

Mt. Vernon Board of School Trustees

Mt. Vernon Board of School Trustees
Mt. Vernon Administrative Service Center
Thursday, September 14, 2023
6:00pm - 7:00pm

Present: Mrs. Kellie Freeman, School Board Member ; Dr. Jack Parker, Superintendent; Mr. Chris Smedley, Assistant Superintendent; Mrs. Shannon Walls, School Board Member; Mr. Greg Elkins, Chief Financial Officer; Chad Gray, School Board President; Phil Edwards, School Board Member; Carla Nugent, Administrative Assistant

Absent: Mrs. Maria Bond, Director of Community Relations; Mrs. Laura Durig, SpEd Director; Mr. Tony May, School Board Member; Mr. Derek Shelton, Director of Operations; Dr. Scott Shipley, Director of Curriculum; Lisa Heitman, Finance Dept; Seth Hamilton, Directory of Technology

1 Pledge of Allegiance (6:00 PM)

Chad Gray, School Board President

Minutes:

Mr. Gray led the Pledge of Allegiance.

2 Call to Order

Chad Gray, School Board President

Minutes:

Mr. Gray called the meeting to order at 6pm.

3 Discussion on Terms of the Tentative 2023-24 Collective Bargaining Agreement

Mr. Chris Smedley, Assistant Superintendent

Minutes:

Mr. Smedley presented the updated terms of the Collective Bargaining agreement. He shared his appreciation to both parties working together on shared interest to come to an agreement. He explained the new process this year and thought it went well.

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)

Salary:

[list content too large]

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)
- 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)

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

INSURANCE:

[list content too large]

Mrs. Freeman inquired about the five personnel days. Can they all be used at once or if permission will be needed? Mr. Smedley stated days off go through the principal and it can be looked at in the future. Mrs. Freeman asked how the insurance rates were compared to districts. Mr. Smedley stated MV pays an 88% share and after doing research the average is a 75% share payout. Mr. Smedley commented on the three straight days spent working on the agreement. He expressed his appreciation for Amy Matthews, the CTA members, district reps and administration staff working together on the agreement. He appreciated the process and thinks this will help with teacher retention. He was happy to announce the CTA had a 98% ratification. The agreement will be presented to the board Monday night for approval. Mr. Gray inquired about the salary schedule and how it was condensed. Mr Smedley shared the process. They will look to continue to condense this scale in future year as it will help the teachers. Mr. Gray asked about the \$2000 sign on bonus and it will have teachers drop in pay. Mr. Smedley explained why that was classified as a stipend not a payout. In the future a two year contract could be reached to help with budgeting. Mrs. Freeman liked the idea of a 2 year contract. Mrs. Freeman expressed her appreciation for the administration team and teachers that served on the committee. The time to meet and be out of the classroom is appreciated to make this work. Smedley agreed and again thanked everyone for their time and commitment to working together to get the best outcome for the teachers.

Attachments:

[2023-24 CollectiveBargainingAgreement - FINAL.pdf](#)
[Key Elements to 2023-24 CBA 2 .pdf](#)

4 Adjournment

Chad Gray, School Board President

Minutes:

Mr. Gray asked for a motion to adjourn the meeting. Mr. Edwards made a motion to adjourn the meeting. Mrs. Walls seconded the motion. Motion carried 4-0. Meeting adjourned at 6:20pm.