

## URBAN PREP-UNION 2017-2018 WAGE REOPENER TENTATIVE AGREEMENT

### **I. Salary Schedule**

For the 2017-2018 academic year, Bargaining Unit Members will be paid out semi-monthly over a 10-month period (September through June). Salaries of Bargaining Unit Members hired after the start of the academic year and those who leave before the end of the academic year will be prorated. Bargaining Unit Members shall be placed on the salary schedule below in accordance with their years of experience, level of education, and licensure status, effective February 1, 2018. Bargaining Unit Members whose 2016-2017 salaries are higher than their licensure status, experience and level of education would dictate under the salary schedule below shall be placed in the lane that corresponds to their license status and level of education and on the step in that lane closest to but not less than their 2016-2017 salaries, provided that no such Bargaining Unit Member shall receive a raise of less than 1.5% to his/her base salary. Such above-scale Bargaining Unit Members shall remain frozen at their 2017-2018 step placement until their years of experience catch up to the step. Notwithstanding anything else in this agreement, pay raises under this paragraph will be awarded only for current employees as of March 1, 2018 and not for any former employees.

	<b>Licensed</b>			<b>Non-Licens</b>		
<b>Step</b>	<b>BA</b>	<b>MA</b>	<b>PHD</b>	<b>BA</b>	<b>MA</b>	<b>PHD</b>
1	\$50,000.00	\$52,500.00	\$55,000.00	\$45,000.00	\$47,500.00	\$50,000.00
2	\$50,500.00	\$53,000.00	\$55,500.00	\$45,500.00	\$48,000.00	\$50,500.00
3	\$51,000.00	\$53,500.00	\$56,000.00	\$46,000.00	\$48,500.00	\$51,000.00
4	\$51,500.00	\$54,000.00	\$56,500.00	\$46,000.00	\$48,500.00	\$51,000.00
5	\$52,000.00	\$54,500.00	\$57,000.00	\$46,000.00	\$48,500.00	\$51,000.00
6	\$52,500.00	\$55,000.00	\$57,500.00	\$46,000.00	\$48,500.00	\$51,000.00
7	\$53,000.00	\$55,500.00	\$58,000.00	\$46,000.00	\$48,500.00	\$51,000.00
8	\$54,000.00	\$56,500.00	\$59,000.00	\$46,000.00	\$48,500.00	\$51,000.00
9	\$54,500.00	\$57,000.00	\$59,500.00	\$46,000.00	\$48,500.00	\$51,000.00
10	\$55,000.00	\$57,500.00	\$60,000.00	\$46,000.00	\$48,500.00	\$51,000.00
11	\$55,500.00	\$58,000.00	\$60,500.00	\$46,000.00	\$48,500.00	\$51,000.00
12	\$56,000.00	\$58,500.00	\$61,000.00	\$46,000.00	\$48,500.00	\$51,000.00
13	\$56,500.00	\$59,000.00	\$61,500.00	\$46,000.00	\$48,500.00	\$51,000.00

### **II. Outside Service Credit**

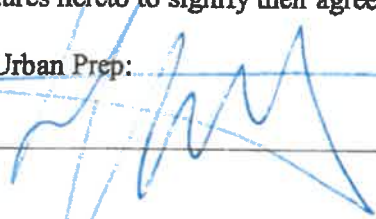
Article 7 of the labor contract shall be amended such that Bargaining Unit Members shall receive step credit for up to seven (7) years of outside teaching experience upon submission to Urban Prep of the employment verification form attached to the contract at Appendix C.

**III. Team Lead Stipends**

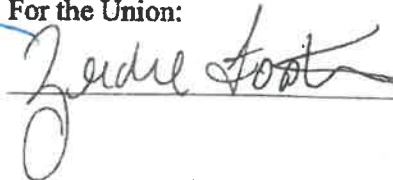
The Team Lead stipend shall remain \$4,000. Urban Prep shall work with the Union to identify and explore ways to standardize the responsibilities of team leads across the network and implement strategies that support the execution of those responsibilities including but not limited to, providing sub-coverage for up to one full day, and providing additional planning and preparation time during professional development days, etc.

IN WITNESS WHEREOF, the parties, by their duly authorized agents, have affixed their signatures hereto to signify their agreement.

For Urban Prep:

  
\_\_\_\_\_  
DATE: 3-8-18

For the Union:

  
\_\_\_\_\_  
DATE: 3-1-18