

## **Highlights of the Consensus Tentative Agreement**

The TEA Board of Directors recommends ratification. TEA members will soon receive instructions for the online ratification process. (Only TEA members may vote. Potential members received a membership form on the reverse side, which can be submitted to the TEA office via District mail.)

The numbers in parentheses at the end of bulleted items indicate the pertinent Agreement Article numbers.

### **Accomplishments in the face of difficult economic times:**

- ✓ 100% Health Care Benefits (28)
- ✓ No Salary Reductions (30)
- ✓ No Furloughs Days (12)
- ✓ Reinstatement of Personal Day (25)
- ✓ Maintained all Sick Leave Days (25)

### **Changes:**

- Professional Development Opportunities to be determined by a joint committee of TUSD and TEA representatives. (19)
- Secondary student load maximums may be exceeded by no more than two (2), a decrease of one (1) student. (23)
- OT/PT/SLP separate salary schedule with the long-term goal of reducing the Districts cost to contract services. (30)
- Individual contracts have new clarifying language. (32)

### **Impacts:**

- Ratified agreements will be available online only. (3)
- Elementary class size may be exceeded by two (2) students before a teacher assistant is mandated. (22)
- Elementary class size maximums may be exceeded by four (4), rather than three (3) students. (22)
- Secondary caseloads will remain the same; however, individual class sizes shall not exceed 36, an increase of one (1) from the current 35. (23)
- Caseload for Exceptional Education CCSE, CCSM and CCSH may be exceeded by three (3), rather than the current two (2), students. (22)
- Removal of caseload caps for OTs, PTs, and SLPs in conjunction with the new related salary schedule. (22)
- Separation Benefits have been protected for certified employees hired before August 16, 2005. Those hired after that date will be on a new system that will allow them to be paid for up to 500 hours of accrued sick leave upon separation. (24)

### **Legislative Mandates:**

- Arizona Legislative House Bill (HB) 2227 has prohibited the use of seniority to RIF teachers. Rather than further delaying a tentative agreement, the Bargaining Team will finalize RIF language by September 14. (7, 8 & 15)
- Arizona Legislative House Bill (HB) 2227 also prohibited districts from paying for Association released time. The tentative agreement allows for personal or flex time to be used to conduct Association business. (3)

**Remember to vote for pro-public education candidates  
on August 24th or by mail-in ballot!!!**