



United Teachers of New Orleans

**MEMORANDUM OF UNDERSTANDING**  
between Advocates for Academic Excellence in Education  
and United Teachers of New Orleans

October 20th, 2022  
New Orleans, Louisiana

The following changes fall within section  
XV. COMPENSATION AND BENEFITS

**Part 1**

**Original Language:**

Compensation

The 2020-2021 salary scale shall continue in effect during the 2021-2022 school year, plus \$800 at each step as called for in SCR2. In the event that further legislation is passed raising salaries prior to a reopener, that shall be applied to the existing step levels as well.

2022-2023 salary scale shall be reopened for good faith negotiations between May 1, 2022 and September 1, 2022.

2023-2024 salary scale shall be reopened for good faith negotiations between May 1, 2023 and September 1, 2023.

2024-2025 salary scale shall be reopened for good faith negotiations between May 1, 2024 and September 1, 2024.

**Modified Language:**

Compensation

The below salary scales shall be in effect for the 2022-2023 school year, 2023-2024 school year, and 2024-2025 school year. It will be applied retroactively and become effective August 1st, 2022. In the event that further legislation is passed raising salaries, they shall be applied to the existing step levels as well.

This language is to supersede the language in section XIX. MISCELLANEOUS related to a salary scale reopener. The salary scale will be renegotiated as part of the next full contract negotiations.

BFHS Salary Scale for 22-23					
Yrs	BA	MA (+1500)	MA+30 (+2000)	Ph. D (+3000)	SPEC. (+2500)
0	48,000	49,500	50,000	51,000	50,500
1	49,000	50,500	51,000	52,000	51,500
2	50,000	51,500	52,000	53,000	52,500
3	51,000	52,500	53,000	54,000	53,500
4	52,000	53,500	54,000	55,000	54,500
5	53,000	54,500	55,000	56,000	55,500
6	54,000	55,500	56,000	57,000	56,500
7	55,000	56,500	57,000	58,000	57,500
8	56,000	57,500	58,000	59,000	58,500
9	57,000	58,500	59,000	60,000	59,500
10	58,000	59,500	60,000	61,000	60,500
11	59,000	60,500	61,000	62,000	61,500
12	60,000	61,500	62,000	63,000	62,500
13	61,000	62,550	63,150	64,000	63,500
14	62,000	63,500	64,000	65,000	64,500
15	63,000	64,500	65,000	66,000	65,500
16	64,000	65,500	66,000	67,000	66,500
17	65,000	66,500	67,000	68,000	67,500
18	66,000	67,500	68,000	69,000	68,500
19	67,000	68,500	69,000	70,000	69,500
20	68,000	69,500	70,000	71,000	70,500
21	69,000	70,500	71,000	72,000	71,500
22	70,000	71,500	72,000	73,000	72,500
23	71,000	72,500	73,000	74,000	73,500
24	72,000	73,500	74,000	75,000	74,500
25	73,000	74,500	75,000	76,000	75,500
26	74,000	75,500	76,000	77,000	76,500
27	75,000	76,500	77,000	78,000	77,500
28	76,000	77,500	78,000	79,000	78,500
29	77,000	78,500	79,000	80,000	79,500
30+	78,000	79,500	80,000	81,000	80,500

#### Study Hall Proctors

1st year at Franklin (or '22) = \$34,000  
plus \$400 per year

#### Teacher/SH Proctor Split

$$\text{Pay} = (y/8)*s + (x/6)*c$$

x = placement on salary scale

y = base study hall proctor from above

s = # of study halls proctored

c = # of classes taught

<b>BFHS Salary Scale for 23-24 &amp; 24-25</b>					
<b>Yrs</b>	<b>BA</b>	<b>MA (+1500)</b>	<b>MA+30 (+2000)</b>	<b>Ph. D (+3000)</b>	<b>SPEC. (+2500)</b>
0	48,000	49,500	50,000	51,000	50,500
1	49,000	50,500	51,000	52,000	51,500
2	50,000	51,500	52,000	53,000	52,500
3	51,000	52,500	53,000	54,000	53,500
4	52,000	53,500	54,000	55,000	54,500
5	53,000	54,500	55,000	56,000	55,500
6	54,000	55,500	56,000	57,000	56,500
7	55,000	56,500	57,000	58,000	57,500
8	56,000	57,500	58,000	59,000	58,500
9	57,000	58,500	59,000	60,000	59,500
10	58,000	59,500	60,000	61,000	60,500
11	59,000	60,500	61,000	62,000	61,500
12	60,000	61,500	62,000	63,000	62,500
13	61,000	62,500	63,000	64,000	63,500
14	62,000	63,500	64,000	65,000	64,500
15	63,000	64,500	65,000	66,000	65,500
16	64,000	65,500	66,000	67,000	66,500
17	65,000	66,500	67,000	68,000	67,500
18	66,000	67,500	68,000	69,000	68,500
19	67,000	68,500	69,000	70,000	69,500
20	68,000	69,500	70,000	71,000	70,500
21	69,000	70,500	71,000	72,000	71,500
22	70,000	71,500	72,000	73,000	72,500
23	71,000	72,500	73,000	74,000	73,500
24	72,000	73,500	74,000	75,000	74,500
25	73,000	74,500	75,000	76,000	75,500
26	74,000	75,500	76,000	77,000	76,500
27	75,000	76,500	77,000	78,000	77,500
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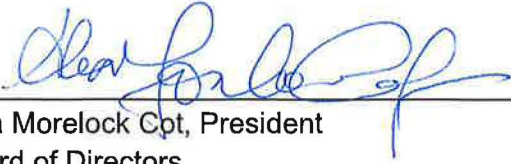
c = # of classes taught

#### **Rationale:**

The updated scale is the result of good faith negotiations between AAEE and UTF.

#### **Fiscal Implications:**

The AAEE Board of Directors has a fiduciary responsibility to approve a balanced budget annually. This Memorandum of Understanding is possible with the mutual understanding that budgets for the next three years include non-recurring federal funds and require the roll-over of budget surplus at the end of each year. The fiscal implications of this Memorandum of Understanding have been discussed and debated extensively through the negotiation process. It is understood and agreed upon by both management and labor that, due to the large fiscal impact of standardizing the pay scale, any increase of this scale through the expiration of the current Collective Bargaining Agreement will only occur as a result of mandated raises enacted by the state legislature.



Alea Morelock Cpt, President  
Board of Directors  
Advocates for Academic Excellence in Education, Inc.

10/20/2022

Date



Dave Cash, President  
United Teachers of New Orleans

10/20/2022

Date