

MSD of Mt. Vernon  
Teacher Contract Proposal  
9/23/2019 4:30pm

**V. Term and General Provisions**

2 year agreement: July 1, 2019 through June 30, 2021

**Appendix A.I.(A) Salary Schedule - New Teachers**

Step	Range Years	New Hire	
		Yr 1	Yr 2
1	0	35,507	37,000
2	1	36,107	37,600
3	2	36,707	38,200
4	3	37,307	38,800
5	4	37,907	39,400
6	5	38,507	40,000
7	6	39,107	40,600
8	7	39,707	41,200
9	8	40,307	41,800
10	9	40,907	42,400
11	10	41,507	43,000
12	11	42,107	43,600
13	12	42,707	44,200
14	13	43,307	44,800
15	14	43,907	45,400
16	15	44,507	46,000

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Starting teachers who do not possess a content area Master's degree at their hire date can be placed no higher than Step 11.

Starting teachers who are receiving a state teacher retirement pension at their hire date can be placed no higher than Step 6.

Starting Master's degree salary: Removed from CBA, added to Supplemental Payment in Board Policy 200.06

Hold harmless (grandfather clause) to allow starting teachers to receive the higher of their status quo contract salaries for 2019-2020 or their starting salary above.

**Appendix A.1.(B) Salary Computation - Continuing Teachers**

Salary increase for continuing teachers:

2019-2020	\$276,929 = 3.98% on salary = \$2,231 per 100% FTE teacher
2020-2021	\$208,851 = 3.00% on salary

Possible Academic Needs adjustments for Retention:

All continuing teacher salaries are compared to the starting teacher salary above and if needed, their salaries are increased to that starting teacher salary level.

**Appendix A.III. Staff Training/Program Development:**

Removed effective 12/1/2019.

**Appendix A.IV. Compensation of Extra Duties:**

Speech Language Pathologist responsibility factor:

2019-2020	\$900 annual stipend, not added to base salary
2020-2021	\$900 annual stipend, not added to base salary

Band Director moved from Class III to Class I

Specify a fixed dollar amount for base salary used to compute ECA stipends -

2019-2020	\$35,507
2020-2021	\$37,000

**Appendix A.V. Retirement Insurance Benefits:**

Update B. to include dental and vision benefits for spouse as well as health benefits.

**Appendix B.I.A. Insurance:**

Maintain employer paid cost of increase for health plan for 2019-2020 and 2020-2021. If premiums increase, employer will pay 100% of the additional monthly cost for medical-hospital insurance premium increases that take effect 1/1/2020 and 1/1/2021.

Teacher Contract Proposal #2  
 MSD of Mt. Vernon  
 2019-2020

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	% of Base Salary	Salary	Salary / Benefits
Salary increase	2.00%	139,234	165,201
Convert TRF to salary	1.16%	80,922	99,785
Convert ST/PD to salary	0.48%	33,750	40,044
Package incentive	0.33%	23,023	27,317
Veteran Teacher Adjustment	0.00%	0	0
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Total group salary increase - 2019-2020	3.98%	276,929	328,576
Total salary applied to shares - 2019-2020	3.98%	276,929	328,576
Total new money - 2019-2020	2.33%	162,257	192,518
Total salary applied to shares - 2020-2021	3.00%	208,851	247,802