

MEMO

2023-2024 Collective Bargaining Proposal

To: North Vermillion Classroom Teacher Association

From: Dan Nelson, Superintendent & NVCSC

RE: 2023-2024 Proposal

Date: 10-13-2023

The following are the proposals from the North Vermillion School Corporation to the North Vermillion Classroom Teacher Association:

Proposal – Based on a Two – Year Contract 2023-2024 & 2024-2025

- **Compensation**

- A. The returning teachers will be caught up based on the current salary schedule based on the Teacher Retention Catch Up.
- B. The compensation levels will be changed to Levels 0-32 (from the existing 1-30)
 1. New hires with zero years' experience will be placed at level 0. New teachers will remain at the existing level at which they were hired at.
 2. Returning teachers will be placed at the appropriate level matching their years' experience and evaluation giving every returning teacher a \$1000 salary level increase.
- C. After all teachers are placed at the appropriate level, the dollar amount of the levels will increase \$2,000. The salary scale of the levels will range from \$42,000 for Level 0 to \$72,000 for Level 32
- D. See the enclosed spreadsheet for the Levels, adjusted dollar amount and total dollar amount each teacher will receive.
- E. The step increase raise will be retroactive to the start of the 2023 -2024 school year and be reflected on one of the pays in December 2023.
- F. For the 2024-2025 school year, returning teachers will move up a level, receiving \$1,000 compensation.

- **Insurance**

- A. The corporation will match the 4% insurance increase based on Plan 7 for the 2023-2024 school year.
 1. The insurance will not be retroactive and will be calculated in December 2023.

- **ECA**
 - A. The following will apply to the ECA Schedule
 1. Increase the BPA & FFA Assistant as presented.
 2. Increase the HS & JH Track Assistants as presented.
 3. Decrease the number of track participants from +25 participates to +15 participates.
- **Language**
 - A. Page 6 of current contract (B1.) – Change to: The superintendent has the right to place a new teacher with zero years’ experience up to Level 3 without any discussion and Level 4 or more with discussion from association.
 - B. Page 6 of current contract (B2.) – Add a sentence at the end of the paragraph: The superintendent will be able to use his/her discretion of Level Placement with prior teaching (public, private, or out of state) experience or relatable work experience when filling “Hard to Fill” teaching positions up to 3 levels without any discussion and 4 or more with discussion from association.
 - C. Page 6 of current contract (B3.) – Take out language (covered above)
 - D. Page 6 of current contract (B5.) – Salary range for the 2023-2024 school year is \$42,000 - \$72,000. *(Note: The scale will also be changed in the appendix).*
 - E. Sick bank – Page 11 (III, 3) Replace the current language with: Any person wishing to participate in the sick bank must donate within the 1st 90 days of employment at North Vermillion Community School Corporation. If the teacher chooses not to participate in the 1st year, the 1st 90-days will apply each year before every participating in the sick bank. An employee will then give every fifth year to be eligible to participate. Include the last part of the sentence in the language: (No employee IV-4).
- **Other:**
 - A. The Agreement between the NVCSC and the NVCTA will reopen for the 2024-2025 school year if:
 - Insurance rates increase by 4% or more.
 - The ECA schedule work is completed as discussed.
 - A change in legislation that would affect wages & benefits.
 - A severe decrease or increase in enrollment than what is expected.
 - B. The reopener would only apply to the area of the necessary change.

End of proposal