

MEMORANDUM OF AGREEMENT

September 25, 2017

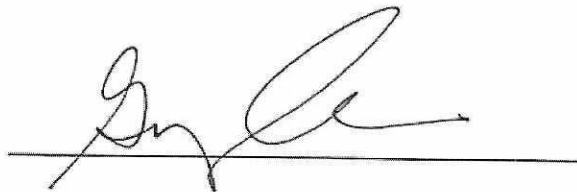
The bargaining teams of Marion P. Thomas Charter School Board of Trustees and Marion P. Thomas Education Association hereby agree to a successor collective bargaining agreement, subject to ratification by the Board of Trustees and Association membership, as follows:

1. This Agreement shall run from July 1, 2017 through June 30, 2018.
2. Preamble shall be revised to include new mission statement, which mentions staff.
3. Salaries for Association members shall increase by two and one quarter percent (2.25%), retroactive to July 1, 2017, inclusive of increment. Parties agree to mutually develop salary guides.
4. The parties shall recommence negotiations for an agreement beyond June 30, 2018, on or before February 2018.
5. As to Art. VI, 12 month employees shall be eligible for 11 or more holidays. The following are guaranteed holidays: New Year's Day, Martin Luther King Holiday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.
6. As to Art. XII, part time hourly employees are eligible for sick days, with hours pro-rated to such employees' work schedules.
7. As to Art. XIII, first year new employees shall also be eligible for one (1) personal day, effective July 1, 2017.
8. All other terms to the agreement which expired on June 30, 2017 shall continue in full force and effect unless otherwise affected herein.

For the Association



For the Marion P. Thomas Charter School
Board of Trustees



Marion P. Thomas Education Association
Salary Guides

<i>Teachers</i>			<i>Social Workers (10 Month)</i>		
Step	2016-17	2017-18	Step	2016-17	2017-18
1	55,200	55,200	1	64,890	65,090
2	55,200	55,975	2	65,972	66,172
3	55,329	56,004	3	67,594	67,794
4	55,649	56,324	4	68,675	68,875
5	55,969	56,644	5	69,757	69,957
6	56,812	57,037	6	70,838	71,038
7	57,047	57,722	7	71,920	72,120
8	58,396	58,621	8	73,001	73,201
9	59,798	60,023	9	74,083	74,283
10	61,252	61,477	10	75,164	75,364
11	61,563	62,238	11	76,246	76,446
12	62,786	63,011	12	77,327	77,527
13	64,360	64,585	13	78,409	78,609
14	65,984	66,209	14	79,490	79,690
15	67,660	67,885	15	81,113	82,013
16	68,710	68,935			
17	70,928	71,153			
18	73,653	73,878			
19	76,886	77,786			

<i>Stipends</i>	2016-17	2017-18
Lead Teacher, Academic Coach, Data Analyst	\$ 8,115	\$ 8,298

<i>Assistant Teachers</i>	2016-17		2017-18	
	BA	CE/CEA	BA	CE/CEA
Step 1	34,469	37,991	34,894	38,416
2	34,790	38,311	35,215	38,736
3	35,110	38,631	35,535	39,056
4	35,430	38,951	35,855	39,376
5	35,755	39,276	36,180	39,701
6	35,857	39,510	36,482	39,935
7	36,122	40,110	36,547	40,535
8	37,105	41,108	37,330	41,533
9	38,295	42,315	38,520	42,740
10	39,692	43,108	40,592	44,008

<i>One-on-One Aides</i>	2016-17			2017-18		
	HS Dipl/ Praxis	Assoc/ 60 cred	BA	HS Dipl/ Praxis	Assoc/ 60 cred	BA
Step 1	20,000	24,000	26,000	20,300	24,300	26,300
2	20,300	24,360	26,390	20,600	24,660	26,690
3	20,605	24,725	26,786	20,905	25,025	27,086
4	21,120	25,343	27,456	21,420	25,643	27,756
5	21,648	25,977	28,142	21,948	26,277	28,442
6	22,189	26,626	28,846	22,489	26,926	29,146
7	22,744	27,292	29,567	23,044	27,592	29,867
8	23,426	28,111	30,454	23,726	28,411	30,754

Custodian/Maintenance/Parent Liaison

Step	2016-17	2017-18
1	34,528	34,878
2	34,795	35,145
3	35,062	35,412
4	35,328	35,678
5	35,905	36,255
6	36,134	36,484
7	36,994	37,344
8	37,380	37,730
9	38,168	38,518
10	39,008	39,358
11	39,330	40,230

Full Time Security

Step	2016-17	2017-18
1	26,888	26,988
2	27,902	28,002
3	28,916	29,016
4	29,929	30,029
5	30,943	31,043
6	31,747	31,847
7	32,445	32,545
8	33,574	33,674
9	34,703	34,803
10	35,831	35,931
11	37,260	37,860

Stipends	2016-17	2017-18
On Call Black Seal Operator (6:00 am to 2:00 pm shift)	\$ 2,000	\$ 2,080
Maintenance Employee assigned to 1:00 pm to 9:00 pm shift	\$ 1,000	\$ 1,040

Hourly Employees

All rates are per hour

	2016-17	2017-18
Cafeteria A	\$10.93	\$11.18
Cafeteria B	\$11.26	\$11.51
Cleaners	\$16.39	\$16.76
Receptionist	\$10.04	\$10.27
Floater-PreK	\$16.79	\$17.17

Non-Certificated Supervisors/Managers

	2016-17	2017-18
Cafeteria Supv	\$22,335	\$22,838

Longevity Provision for all employees

	2016-17	2017-18
Following 10 academic years of service to MPTCS	\$1,500	\$1,534
Following 15 academic years of service to MPTCS	\$3,000	\$3,068

These amounts are non-cumulative

*Parent Liaisons and Speech Pathologists will receive an increase of 2.25% over their current salaries,