

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into by and between: LA-ACTS, Chicago Teachers Union Charter Division, Local 1 (hereinafter referred to as "Union") and Youth Connection Leadership Academy, (hereinafter referred to as "YCLA"), and shall apply to the 2020-2021 and 2021-2022 school years and shall amend and modify the terms Article XI Section A, Article XI Section B, Article XI Section C, Article XI Section G, Appendix A, and Appendix B of the Collective Bargaining Agreement by and between the Union and ASPIRA effective July 1, 2018 through June 30, 2022.

Purpose of Memorandum of Understanding

The purpose of this MOU is to memorialize the voluntary agreement reached between the Union and YCLA pursuant to the August 17, 2020 and August 20, 2020 negotiations regarding the Article XI Section G Wages Reopener and Article XI Section B Stipend Language of the collective bargaining agreement ("CBA").

The Union and YCLA agree that for the salary increase for the 2020-2021 and 2021-2022 school year shall be as follows:

- For the 2020-2021 school year, all Bargaining Unit Members shall receive a 6% salary increase. The increase for the 2020-2021 school year shall be retroactive to July 1, 2020 and shall be paid no later than the last day of First Quarter of the 2020-2021 school year. For the 2021-2022 school year, Bargaining Unit Members shall receive a minimum salary increase of 2%, with an additional raise contingent on the average rate of student enrollment between Fall 2020 and Spring 2021. The salary increase for the 2021-2022 school year shall be paid based on the following benchmarks for average student enrollment:
 - If the 2021-2022 average student enrollment is 169 or fewer students, the total salary increase for 2021-2022 shall be 2%;
 - If the 2021-2022 average student enrollment is a minimum of 170 to a maximum of 179 students, the total salary increase for the 2021-2022 school year shall be 3%;
 - If the 2021-2022 average student enrollment is a minimum of 180 students to a maximum of 189 students, the total salary increase for the 2021-2022 school year shall be 4%;
 - If the 2021-2022 average student enrollment is a minimum of 190 students to a maximum of 199 students, the total salary increase for the 2021-2022 school year shall be 5%.
 - If the 2021-2022 average student enrollment is 200 students or greater, the total salary increase for the 2021-2022 school year shall be 6%.
- The 2021-2022 raise beyond a 2% salary increase is contingent based on no decrease to SBB and non-SBB funding. Should either SBB or non-SBB decrease, the following adjustment to the raise shall be as follows:
 - 0%-2% total cuts to combined SBB and non-SBB: no downward impact on salary.
 - Should combined reductions to SBB and non-SBB funding exceed 2%: the salary increase for bargaining unit members shall be decreased by .75% for every full 1% total reduction

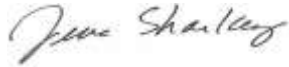
to combined SBB and non-SBB exceeding 2% reductions to total SBB and non-SBB funding.

- The agreed upon salary increases for the 2020-2021 and 2021-2022 school years shall be cumulatively applied to the YLCA minimum Salary Distributions in Appendix B and shall apply to all new hires and recalled bargaining unit members.

The Union and YCLA agree that the Stipends of Appendix A shall increase for the 2020-2021 and 2021-2022 school years as follows:

- All Stipends shall receive a cumulative increase equal to the annual salary raise. For the 2020-2021 school year, Stipends shall receive a 6% cumulative increase. For the 2021-2022 school year, Stipends shall receive a cumulative increase equal to the annual salary increase for 2021-2022.

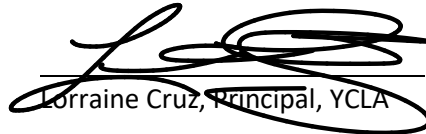
By no later than September 30, 2020, YCLA shall provide the Union with the recruitment plan for the 2020-2021 school year. YCLA shall take the Union's recommendations on the recruitment plan into consideration.



Jesse Sharkey, President, CTU

August 28, 2020

Date



Lorraine Cruz, Principal, YCLA

September 11, 2020

Date