



Governing Board Agenda Item

Meeting Date: May 14, 2026

From: Dr. Daniel Streeter, Superintendent

Subject: Tentative Agreement with the Marana Education Association

Priority: To recruit, retain, and support highly effective staff, teachers, and leaders

Consent Action Discussion

Background:


Negotiations with the Marana Education Association have been completed. The following items were tentatively agreed upon:

1. Salary:
 - a. Two percent raise to all certified staff, setting aside the provisions of the salary plan, and two percent raise to the current base salaries of the certified staff hiring schedules.
 - b. Two retention stipends of up to \$500 – first stipend dependent on available monies by October 31, 2026; second stipend dependent on available monies by March 31, 2027 – for all certified, exempt, professional non-teaching, and administrative staff members.
 - c. One step on coaches and extracurricular contracts for current employees.
 - d. Two percent increase to all athletic coaching salaries, the addition of five steps to the coaching salary schedule, and the leveling of middle school coaching stipends (e.g., equalizing head and assistant coach pay at the middle school level).
2. Continue coverage of lowest single health insurance premium.
3. Minor changes to Policy GCL, Professional Staff Schedules and Calendars, including the addition that teachers shall receive a minimum of 45 minutes of travel time for travel distances of 10 miles or more.

4. Educator Plan Time
 - a. An optional 7-hour paid planning day available to all returning certified staff during the summer (approximately two weeks before school starts), compensated at \$30/hour. New teachers who are participating in the Induction Program will also be guaranteed at least one day of individual planning time in their classroom, which will be built into the Induction schedule.
 - b. All elementary grade level and secondary core-content collaborative teams may schedule a half-day (0.5) for collaborative team planning during the 2026-2027 school year. This will include Exceptional Student Services collaborative team members. Elective and specialist teachers may submit a proposal to the site administrator or Senior Staff for a half-day (0.5) for professional learning or collaborative team planning.
 - c. For each required full Professional Development (PD) day, a minimum of 90 minutes will be allocated for individual teacher planning time.
 - d. If an elementary teacher receives less than 120 minutes of individual plan time for the week, they will be given that time back elsewhere within that week OR they will be monetarily compensated. A collaborative team can choose to meet during their individual plan time; however, they cannot be required to do so.
5. Child Study Team Stipends
 - a. Create an elementary and K-8 Child Study Team/Child Assistance Team (CST/CAT) stipend to \$1,200 per member and \$1,500 per lead.
6. Discipline Systems
 - a. The Marana Unified School District (MUSD) discipline matrix will be added to the MUSD curriculum website and/or to staff websites to ensure transparency.
 - b. When an educator seeks administrative support with discipline (i.e., office referral), an administrator will communicate the outcome with them in a timely manner.
 - c. Discipline processes will be consistent and standardized across sites. Clear definitions and procedures will be communicated with all educators.
 - d. Administrators will explore ways to expedite the timeline for testing students who are in need of behavior support (i.e., CST/CAT, Success Center referral, counselor/social work support).
 - e. All sites will establish and clearly communicate procedures to staff for referring students who need ongoing support.
 - f. Ensuring that adequate administrators are on site every day will be prioritized when creating District meeting calendars.
 - g. Specific procedures for educators to indicate preference for restorative conversation before students reenter the classroom after a major disruption or event.

Recommended Motion:

I move that the Governing Board approve the tentative agreement with the Marana Education Association.

Approved for transmittal to the Governing Board: 
Dr. Daniel Streeter, Superintendent

Questions should be directed to: Dr. Daniel Streeter, Superintendent
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