrative tasks, such as data analysis, resource allocation, and communication, provided it does not replace human oversight or decision-making.
2. **Bias Monitoring:** Staff who use AI for district administrative purposes are responsible for ensuring AI outputs are fair, objective, and aligned with district policies.
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4. **Policy Compliance:** TUSD employees must ensure compliance with the policies and TUSD AI Guidelines regarding the use of AI. Employees who misuse AI tools may be subject to discipline.

Evaluation and Monitoring

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3. **Auditing:** Regular audits will be conducted to assess AI tool performance, effectiveness, and potential biases. The district reserves the right to discontinue use of AI systems that do not meet TUSD's standards of equity, privacy, and safety.

Superintendent Authority

The superintendent is authorized to establish implementing regulations and forms consistent with this Policy.

Annual Review

This policy shall be reviewed by the Governing Board on an annual basis.

ADOPTED: May 27, 2025
REVIEWED:

LEGAL REF.:
20 U.S.C. 9134, The Children's Internet Protection Act
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CROSS REF: EJA Acceptable Use of Technology Resources; EJA-R Acceptable Use of Technology Resources Regulation; GBEB-R1 Staff Conduct Regulation; IJNDB-R 1 Use of Technology Resources in Instruction (Safety and use of Electronic Information Services; Student Code of Conduct; TUSD AI Guidelines

TUCSON UNIFIED SCHOOL DISTRICT **GOVERNING BOARD POLICY**	**POLICY TITLE:** AI Use in Education **POLICY CODE:** IJND

Purpose

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