Key Elements to the Tentative Agreement of the Collective Bargaining Agreement for the 2022-23 Contract Year



Bargainable Topics

- Salary
- Benefits
- ECAs
- Language

Bargaining Unit Composition

- 284 Teachers
  - 235 Returning Teachers
  - 49 New Teachers

Our Guiding Principles

- We are committed to ensuring teachers take home more money each year than they did the previous year.
- We must operate responsibly within our budget
  - Immediate & Long Term
- We value the total compensation package we provide our teachers
- We are mindful of teacher recruitment and retention when we come to the bargaining table each year and place an equal emphasis on both

Budget for Teacher Salary Increases

❖ New Money from State Tuition Support (60%)	=	$568,950
❖ Referendum $ (Paid one year in advance)	=	$562,500
❖ Cash Balance (Contingency $$$)	=	$240,000
TOTAL		$1,371,450

PLUS:

❖ Cash Balance (Contingency $$$) for 1x stipend	=	$426,000

Progression to a Settlement

	Sept. 8	Sept. 29	Oct. 27
Raise to Base (permanent $)	**$3,965**	**$3,985**	**$3,140**
Step (permanent $)	$1,020	$1,020	$2,040
Catch-up (permanent $)	Additional step for 50 teachers on list	Additional step for 29 teacher on list	Additional step for 29 teacher on list
Bonus (1x $)	**$1,500**	**$1,500**	**$1,500**
Total	$6,485	$6,505	$6,680

How Available $$$ for Salary Increases Will Be Applied

- Raise to the Base for Every Teacher = $3,140
  - *New Salary Range becomes $45,305 - $87,125*
- 2 Steps on Scale for Qualifying Teachers = $2,040
- Catch-up Provision - One additional step on scale for eligible teachers (29) = $1,020
- One-time Bonus for Every Teacher = $1,500
  - HSA
  - 401(a)
  - Stipend

Other Compensation

- $7,500 increase to the ECA Base
  - New Base = $42,124
  - ECA positions are now broken down into four categories
    - Academics ~ Athletics ~ Leadership ~ Clubs

- $1,000 sign-on bonus for any new teacher hired after ratification

Health Insurance Premiums

Rate increases for 2023

2023 Per Pay Premium Contributions for Employees						
Plan	Projected # Enrolled	Current ECPM	2023 ECPM	Increase Per Pay	Annual Increase	% Change
PPO - EO	39	$74.33	$79.00	$4.67	$121.42	6.28%
PPO - E+S	5	$207.63	$216.97	$9.34	$242.84	4.50%
PPO - E+C	4	$176.49	$184.42	$7.93	$206.18	4.49%
PPO - Fam	15	$332.21	$347.14	$14.93	$388.18	4.49%
HSA 2.5 - EO	23	$49.33	$53.52	$4.19	$108.94	8.49%
HSA 2.5 - E+S	6	$154.26	$162.64	$8.38	$217.88	5.43%
HSA 2.5 - E+C	5	$132.15	$139.27	$7.12	$185.12	5.39%
HSA 2.5 - Fam	13	$244.99	$258.39	$13.40	$348.40	5.47%
HSA 5 - EO	74	$30.39	$33.72	$3.33	$86.58	10.96%
HSA 5 - E+S	27	$69.40	$76.06	$6.66	$173.16	9.60%
HSA 5 - E+C	20	$59.92	$65.58	$5.66	$147.16	9.45%
HSA 5 - Fam	99	$109.40	$120.06	$10.66	$277.16	9.74%
	330					

Notable Language Items

- Professional Development Pay (outside of contract time)
  - Up $5 from $30 to $35 per hour (participants)
  - Up $5 from $35 to $40 per hour (presenters)
- Case Conference Pay (outside of contract time)
  - Up $3 from $37 to $40 per hour
- Hiring and Placement
  - Allows the superintendent to hire Special Ed. teachers two levels above their years of experience

Notable Language Items (cont.)

- Transfer of Sick Days
  - 100% of sick days will be transferred upon employment for any new teacher to Mt. Vernon
- Bereavement Days
  - Increasing the number of days from 5 to 10 for death of a spouse, child/stepchild or unborn child
- Association Days
  - 5 days per year for the four Executive Members of MVCTA
  - 1 day per year per CTA member (no more than 1 teacher per building per day)
- 2 Additional Teacher Work days (discussible)

Final Thoughts

- Thank you to the bargaining team members for both the district and the teachers' association.
  - Historic raises were given out this year thanks to the additional money from the referendum as well as our continued growth and additional state funding. (more than double the average raise given over the past five years)
- Contract Ratification
  - CTA ratified the new contract with a 95% pass rate
  - Board Ratification - next Monday, November 14 at 6PM (board room)
- Next Year
  - Compress the salary schedule
  - Continue addressing those teachers who are behind on the salary schedule
  - ECAs - ECA base, Flex Clubs, placement on scale based on time & effort
    - Interspace Bargaining - committee work throughout the year