

To Certified staff:

A joint memo from TEA and TUSD:

There have been many questions about this year's contract language and we would like to jointly address the most frequently asked questions.

**1. Why is the annual pay separated into two parts?**

We realized that there was some confusion about the fact that there are supplemental 301 monies actually being allotted to teachers on the salary schedule in addition to the 301 Pay for Performance. We thought it important to make sure everyone was well informed. This is why we separated the supplemental funding out for everyone to see.

**2. Why is my base pay less than last year? It looks like I had a reduction in pay.**

Your pay has not been reduced. In fact you have had a 3% increase. Understandably, it is confusing because in the past the district listed a "Base Pay" amount on your contract. That "Base Pay" included some supplemental funds that were imbedded into the salary schedule 10 years ago when Proposition 301 first went into effect. Those who qualify for 301 funding had this additional amount funded by 301 monies and for those who were not eligible for 301, the district supplemented their pay for equity purposes. Since that time, all contracts included a paragraph that indicated this additional funding could be reduced in the event the State reduced the Classroom Site funding.

This year, in an effort to be as transparent as possible, we have separated out the supplemental funding that is considered "soft monies" that could be reduced if State funding of the Classroom Site Fund is reduced. While we do not anticipate this happening this year, we wanted to let you know the exact dollar amount of the supplemental funding.

To make the necessary comparison between last year and this year you will need to compare last year's "Base Pay" to this year's "Annual Salary." Both of these figures will include the supplemental funding. The previously used "base pay" really was not accurate because it included the supplemental pay.

**3. I thought 301 Monies was what I get in December as a result of meeting goals or, this year, for doing the EEI training. What I get for that is less than what is listed as "supplemental pay." Why the discrepancy?**

The supplemental funding that is imbedded into the salary schedule is completely separate from the 301 Pay for Performance monies. You will receive 301 Performance pay per the 301 Site Plan and EEI Training and Implementation.

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#### **4. Why are my educational and district service stipends not listed on my contract?**

The stipends are incorporated by reference into the contract as they were last year. This is a result of an audit exception that we had where the contracts did not reflect the new stipends that were processed after issuance. HR often receives proof of Masters/PhDs right at the beginning of the school year and we have not yet processed the rollover of new district service stipends. So we refer to the Consensus Agreement and indicate that your compensation may also include those stipends as set forth in the agreement.

As we did last year, HR will send out a report in October to let all certified staff know what our records for stipends are so that we can correct our records if necessary. Prior to October you can check your pay statement to see that your stipends have been added.

#### **5. Why can't the district issue a contract with the stipend amounts in them if they already know what they are?**

We can't separate out the ones we know and the ones we do not know yet. The program pulls from the same field. If we included it some would show accurately and some would not – hence the audit exception.

#### **6. I was on a leave of absence, but am back now. Why didn't I get a contract?**

Those staff members who were on a leave of absence at the time the contract information was presented to the Governing Board for approval (May) were not included at the list that was approved. They will be added to the September or October Board List for contract approvals.

#### **7. Does that mean that I won't get paid until then?**

No, your pay will not be delayed. As long as you provided the return to work documentation to Human Resources, you will be active in the system and receive your regular pay.

We hope that this information will help answer your questions. Please let us know if you have additional ones.

Nancy Woll  
Chief Human Resources Officer

Frances Banales  
TEA President

# TUSD



LEA Matters  
Tucson  
Education  
Association

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