

MEMORANDUM OF AGREEMENT

The Negotiating Subcommittee of the Board of Trustees for the Advanced Math and Science Academy Charter School (hereinafter "the School"), acting subject to the ratification of this Memorandum of Agreement (hereinafter "the Agreement") by the School's Board of Trustees to whom the subcommittee agrees to recommend acceptance, and the Negotiating Team of the AMSACS Teachers, Teamsters Local 170 (hereinafter "the Union"), acting subject to the ratification of this Agreement by the membership of the Union to whom the Negotiating Team agrees to recommend acceptance, hereby mutually agree to the following terms and conditions of settlement of the contract negotiations for the successor Collective Bargaining Agreement that will be in effect for the three-year period from August 24, 2024 through August 23, 2027.

1. All terms and provisions of the predecessor Collective Bargaining Agreement that were effective from August 24, 2021 through August 23, 2024 shall, except as modified by the terms of this Memorandum, be extended for a three-year period from August 24, 2024 through August 23, 2027.
2. All references to dates in the successor Collective Bargaining Agreement shall be changed to reflect the terms of the successor Agreement unless otherwise provided for in this document.
3. Any written interim agreements that have been entered into by the parties since the ratification of the predecessor Collective Bargaining Agreement and that require the modification of existing contract language shall be incorporated into the new Collective Bargaining Agreement.

4. Article IX, first paragraph. Add the following new language at the end of the first paragraph: "Paid time off (PTO) may be taken in hourly increments, at the employee's option."
5. Article IX, fourth paragraph. Amend the first sentence to read as follows: "Each year, at the employee's option, all unused "paid time off" (PTO) earned in that particular year may be sold back to the school at the end of that school year at the daily substitute rate, but no less than \$125.00/day."
6. Article X. Amend the language in this article to read as follows: "Up to five (5) working days of leave with pay shall be granted to salaried employees upon request to make arrangements for and/or attend funeral services, memorial services, celebrations of life, etc., for immediate family. Immediate family includes spouse, parents, step-parents, children, step-children, brothers, step-brothers, sisters, step-sisters, grandparents, grandchildren, and relatives residing in the employee's household, and the same for the employee's spouse's family. Three (3) days of leave with pay shall be granted to salaried employees upon request to make arrangements for and/or attend funeral services, memorial services, and celebrations of life for aunts, uncles, nieces, and nephews (non-immediate family). Should the employee need to travel 1,500 miles or more one-way, paid leave shall be extended to seven (7) days for immediate family and five (5) days for non-immediate family. Bereavement leave may be taken in consecutive or non-consecutive days, provided that all time for an individual's death must be taken within one year of the individual's death."
7. Article XI, third sentence. In the third sentence, change the number of paid days for jury duty from five (5) to ten (10) days.

8. Article XII. Add the holiday of Juneteenth as the new #6 and re-number the remaining holidays. #6 shall read as follows: "Juneteenth, provided the school year runs through at least June 19th."
9. Article XIV, second paragraph. In the second sentence of the second paragraph, change the compensation per extra class from \$35.00 to \$40.00 per class. In the second sentence, revise the language as follows: "Bargaining Unit Employees shall be compensated at \$40.00 per extra class period at any time when such time exceeds fifty (50) periods of instruction in any two (2) week period, or when said employees are supervising students for twenty (20) minutes or more (including directed study/study hall), except for lunch periods, dismissal, intake and other regularly assigned duties."
10. Article XIV. Delete the last paragraph in this article, which reads as follows:
~~"Employees covered by this collective bargaining agreement who lose at least two (2) entire senior classes during the month of May can be called upon to sub for one (1) class during a given day for the remainder of the school year without receiving extra compensation. Employees who lose four (4) classes can be called upon to sub for two (2) classes for the remainder of the school year without receiving additional compensation."~~
and replace with the following language:
"Employees covered by this collective bargaining agreement who lose at least two (2) entire classes due to a field trip or the end of senior classes can be called upon to sub for one (1) class during a given day for the remainder of the school year without receiving extra compensation. Employees who lose four (4) classes can be called upon to sub for two (2) classes for the remainder of the school year without receiving additional compensation."

11. Article XV. Amend the first sentence of this article to read as follows: "Any Bargaining Unit Employee who advances from one level of licensure to a higher level of licensure after they have started working for the School will receive an automatic increase to his or her base salary as follows: \$2,000 for moving from provisional to initial licensure and \$3,000 for moving from initial to professional licensure, which shall be prorated according to the percentage of the work year during which it was received."

12. Article XVI. Amend the salary schedule as follows:

a. Effective August 24, 2024, Bachelor's minimum salary shall be increased to \$51,000.00.

b. Effective August 24, 2024, Master's minimum salary shall be increased to \$53,000.00.

c. Effective August 24, 2024, adjust the floors as follows:

upon completion of 5 years as a full time AMSA teacher	\$65,000.00
upon completion of 7 years as a full time AMSA teacher	\$72,000.00
upon completion of 10 years as a full time AMSA teacher	\$77,000.00
upon completion of 12 years as a full time AMSA teacher	\$81,500.00
upon completion of 15 years as a full time AMSA teacher	\$88,000.00
upon completion of 17 years as a full time AMSA teacher	\$96,000.00

Effective August 24, 2026 (Year Three of contract), increase each floor by

\$1,000.00 to read as follows:

upon completion of 5 years as a full time AMSA teacher	\$66,000.00
upon completion of 7 years as a full time AMSA teacher	\$73,000.00
upon completion of 10 years as a full time AMSA teacher	\$78,000.00

upon completion of 12 years as a full time AMSA teacher	\$82,500.00
upon completion of 15 years as a full time AMSA teacher	\$89,000.00
upon completion of 17 years as a full time AMSA teacher	\$97,000.00

- d. Salary increases:
- i. Year One (August 24, 2024 through August 23, 2025) – Eight percent (8%) increase for teachers with salaries between \$48,000 and \$60,000; Five percent (5%) increase for teachers with salaries between \$60,001 and \$76,000; Four percent (4%) increase for teachers with salaries above \$76,000.
 - ii. Year Two (August 24, 2025 through August 23, 2026) – Four percent increase (4%).
 - iii. Year Three (August 24, 2026 through August 23, 2027) – Three and one-half percent increase (3.5%).
13. Article XIX. In the first sentence, amend the language to read as follows: “To request time off, the employee must complete the request using a Request for Time off Form the AMSA-approved electronic system, which must be approved by their Direct Supervisor and the Principal.”
14. Article XIX. Under Administrative FMLA paid leave bank days, delete the words, “with consultation, as appropriate, from the School Nurse or School Psychologist.”
15. Article XXII. Delete the current language in section a, set forth below, and replace with the following new language in sections a-1 and a-2.
- a. ~~After School Meetings. Bargaining Unit Employees will not be required to attend more than two (2) after school meetings per month, namely one (1) all-staff meeting and one~~

~~(1) department meeting. The Executive Director shall determine the dates, times, and subject matter of the meetings. Grade level meetings will occur for lower school grades only, during school hours, and during scheduled Directed Study periods. Students will be supervised by non-teaching staff during these scheduled meetings. In situations where it is determined by the principal or designee that additional assistance is needed with supervising students, Bargaining Unit Employees may be called upon to supervise students as a duty. In this instance, two (2) of the duties from the Bargaining Unit Employee's regular duty schedule will be covered within the next scheduling cycle. Any Bargaining Unit Employee whose child attends AMSACS and whose child needs to access AMSACS' after school childcare program while the Bargaining Unit Employee parent attends any of these two (2) after work meetings will not have to pay the after school childcare fee. Bargaining Unit Employees who are in their first year working at AMSACS may be expected to attend one (1) additional after school meeting per quarter to accommodate time for mentoring program meetings.~~

"a-1. After-School Meetings: Bargaining Unit Employees will be required to attend two (2) monthly after-school meetings. The Executive Director and/or the Principal shall determine the meetings' dates, times, and subject matter. Bargaining Unit Employees in their first year working at AMSACS may be expected to attend one (1) additional after-school meeting per quarter to accommodate time for mentoring program meetings. Any Bargaining Unit Employee whose child attends AMSACS and whose child needs to access AMSACS' after-school childcare program while the Bargaining Unit Employee-parent attends any of these two (2) after-work meetings will not have to pay the after-school childcare fee.

- a-2. Additional Supervision: In situations where it is determined by the principal or designee that additional assistance is needed with supervising students, Bargaining Unit Employees may be called upon to supervise students as a duty. In this instance, two (2) of the duties from the Bargaining Unit Employee's regular duty schedule will be covered within the next scheduling cycle.”
16. Article XXII, b. Amend the language in this section to read as follows:
“Bargaining Unit Employees who are asked or have been approved, in writing, to create a course curriculum will receive a one-time payment of \$1500 for each curriculum created and submitted to the Principal, Academic Department Chair, and posted to AMSAC’s electronic depository.”
17. Article XXII, n. Amend the language in this sub-section to read as follows: “In the event of a pandemic, epidemic, or other public health emergency . . .”
18. Article XXII, p. (new sub-section). Add the following language as a new sub-section p:
“All teachers will update grades in a timely and regular fashion. Best practices will be articulated in the communications protocol document.”

BOARD OF TRUSTEES OF THE
ADVANCED MATH AND SCIENCE ACADEMY
CHARTER SCHOOL

Mama Navi White
AMSACS

8/1/24
Date

AMSACS TEACHERS, TEAMSTERS LOCAL 170

[Signature]
AMSACS TEACHERS, TEAMSTERS LOCAL 170

8/1/24
Date