



United Federation of Teachers
A Union of Professionals

The Union Difference

WHO DECIDES?	EMPLOYEES WITHOUT A UNION	EMPLOYEES WITH A UNION
SALARY	<i>The employer decides</i> KIPP makes an offer to an employee who can take it or leave it. Management could make promises but there is no guarantee.	<i>Salary is negotiated</i> Employees and administration agree on a method for setting a salary schedule that recognizes experience and education. Negotiation would include an accurate calculation time worked above the DOE.
CLASS SIZE	<i>The employer decides</i> KIPP determines # of students per class which can change at any time. Staff input not required.	<i>Class size is negotiated</i> Employees and administration discuss and decide together based on space and teacher input.
EVALUATION PROCEDURE	<i>The employer decides</i> Teacher evaluations and consequences can change at any time. Eval process or rubric is changed without teacher input. Teachers with good evaluations may be fired without cause.	<i>Evaluation procedures are negotiated</i> The administration and teachers discuss the best way to evaluate teacher performance and agree to a process and a rubric that holds teachers accountable for their performance in a fair and transparent process.
PLANNING PERIODS	<i>The employer decides</i> KIPP may reduce or eliminate planning periods.	<i>Planning periods are negotiated</i> Employees and admin discuss how many planning periods each day and how long. Cannot be cancelled or reduced.
SICK AND PERSONAL TIME (PTO DAYS)	<i>The employer decides</i> KIPP can reduce the # of PTO days or add restrictions any time. Currently there are six days allotted.	<i>PTO days are negotiated</i> Employees and admin agree on # of PTO days, procedure for using a sick day and retention in a leavebank. The contracts provides for ten days for a 10 month period.
HEALTH INSURANCE AND RETIREMENT	<i>The employer decides</i> The administration decides your health care and retirement plans. Employee contributions may increase at the employer's discretion.	<i>Health insurance and retirement plans are negotiated</i> Employees can have a say over the health care and the retirement plan that works best for them. There is currently no contribution for healthcare.
SCHOOL YEAR	<i>The employer decides</i> Once school has met minimum days required by law, it can add days at its discretion, i.e. extend school year or require staff to perform duties on weekends without compensation.	<i>School year is negotiated</i> Days beyond minimum required by law are agreed to by administration and employees.
WORK HOURS	<i>The employer decides</i> Start and end times of day can be changed at any time; hours can be added with no increase in salary.	<i>Work hours are negotiated</i> Start and end times are discussed and agreed upon. Employees may work late but cannot be penalized for leaving at formal close of day.
TERMINATIONS	<i>The employer decides</i> Any KIPP employee can be fired at any time for any, or no reason.	<i>Employees have due process & just cause rights</i> Employees can be terminated for wrongdoing or substandard performance. Good teachers have job security. There is a fair and transparent process for all.