

Tentatively Agreed Upon Items of the 2021-22 CBA

I. **Salary & Benefits**

- Increase the Base Salary by \$2,155 to all members of BU. (Level A, BS, would become \$42,165)
 - A step on the scale for all eligible members of BU (\$1,020) - returning MV teachers who earned either a HE or Effective Rating on their evaluation from the previous year.
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- Total Raise for a returning teacher eligible for a step and a raise to the base would be \$3,175
 - Total Raise for a new teacher or one at the top of the scale would be \$2,155 (raise only; no step)
 - Total percent raise to the bargaining unit (raise to base + step) would be 6.00%

II. **ECA Base Adjustment**

- Increase the ECA base by \$4,000. (New ECA Base would become \$34,624)
 - MVCTA will cover 50% (\$29,562) of the cost of this increase; MVCSC will cover 50% (\$29,562) of the cost as well for this adjustment to the ECA base.

III. **Catch-up provision**

- Commit \$58,752 (“all-in”) to provide an additional step to as many teachers remaining who are behind on scale who have not received an additional step yet (currently 95 teachers; ~ 48 Ts).
 - Any teacher remaining on the list who is behind and has not received a step within the past three years (including this year) will be addressed next year.

IV. **Academic Stipend for Dual Credit Credentialed Teachers**

- Dual Credit Credentialed teachers will receive a 0.14 index of the ECA base (currently \$4,847.36). Teachers must be teaching a dual credit course to receive the stipend. Qualifying teachers teaching DC courses for both semesters would earn the whole amount; those teaching one semester would earn half of the amount.

V. **Teacher Compensation Rate Outside Contract Hours**

- \$30 per hour for professional development and curriculum writing (7 hours = \$210)
- \$35 per hour for presenting or teaching (non summer school) (7 hours = \$245)
- PerDiem - for summer school (1st year teacher PerDiem is currently \$218.63)
- Compensation for Class coverage: Teachers will be compensated for class coverage at \$40/hr. when a sub cannot be secured. Preparation time will be completed in full and compensated after regular school hours.

VI. **Retirement Severance**

- Agree to remove the sunset date (end of 2022-23) for the retirement severance. A maximum of \$7,000 for sick day pay-outs to retirees (that meet the CBA retirement eligibility definition) will be granted. Unused sick days for certified staff members are paid out at \$30/day. The district and the teachers’ association agree to split the cost to fund this 50/50 moving forward.

VII. **Parental Leave for Care of a Newborn Child**

- A teacher, who adopts a newborn child, gives birth to a child, is the father of a newborn child, or is married to the mother who gives birth, will receive up to 8 weeks of paid parental leave following the birth of the child. These paid days may only be used within the first two months following the birth of a child.

- This benefit is for the child and will be provided in addition to our maternity leave benefit. Teachers may still use sick or personal days to extend their leave. However, the 8-week newborn care benefit and the additional sick or personal days may not exceed a total of 12 weeks (60 workkdays), as permitted under FMLA.