# MEMORANDUM OF AGREEMENT

MEMORANDUM OF AGREEMENT dated this day of August 2022 by and between the negotiating representatives of the BOARD OF EDUCATION OF THE MOUNT VERNON CITY SCHOOL DISTRICT (hereinafter referred to as the "BOARD" and/or "DISTRICT") and the negotiating representatives of the MOUNT VERNON ADMINISTRATORS GROUP (hereinafter referred to as the "UNION" or "MVAG").

### A. General

The labor agreement between the parties for the period of July 1, 2013 – June 30, 2019, expired on June 30, 2019. The parties herewith agree that said agreement shall be modified effective as of July 1, 2019, to the extent set forth herein, as a result of their collective bargaining for a successor agreement to said expiring contract. Except for the changes to said agreement expressly set forth herein and changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

### B. Contingencies

- 1. This agreement is subject to formal ratification by the BOARD and the membership of the UNION. Such ratification shall occur within sixty (60) days of the date of execution of this Memorandum of Agreement. If either party fails to ratify or fails to act within the aforesaid sixty (60) day period, this Memorandum of Agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this Memorandum of Agreement.
- 2. The parties agree to incorporate this Memorandum of Agreement into a more formal written agreement.

### C. Terms

### 1. Article X – Salaries and Benefits

a) (10.1) - Wage Increases

Delete sub-paragraphs (a-c) replace with the following:

2019-20	0% + one-time payment not added to base wages in an amount equivalent to 0.5% of each unit member's base salary for the 2019-20 school year. Said payment to be provided solely to unit members who were actively employed by the District during the 2019-20 school year and still actively employed within an MVAG bargaining unit position as of the date of execution of this Memorandum of Agreement. Said payment shall be prorated for those serving less than a full school year. Said payment shall be paid within sixty (60) days of the execution of this Memorandum of Agreement by separate check.
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2020-21	0.750/
2020-21	0.75% applied to the salary schedules set forth in Appendix I only, retroactive to 7/1/20. Retroactive monies for eligible unit members for the 2020-21 school year shall be paid within sixty (60) days of the execution of this Memorandum of Agreement by separate check. Said monies shall be paid solely to unit members who were actively employed by the District during the 2020-21 school year and still actively employed within an MVAG bargaining unit position as of the date of execution of this Memorandum of Agreement. Retroactive payments shall be prorated for those serving less than a full school year.
2021-22	1.0% applied to the salary schedules set forth in Appendix I only, retroactive to 7/1/21. Retroactive monies for eligible unit members for the 2021-22 school year shall be paid within sixty (60) days of the execution of this Memorandum of Agreement by separate check. Said monies shall be paid solely to unit members who were actively employed by the District during the 2021-22 school year and still actively employed within an MVAG bargaining unit position as of the date of execution of this Memorandum of Agreement. Retroactive payments shall be prorated for those serving less than a full school year.
2022-23	1.0% applied to the salary schedules set forth in Appendix I only, retroactive to 7/1/22. Retroactive monies for eligible unit members for the 2022-23 school year shall be paid within sixty (60) days of the execution of this Memorandum of Agreement by separate check. Said monies shall be paid solely to unit members who were actively employed by the District during the 2022-23 school year and still actively employed within an MVAG bargaining unit position as of the date of execution of this Memorandum of Agreement. Retroactive payments shall be prorated for those serving less than a full school year.
2023-24	1.0% applied to the salary schedules set forth in Appendix I only.

b) (10.2) – Principals and Assistant Principals Assigned to K-8 Schools (NEW)
Delete existing 10.2 and replace with the following effective July 1, 2022:

Elementary School Principals assigned to work in any schools that include both the 7<sup>th</sup> and 8<sup>th</sup> grades shall be compensated in accordance with the "Principal of Middle School" salary schedule retroactive to July 1, 2022. Elementary School Assistant Principals assigned to work in any schools that include both the 7<sup>th</sup> and 8<sup>th</sup> grades shall be compensated in accordance with the "Assistant Principal Secondary" salary schedule retroactive to July 1, 2022. Retroactive monies for eligible unit members for the 2022-23 school year shall be paid within sixty (60) days of the execution of this Memorandum of Agreement by separate check. The parties herewith acknowledge that no

other unit members shall be eligible for base salary adjustments based upon the District's reconfiguration to the K-8 schools model.

c) (10.6) – Hourly Rate for Committee Work

Delete and replace with the following:

Effective with the date of execution of this Memorandum of Agreement, unit members shall be compensated at the below hourly rate(s) when a unit member is requested to engage in certain "Committee" type work. Payment for such "Committee" work shall be limited solely to work that is approved, in writing (email shall be deemed sufficient), by the Board and/or Superintendent of Schools in advance, or (in extraordinary circumstances) approved after the fact. In the event such written advance approval is not provided to the unit member and in the absence of extraordinary circumstances warranting approval after the fact, there will be no additional payment for such "Committee" work. The hourly rate for unit members performing such "Committee" work shall be \$55.00 per hour. There shall be no retroactive monies paid to any unit members in connection with the change in the foregoing hourly rate.

Based upon the foregoing, and notwithstanding any past practice to the contrary Administrators shall not be compensated for any other time including, but not limited to, attendance at PTA meetings, concerts, student performances, emergencies (as determined by the Superintendent in her sole discretion), sporting events, co-curricular activities, extra-curricular activities and similar types of events. Notwithstanding the foregoing, when required to report to work for an emergency, as determined by the Superintendent of Schools, the affected administrator shall be eligible to (in accordance with the hourly rate set forth hours with the approval of the Superintendent of Schools

d) (10.14) - Tax Sheltered Annuity

Delete "giving" and replace with "given"

e) (10.18) – Health Insurance (HMO)

Delete references to HMO

f) (10.19 (a)) – Health Insurance Premium Contribution

Delete and replace with the following:

i) (10.23) – Retiree Health Insurance Coverage

Delete "(Article II, D.)" and replace with the following "(Article XI, D., Sick Leave Incentive Program)"

j) (10.25) – Welfare Fund Benefits

Change \$1,5000, to \$1,500.00.

## k) (10.32) NEW- (J. ADMINISTRATOR MENTOR PROGRAM)

Effective during the 2022/23 school year, a committee shall be created made up of equal membership of MVAG members and Central Office Administration to develop recommendations for the criteria for the selection of candidates to serve as mentors and any other matters related to the Mentor Program for the 2023/24 school year and beyond.

Effective with the 2022/23 school year, the Superintendent shall designate unit members willing to serve as mentors for new administrators in their first year of employment. The Superintendent shall determine whether a mentor will be appointed for a particular new administrator in their first year of employment and shall have final approval of the particular unit member(s) selected to serve as the mentor(s) for each candidate. The Superintendent shall further determine whether to continue to provide a mentor to the new administrator beyond the Superintendent decides it is in the best interests of the District and the mentee to do so. A unit member chosen by the Superintendent to mentor a new administrator will receive a mentor stipend in the amount of \$1,500 per year for each new administrator mentored (prorated for less than full year of service).

## 2. Article IX - Administrative and Supervisory Responsibilities

(9.6) - High School Department Chairs

Delete and replace with the following:

High School Department Chairs may have 7-12 responsibilities as determined by the District.

### 3. Article I - Recognition (1.1)

- a) Delete reference to "Dean of Mount Vernon High School".
- b) Delete last sentence of first paragraph and replace with the following:

IN WITNESS WHEREOF, the parties have executed this document by their duly authorized representatives this \_\_\_\_\_ day of August 2022.

# MEMBERS OF THE NEGOTIATING COMMITTEES

FOR THE UNION:	FOR THE EMPLOYER:
Dr. N. Hunder-Hillneger	W. Senette
Dr. Clas Ils ayour	25

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167,239     168,318     171,696     173,500     160,982     162,061       168,206     169,289     172,671     174,473     161,956     163,031       169,181     170,256     173,638     176,043     162,927     164,003       171,231     172,309     175,802     178,206     164,977     166,056       173,315     174,399     177,889     180,296     167,063     168,143       175,274     176,355     179,850     182,253     169,018     170,100       177,226     178,308     181,801     184,204     170,974     172,055       179,104     180,185     183,678     186,677     172,848     173,930     1       180,461     181,540     185,034     188,033     174,204     175,287     1	10	4 3	166,268							460		100,000	166 075	100,000 144,077 149,233
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169,181     170,256     173,638     176,043     162,927     164,003       171,231     172,309     175,802     178,206     164,977     166,056       173,315     174,399     177,889     180,296     167,063     168,143       175,274     176,355     179,850     182,253     169,018     170,100       177,226     178,308     181,801     184,204     170,974     172,055     1       179,104     180,185     183,678     186,677     172,848     173,930     1       180,461     181,540     185,034     188,033     174,204     175,287     1	12	6 5	168,206	84						1		107,247	107,247	167,247 146,821
171,231     172,309     175,802     178,206     164,977     166,056       173,315     174,399     177,889     180,296     167,063     168,143       175,274     176,355     179,850     182,253     169,018     170,100       177,226     178,308     181,801     184,204     170,974     172,055       179,104     180,185     183,678     186,677     172,848     173,930       180,461     181,540     185,034     188,033     174,204     175,287		7 6	169 181							166,417			168,219	168,219 147,790
173,315     174,399     177,889     180,296     167,063     168,143       175,274     176,355     179,850     182,253     169,018     170,100       177,226     178,308     181,801     184,204     170,974     172,055       179,104     180,185     183,678     186,677     172,848     173,930       180,461     181,540     185,034     188,033     174,204     175,287		8 7	171 231						167	167,384	,384 169,788		169,788	169,788 148,761
175,274     176,355     179,850     182,253     169,018     170,100       177,226     178,308     181,801     184,204     170,974     172,055       179,104     180,185     183,678     186,677     172,848     173,930       180,461     181,540     185,034     188,033     174,204     175,287		9 8	170 015						169,549	549	171,951		171,951	171,951 150,587
175,274 176,355 179,850 182,253 169,018 170,100 177,226 178,308 181,801 184,204 170,974 172,055 179,104 180,185 183,678 186,677 172,848 173,930 180,461 181,540 185,034 188,033 174,204 175,287	ū	0 0	170,010						171,636	36	36 174,042		174,042	174,042 152,511 156,974
177,226 178,308 181,801 184,204 170,974 172,055 179,104 180,185 183,678 186,677 172,848 173,930 180,461 181,540 185,034 188,033 174,204 175,287	6		1/5,2/4					100	173,593	93	93 175,998		175,998 154,470	175,998 154,470 158.935
179,104     180,185     183,678     186,677     172,848     173,930       180,461     181,540     185,034     188,033     174,204     175,287	17		1//,226	178,308				95	175,546	6	46 177.952	177.952	177.952 156 422	177.952 156.422 160.887
180,461     181,540     185,034     188,033     174,204     175,287	18	12 11	179,104	180,185					177.4	22		179 826	179 826 158 200	179.826 158.200 162.765
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00	130,682	137,349	142,825	144.613	145 146						132,043		140,864	
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9	101,102	107,788	143,277	145,062	145,623	155,180	160,944	162,732	123,832	127,650	132.896	134 698	141 833	T
70	132,224	138,698	144,176	145,964	146,586	156,138	161,906		124 690		133 7/2	125 546	140,004	Γ
===	132,934	139,601	145,079	146,651	147,549	157,101			125 533		134 501	126,001	142,604	
12	133,836	140,503	145,978	147,763	148,508	158.063		165 614	106 305	120,000	107,001	100,094	143,777	
3	134,739	141,402	146.879	149 261	140 473			10,001		130,198	135,454	137,260	144,746	Ī
1	136 368	143 006	140 600	170,000	170,472		164,788	167,166	127,237	131,050	136,290	138,695	145,714	
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15	121,001	144,9/6	150,561	152,940	152,961	162,788	168,654	171,037	130,428	134,351	139,704	142.109	149 413	T
6	139,886	146,840	151,947	154,855	154,754	164,727	170,599	172,980	132,134	136.061	141 563	143 068	151 210	
17	141,819	148,774	154,407	156,791	156,686	166.662	172.532	174 913	13/ 090	130 010	140 544	10,000	101,010	
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			146,123	144,767	142,892	140,938	139,131	137,312	135,719	134,867	134,018	133,167	132,319	131,895	131,470	13	# Steps	SUPSTMA+45	Level		AL
			151,574	150,218	148,343	146,393	144,485	142,610	140,959	140,108	139,260	138,409	137,561	137,137	136,712	13	# Steps	SUPSTMA+60	Level		AM
			153,981	152,623	150,750	148,798	146,890	145,015	143,364	141,912	141,064	140,215	139,364	138,941	138,517	13	# Steps	SUPST PHD	Level		AN

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138,475	137,106	135,211	133,238	131,624	129,955	128,383	127,494	126,604	125,714	124,649	124,291	123,927	13	# Steps	APS A6MA30	Level		Е
142,457	141,087		137,221	135,423	133,702	132,132	131,243	130,352	129,458	128,590	128,135	127,679	13	# Steps	APS A7MA45	Level		F
147,734	146,364	144,466	142,497	140,697	138,880	137,260	136,368	135,476	134,583	133,694	133,245	132,801	13	# Steps	APS A8MA60	Level	5	മ
150,164	148,794	146,898	144,928	143,128	141,310	139,688	138,190	137,299	136,403	135,513	135,069	134,623	13	# Steps	APS A9PHD	Level		н
134,621	133,250	131,393	129,421	127,760	126,089	124,624	123,849	123,070	122,287	121,506	121,115	120,727	13	# Steps	APE A6MA30	Level	10000	_
138,389	137,018	135,160	133,190	131,437	129,772	128,253	127,473	126,689	125,907	125,133	124,742	124,351	13	# Steps	APE A7MA45	Level		ے
143,565	142,196	140,343	138,372	136,571	134,805	133,234	132,452	131,676	130,895	130,111	129,724	129,335	13	# Steps	APE A8MA60	Level		
145,996	144,626	142,772	140,798	138,999	137,232	135,664	134,274	133,498	132,718	131,935	131,546	131,157	13	# Steps	APE A9PHD	Level		_
128,121	126,751	124,855	122,887	121,269	119,750	118,335	117,553	116,776	115,996	115,217	114,827	114,433	13	# Steps	DPT A6MA30	Level		M
129,990	128,620	126,724	124,753	123,184	121,563	120,149	119,369	118,592	117,810	117,028	116,638	116,248	13	# Steps	DPT A7MA45	Level	ł	z
131,888	130,518	128,625	126,654	125,035	123,364	121,958	121,178	120,393	119,613	118,836	118,445	118,055	13	# Steps	DPT A8MA60	Level		0
134,319	132,948	131,054	129,083	127,468	125,797	124,384	123,000	122,218	121,434	120,660	120,268	119,878	13	# Steps	DPT A9PHD	Level		ס