

## 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	<i>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.</i>
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2020-21	<i>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.</i>
2021-22	<i>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.</i>
2022-23	<i>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.</i>
2023-24	<i>1.0% applied to the salary schedules set forth in Appendix I only.</i>

**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 work and be compensated (in accordance with the hourly rate set forth above) for a minimum of 1.5 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 first year of employment to the extent 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:

Dr. J. Hunter McGehee  
Dr. Chris McGehee  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

FOR THE EMPLOYER:

W. Bennett  
[Signature]  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

admin 10 month 2020-2021 with .75

9/30/2022

	A	B	C	E	F	G	H	I	J	K	L	M	N	O	P
1	Levels -->			Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level
2				APS A6MA30	APS A7MA45	APS A8MA60	APS APPHD	APE A6MA30	APE A7MA45	APE A8MA60	APE APPHD	DPT A6MA30	DPT A7MA45	DPT A8MA60	DPT APPHD
3				# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
4	Steps ↓			13	13	13	13	13	13	13	13	13	13	13	13
5															
7		1 1		121,485	125,163	130,184	131,970	118,349	121,901	126,786	128,572	112,178	113,957	115,729	117,516
8		2 1A		121,842	125,610	130,620	132,408	118,729	122,284	127,168	128,954	112,564	114,340	116,111	117,898
9		3 2		122,193	126,056	131,059	132,843	119,112	122,667	127,548	129,336	112,947	114,722	116,494	118,282
10		4 3		123,237	126,907	131,931	133,715	119,877	123,426	128,316	130,103	113,711	115,489	117,256	119,042
11		5 4		124,109	127,783	132,807	134,594	120,645	124,193	129,081	130,867	114,475	116,255	118,021	119,810
12		6 5		124,982	128,657	133,681	135,467	121,409	124,961	129,843	131,629	115,237	117,017	118,790	120,576
13		7 6		125,853	129,529	134,555	136,336	122,168	125,726	130,609	132,991	116,003	117,781	119,554	121,933
14		8 7		127,394	131,067	136,144	138,526	123,605	127,215	132,149	134,528	117,390	119,167	120,934	123,318
15		9 8		129,031	132,754	137,925	140,308	125,243	128,848	133,880	136,260	118,879	120,756	122,571	124,956
16		10 9		130,613	134,517	139,689	142,072	126,871	130,565	135,646	138,024	120,465	122,295	124,158	126,540
17		11 10		132,547	136,449	141,620	144,004	128,804	132,497	137,577	139,958	122,395	124,227	126,090	128,471
18		12 11		134,405	138,307	143,480	145,862	130,625	134,318	139,394	141,776	124,253	126,086	127,947	130,329
19		13 12		135,747	139,650	144,823	147,205	131,968	135,662	140,737	143,119	125,596	127,429	129,289	131,672





admin 11 month 2020-2021 with 3/4%

	AH	AI	AJ	AK	AL	AM	AN
1							
2	Level	Level	Level	Level	Level	Level	Level
3	P EL MA+45	P EL MA+60	P L PHD	SUPSTMA+30	SUPSTMA+45	SUPSTMA+60	SUPST PHD
4	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
5	13	13	13	13	13	13	13
7	143,665	149,440	151,226	126,390	130,168	135,358	137,146
8	144,147	149,922	151,707	126,809	130,589	135,779	137,565
9	144,628	150,402	152,189	127,229	131,009	136,199	137,984
10	145,591	151,363	153,149	128,068	131,849	137,039	138,827
11	146,555	152,324	154,110	128,910	132,691	137,881	139,667
12	147,512	153,282	155,070	129,755	133,532	138,721	140,507
13	148,476	154,246	156,626	130,596	134,375	139,563	141,945
14	150,276	156,106	158,489	132,174	135,952	141,198	143,579
15	152,187	158,120	160,504	133,869	137,753	143,054	145,436
16	154,125	160,059	162,438	135,608	139,543	144,944	147,325
17	156,058	161,991	164,375	137,543	141,477	146,874	149,257
18	157,917	163,848	166,231	139,399	143,334	148,731	151,112
19	159,261	165,193	167,571	140,742	144,676	150,073	152,456



admin 10 month 2021-2022 with 1%

9/20/2022

	B	C	E	F	G	H	I	J	K	L	M	N	O	P
			Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level
			APS A6MA30	APS A7MA45	APS A8MA60	APS A9PHD	APE A6MA30	APE A7MA45	APE A8MA60	APE A9PHD	DPT A6MA30	DPT A7MA45	DPT A8MA60	DPT A9PHD
			# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
2														
3														
4														
5			13	13	13	13	13	13	13	13	13	13	13	13
7	11		122,700	126,415	131,486	133,290	119,532	123,120	128,054	129,858	113,300	115,097	116,886	118,691
8	21A		123,060	126,866	131,926	133,732	119,916	123,507	128,440	130,244	113,690	115,483	117,272	119,077
9	32		123,415	127,317	132,370	134,171	120,303	123,894	128,823	130,629	114,076	115,869	117,659	119,465
10	43		124,469	128,176	133,250	135,052	121,076	124,660	129,599	131,404	114,848	116,644	118,429	120,232
11	54		125,350	129,061	134,135	135,940	121,851	125,435	130,372	132,176	115,620	117,418	119,201	121,008
12	65		126,232	129,944	135,018	136,822	122,623	126,211	131,141	132,945	116,389	118,187	119,978	121,782
13	76		127,112	130,824	135,901	138,305	123,390	126,983	131,915	134,321	117,163	118,959	120,750	123,152
14	87		128,668	132,378	137,505	139,911	124,841	128,487	133,470	135,873	118,564	120,359	122,143	124,551
15	98		130,321	134,082	139,304	141,711	126,495	130,136	135,219	137,623	120,068	121,964	123,797	126,206
16	109		131,919	135,862	141,086	143,493	128,140	131,871	137,002	139,404	121,670	123,518	125,400	127,805
17	1110		133,872	137,813	143,036	145,444	130,092	133,822	138,953	141,358	123,619	125,469	127,351	129,756
18	1211		135,749	139,690	144,915	147,321	131,931	135,661	140,788	143,194	125,496	127,347	129,226	131,632
19	1312		137,104	141,047	146,271	148,677	133,288	137,019	142,144	144,550	126,852	128,703	130,582	132,989







admin 1 1 month 2021-2022 with 1%

	AL	AM	AN
1			
2	Level	Level	Level
3	SUPSTMA+45	SUPSTMA+60	SUPST PHD
4	# Steps	# Steps	# Steps
5	13	13	13
7	131,470	136,712	138,517
8	131,895	137,137	138,941
9	132,319	137,561	139,364
10	133,167	138,409	140,215
11	134,018	139,260	141,064
12	134,867	140,108	141,912
13	135,719	140,959	143,364
14	137,312	142,610	145,015
15	139,131	144,485	146,890
16	140,938	146,393	148,798
17	142,892	148,343	150,750
18	144,767	150,218	152,623
19	146,123	151,574	153,981
20			
21			
22			



admin 10 month 2022-2023 with 1%

9/20/2022

A	B	C	E	F	G	H	I	J	K	L	M	N	O	P
Levels -->			Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level
			# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
1	1		123,927	127,679	132,801	134,623	120,727	124,351	129,335	131,157	114,433	116,248	118,055	119,878
2	2 1A		124,291	128,135	133,245	135,069	121,115	124,742	129,724	131,546	114,827	116,638	118,445	120,268
3	3 2		124,649	128,590	133,694	135,513	121,506	125,133	130,111	131,935	115,217	117,028	118,836	120,660
4	4 3		125,714	129,458	134,583	136,403	122,287	125,907	130,895	132,718	115,996	117,810	119,613	121,434
5	5 4		126,604	130,352	135,476	137,299	123,070	126,689	131,676	133,498	116,776	118,592	120,393	122,218
6	6 5		127,494	131,243	136,368	138,190	123,849	127,473	132,452	134,274	117,553	119,369	121,178	123,000
7	7 6		128,383	132,132	137,260	139,688	124,624	128,253	133,234	135,664	118,335	120,149	121,958	124,384
8	8 7		129,955	133,702	138,880	141,310	126,089	129,772	134,805	137,232	119,750	121,563	123,364	125,797
9	9 8		131,624	135,423	140,697	143,128	127,760	131,437	136,571	138,999	121,269	123,184	125,035	127,468
10	10 9		133,238	137,221	142,497	144,928	129,421	133,190	138,372	140,798	122,887	124,753	126,654	129,083
11	11 10		135,211	139,191	144,466	146,898	131,393	135,160	140,343	142,772	124,855	126,724	128,625	131,054
12	12 11		137,106	141,087	146,364	148,794	133,250	137,018	142,196	144,626	126,751	128,620	130,518	132,948
13	13 12		138,475	142,457	147,734	150,164	134,621	138,389	143,565	145,996	128,121	129,990	131,888	134,319