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AFT NEWS RELEASE

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Contact:
Haley Odom
haleyodom1@gmail.com
281-974-9581

City Center for Collaborative Learning Charter Employees Win First Union Contract

TUCSON, Ariz.—Teachers and school staff at City Center for Collaborative Learning, a charter school in Tucson, have approved a historic first contract. The contract agreement comes after a monthslong process and close to four months of negotiations. CCCL employees join BASIS Tucson North educators in the Arizona Alliance of Charter Teachers and Staff, AFT Local 6627.

The CCCL chapter is a wall-to-wall union made up of 45 nonsupervisory employees: teachers, educational assistants, student support service workers, front office staff and technology services workers. CCCL's high school and two middle schools educate around 300 sixth- through 12th-grade students.

City High School science and math teacher Rhea Martin said: "We are schools built on the belief that education and community are the ways to fight oppression. And we're showing students a real-world example of the power of organizing."

The four-year contract will include automatic renewal and just cause for discipline—providing job security and due process. The contract establishes a site council for students, parents, staff and administration to meet, ensuring educators and the community have a strong voice in their school and as advocates for their students. It also includes yearly pay increases tied to state per-pupil funding and a transparent pay scale for teachers starting at $53,115.

AFT President Randi Weingarten said: "By pioneering what's possible for charter school educators in Arizona, these educators are not only improving the lives of their families and their students but laying the groundwork to create more educational and economic opportunity for educators, families and communities throughout Arizona. And they know that, together, we can win dignity and opportunity for the future."

CCCL is the second charter school to organize a union and win a union contract in Arizona. During the last two years, the AFT has become the fastest-growing union in the AFL-CIO, adding nearly 60,000 new members in more than 179 newly organized units.

AZ ACTS President Duncan Sohn Hasman said: "The teachers at the CITY schools have shown exactly what the collective bargaining process can do for Arizona teachers. Everyone at AZACTS is very excited for their win and are ready to use it to set the standard for what charter teachers need to thrive in Arizona."

AFT Arizona President Lisa Mendoza said: "City Center for Collaborative Learning's first contract is another powerful step forward for charter educators across Arizona. When educators stand together, organize and demand a voice, they can create meaningful change for themselves, their colleagues and their students. AFT Arizona is proud to stand with CCCL and celebrate what this victory means for the growing movement of charter educators across our state. This is more than a contract. It's another step toward making sure every educator knows: Your voice matters, and you don't have to stand alone."

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The AFT represents 1.875 million pre-K through 12th-grade teachers; paraprofessionals and other school-related personnel; higher education faculty and professional staff; federal, state and local government employees; nurses and healthcare workers; and early childhood educators.