

Vicksburg Community Schools
VESPA TENTATIVE AGREEMENT
October 5, 2021

1. **VESPA Proposal:** Change Vacation Eligibility to 3 weeks after 5 years, 4 weeks after 8 years, and 5 weeks after 23 years.
Board Response: See page 25 of draft CBA for counterproposal. Board proposes to accelerate vacation eligibility as follows:
 - Three weeks after five years (instead of seven)
 - Four weeks after ten years (instead of eleven)
2. **VESPA Proposal:** Change sick time back to 1 day of hours worked per month (ie 7 hour day=7 hours per month sick time). Take out "multiplied by 0.6).
Board Response: The board accepts this proposal.
3. **VESPA Proposal:** Uncap accumulated sick time, but after 95 days, change sick time to ½ day per month.
Board Response: The Board declines this proposal.
4. **VESPA Proposal:** Take off the cap of 380 hours for compensation upon retirement and leave it open.
Board Response: The Board declines this proposal.
5. **VESPA Proposal:** Every 3rd snow day worked will receive 1 floating holiday.
Board Response: The Board declines this proposal.
6. **VESPA Proposal:** Be able to use sick/personal time for snow days instead of just comp time.
Board Response: See page 15 of the draft CBA for board counter proposal to allow use of personal business leave.
7. **VESPA Proposal:** Uniform allowance to include an option for boots.
Board Response: See page 27 of the draft CBA. The Board accepts this proposal and proposes to increase the uniform allowance from \$250 to \$300.
8. **VESPA Proposal:** Holidays to include Labor Day for 10 month employees since school is starting before Labor Day.
Board Response: The Board accepts this proposal.
9. **VESPA Proposal:** Dental insurance maximums increased to \$1500 per year maximum and \$1000 for orthodontics.
Board Response: The Board declines this proposal.

10. VESPA Proposal: Increase head custodian pay as current custodians are paid at the same wages.

Board Response: The Board acknowledges the proposal. See proposed wage scale for the Board's proposal.

11. VESPA Proposal: Separate perfect attendance drawings for ten and twelve month employees.

Board Response: The Board declines this proposal.

12. VESPA Proposal: Perfect attendance to be calculated monthly/every other month instead of yearly.

Board Response: The Board declines this proposal.

13. VESPA Proposal: Add stipend for transportation student management trainer.

Board Response: The Board declines this proposal.

14. VESPA Proposal: Health insurance increase to be absorbed by Admin for 21-22.

Board Response: Please see page 22 of the draft CBA for the Board's proposal to align employer subsidies for VESPA with VEA and Administration.

See also, page 23 of draft CBA for the Board's proposal to simplify calculation of benefit pro-ration and expand availability of health insurance to 25 hours/week.

See also, page 23 of draft CBA for the Board's proposal to increase cash in lieu of health insurance to \$250 for departments other than food service, which is already at that level.

15. VESPA Proposal: 10% increase for all VESPA employees.

Board Response: Please see the draft wage schedule for the Board's counterproposal.

16. VESPA Proposal: Hazard pay bonus of \$1000 for 10-month employee, \$1200 for 12-month employees.

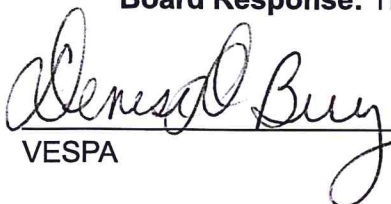
Board Response: The Board accepts this proposal.

17. VESPA Proposal: Hire VC custodians instead of GRBS.

Board Response: This is not subject to collective bargaining, and will not be discussed or considered as part of the collective bargaining process.

18. VESPA Proposal: Modify language regarding longevity to reflect years of continuous service within Vicksburg Community Schools.

Board Response: The Board accepts this proposal.


VESPA 10/5/21


Administration 10/5/21

VICKSBURG COMMUNITY SCHOOLS
Proposed VESPA Wage Scale
2021-2022

| | 2019-2020 | 2020-2021 | 2021-2022 | % increase |
|---|-----------|-----------|-----------|------------|
| CUSTODIAL/MAINTENANCE | | | | |
| Head Custodian: | | | | |
| High School | 14.58 | 15.02 | 16.15 | 7.5% |
| Middle School | 14.49 | 14.92 | 15.67 | 5.0% |
| Elementary | 14.49 | 14.92 | 15.67 | 5.0% |
| Custodians | 13.49 | 13.89 | 14.58 | 5.0% |
| Maintenance: | | | | |
| Maintenance Lead | 22.45 | 23.12 | 24.28 | 5.0% |
| State licensed electrician, plumber, boiler engineer, alterations & repair contractor | 20.59 | 21.21 | 22.27 | 5.0% |
| Non-licensed | 18.59 | 19.15 | 20.11 | 5.0% |
| FOOD SERVICE | | | | |
| Cafeterial Manager | | | | |
| Senior High | 14.78 | 15.22 | 15.98 | 5.0% |
| Middle School | 14.70 | 15.14 | 15.90 | 5.0% |
| Elementary | 14.63 | 15.07 | 15.82 | 5.0% |
| Cooks | 12.64 | 13.02 | 13.67 | 5.0% |
| Dish Washer/Server | 11.63 | 11.98 | 12.58 | 5.0% |
| Banquet Supervisor (as needed) | 16.13 | 16.61 | 17.44 | 5.0% |
| Transportation: | | | | |
| Mechanic: | | | | |
| Master Heavy-Duty Truck Mechanic | 26.17 | 26.96 | 29.25 | 8.5% |
| State licensed (truck) | 21.09 | 21.72 | 22.48 | 3.5% |
| Non-licensed | 18.33 | 18.88 | 19.54 | 3.5% |
| Mechanic Helper | 16.10 | 16.58 | 17.16 | 3.5% |
| Bus Drivers | 17.71 | 18.24 | 18.88 | 3.5% |

A signing bonus of \$1,000 will be given to new bus drivers upon the successful completion of 90 work days. A 5 day vacation payout based on regularly scheduled hours, will be paid out at the end of the year, for all drivers with at least 3 full years of service. Drivers must finish the school year with a satisfactory evaluation.

| | | | | |
|----------------------------------|--------|--------|--------|--------|
| Administrative Assistants | 15.35 | 15.81 | 16.76 | 6% |
| Technology Stipend** | \$ 775 | \$ 800 | \$ 850 | \$ 850 |

Additional Economic Provisions:

Each member employed as of the effective date of the agreement shall receive the following hazard pay stipend, due to the ongoing COVID-19 pandemic for 2021-2022.

| | |
|--------------------|-------|
| 10-month employees | 1,000 |
| 12-month employees | 1,200 |

** The District will offer an annual stipend for assistance with technology, as it deems necessary, with duties to be assigned by the Director of Technology. The decision of whether or not to fill the assignment and staff selection will be solely at the District's discretion.