

LAST, BEST, & FINAL - M-S BOE 9.1.22

(4:30pm with Aides correction)

Four Year Contract

Language as negotiated and finalized to this point by T.A. and mutual agreement.

Financials as follows:

Insurance

- 2022-23 \$900/month
- 2023-24 \$930/month
- 2024-25 \$960/month
- 2025-26 \$990/month

Certified Staff: **

- Each year we do a “double step” at 4.25%
- Top row of the salary schedule is eliminated each year and all rows slide up one position. (row 2 becomes row 1, row 3 becomes row 2, etc).
- Then everyone moves down one row as usual.
- The 4.25% is applied per cell, all certified staff receive a 4.25% increase.
- Longevity is 4.25% per year.
- Employees in longevity who earn additional approved education will be compensated accordingly provided that no teacher who is within four years of being eligible for regular retirement under the Illinois Pension Code shall receive in excess of a 6% aggregate annual increase in TRS creditable earnings.

Aides

- Each year we do a “double step” at 7.0%
- Top row of the salary schedule is eliminated each year and all rows slide up one position. (row 2 becomes row 1, row 3 becomes row 2, etc).
- Then everyone moves down row as usual.
- The 7.0% is applied per cell, so aides receive a 7.0% increase.
- Longevity is 7.0% per year.

**** Rationale:** This meets the MSEA objective of equal increases across the schedule. This also meets the district objective of making adjustments to the base of the schedule to become more competitive in recruiting beginning teachers.

Transportation (\$1.25 each year)

Year 1 = 6.88%
Year 2 = 6.4%
Year 3 = 5.99%
Year 4 = 5.63%

EOPs (\$1.25 each year)

Year 1 = 6.31%
Year 2 = 5.93%
Year 3 = 5.59%
Year 4 = 5.29%

Custodians (\$1.25 each year)

Year 1 = 7.10%
Year 2 = 6.62%
Year 3 = 6.20%
Year 4 = 5.83%

Grounds (\$1.25 each year)

Year 1 = 8.10%
Year 2 = 7.49%
Year 3 = 6.97%
Year 4 = 6.51%

Miscellaneous issues:

Clarity on Registrar at High School-The position will move to a 12 month assignment. Vacation will be granted based on longevity the same as other 12 month EOP employees at the MSCUSD #3 Central Office. Paid holidays will be assigned per the negotiated agreement with the MSEA.

12.3 Elementary Plan Time

- K-5 classroom teachers will participate in district-directed collaboration during the instructional day a maximum of 15 times during the school year for no more than 30 minutes per week.
- On weeks when teachers are not participating in district-directed collaboration during the instructional day, teachers will have 180 minutes of plan time. Teachers will have 150 minutes of weekly planning when participating in collaboration during the instructional day. During weeks with an early release, shortened day(s), and/or shortened weeks master schedules will not be adjusted to account for minimum plan time.
- Master schedules will be determined by administration with input from instructional teams. Moving forward, when possible, the administration will try to increase plan time when it can be done equitably.

22.1: Hiring incentives

- The District may offer a signing bonus of up to \$5,000 to new certified staff members who fall into categories of employees difficult to hire due to shortages of candidates as agreed to by the Association and the District. The district may require a promissory note for up to three years.
- The district may offer a signing bonus of up to \$1,000 to new non-certified staff members who fall into categories of employees difficult to hire due to shortages of candidates as agreed to by the Association and the District. The district may require a promissory note for up to two years.

Nurse in Appendix X,

July 14th, 2022: \$40,000-\$75,000, will also list current employee's salary, extra days and sick/personal leave days. Nurse follows the teacher calendar, no paid holidays. BOE retains the right to determine compensation.

Paid holidays

- 4 total paid holidays for all EOP's and transportation staff, excluding substitute drivers

Insurance for bus drivers

- Drivers who reach ACA eligibility will receive the board benefit

Minimum route times

- 2.5 hour minimum for bus routes
- Appendix Y: language ○

- “Twice a semester a driver may indicate at signup if they have a preference for a particular field trip. A driver with such a preference will take assignment precedence on that field trip, regardless of seniority.”