

Key Elements to the Tentative Agreement of the Collective Bargaining Agreement for the 2023-24 Contract Year





Interest-Based Bargaining

Process:

- ❖ Worked collaboratively in whole group and small group settings
- ❖ Developed a list of Shared Interests
- ❖ Identified Options to address our shared interests
- ❖ Prioritized our options in small groups
- ❖ Worked towards consensus to agree on prioritized options
- ❖ Settled on a pool of money to distribute amongst the BU from the new money granted by the IDOE (\$1,170,000 = 65% of the new money)



Components of the New Agreement

SALARY:

- ❖ New salary schedule appropriately places ALL teachers on the scale based on their total years of teaching experience in a public school setting
 - Some teachers will receive a higher raise than others (average range = \$1,020 - \$3,060)
 - Those teachers (9) not receiving a raise will receive a one-time stipend of \$1,020
 - Choice between: 1) cash payment, 2) HSA contribution, 3) 403(b) contribution
 - Resets the salary schedule (from 40 steps to 38 steps)
 - No more need for catch-up provisions
 - Goal is to continue condensing salary schedule in future years
 - Moving forward, it will allow BU members to receive equitable pay increases
- ❖ New Salary Schedule → Range: \$47,385 - \$87,125
- ❖ 4.94% overall increase to the BU (\$860,850 before TRF & FICA; \$1,031,000 after)



Components of the New Agreement

LANGUAGE:

- ❖ Removes superintendent discretion to allow for additional step(s) for a new teacher hire
- ❖ Each new teacher hired after board ratification will receive a \$2,000 signing bonus
 - 1st \$1,000 installment will be in the first paycheck issued upon employment
 - 2nd \$1,000 installment will be in the first paycheck issued in June
- ❖ \$2,000 stipend for LRE 52 Special Education Teachers (Essential Skills and L.I.F.E Center teachers)



Components of the New Agreement

LANGUAGE (cont.):

- ❖ Allows teachers to rollover one personal day to the following school year (capped at 5 per year)
- ❖ New teachers attending New Teacher Orientation will earn \$35/hour (PD rate) vs. their per diem rate
- ❖ Retro pay and adjusted salaries will be administered during the October 27 payroll (within in 45 days of board ratification)



Components of the New Agreement

ECAs:

- ❖ ECA Base Salary moves from \$42,124 to \$45,305
 - Helps those who serve in those roles earn more money based on the index assigned to that position.
- ❖ Additions and minor adjustments to the ECA schedule - noted within the new ECA schedule



Components of the New Agreement

INSURANCE:

- ❖ Premium rates for the 2024 plan year have not been established yet.
- ❖ MVCSC & MVCTA agree to continue the percentage splits for increased insurance rates that were agreed upon during the 2020-21 contract year:
 - PPO: 67 Employer / 33 Employee
 - HSA 1: 70 Employer / 30 Employee
 - HSA 2: 75 Employer / 25 Employee

Final Thoughts



- ❖ Thank you to Amy Matthews and Becky Slayton for facilitating this new collaborative approach to bargaining.
- ❖ Thank you members of the MVCTA and MVCSC who participated in this year's bargaining process.
- ❖ Moved from Skeptical to Confident using the Interest-Based Bargaining Process
- ❖ Outcome addresses our commitment to teacher retention & attraction
- ❖ Contract Ratification
 - CTA ratified the new contract with a 98% pass rate
 - Board Ratification - next Monday, September 18 at 7PM (board room)