

**VICKSBURG COMMUNITY SCHOOLS**  
Vicksburg Education Support Personnel Association  
2022-2023 Collective Bargaining Agreement  
Tentative Agreement  
October 19, 2022

**1. Article 5G, School Closing:**

Bus drivers and food service personnel will be permitted to use up to two (2) sick days per year, or available comp time or personal business days to prevent loss of pay on school closure days.

Custodians, maintenance, and building administrative assistants may use up to two (2) sick days per year, or available comp time and personal business leave on school closure days, with administrative pre-approval.

**2. Article 9A, Wage Scale:**

- All positions will receive an increase of 5.0%, effective with the pay period beginning 10/24/22. See attached wage scale.
- All bargaining unit members who are employed by Vicksburg Community Schools as of 10/19/22 will receive a one-time payment of \$500. This payment is scheduled to be paid on the 12/2/22 payroll.

**3. Article 9B, New Employees Percentage of Step Increases:**

Probationary employees	95%
Non-probationary employees	100%

Probationary employees will be paid at the rate of 95% of the wage scale in Section 9A. Upon successful completion of the probation period, new employees will be paid in accordance with the wage scale.

**4. Article 9D, Health Benefits:**

Effective 11/1/22, employer subsidies for health insurance will be increased to the following monthly amounts:

Single coverage	\$578.27
Two person	1,209.35
Full family	1,577.12

Amount presented above represent the full subsidy for a full time employee. Benefit amounts will be prorated for employees with a normal weekly work schedule of less than 35 hours, as detailed within the collective bargaining agreement.

**5. Article 9I, Holidays:**

In addition to the paid holidays listed in the 2021-2022 collective bargaining agreement, employees whose work schedule is planned around the school year will also receive holiday pay for the Friday before Labor Day.

**6. Article 14, Duration of Agreement:**

This agreement will be in effect for the 2022-2023 school year, expiring on June 30, 2023.

**VICKSBURG EDUCATIONAL SUPPORT  
PERSONNEL ASSOCIATION:**



Shannon Hillard

**VICKSBURG COMMUNITY SCHOOLS**



Stephen Goss, Assistant Superintendent

	2019-2020	2020-2021	2021-2022	2022-2023	2022-2023 increase
<b>CUSTODIAL/MAINTENANCE</b>					
Head Custodian:					
High School	14.58	15.02	16.15	16.96	5.0%
Middle School	14.49	14.92	15.67	16.45	5.0%
Elementary	14.49	14.92	15.67	16.45	5.0%
Custodians	13.49	13.89	14.58	15.31	5.0%
Maintenance:					
Maintenance Lead	22.45	23.12	24.28	25.49	5.0%
State licensed electrician, plumber, boiler engineer, alterations & repair contractor	20.59	21.21	22.27	23.38	5.0%
Non-licensed	18.59	19.15	20.11	21.12	5.0%

**FOOD SERVICE**

Cafeterial Manager					
Senior High	14.78	15.22	15.98	16.78	5.0%
Middle School	14.70	15.14	15.90	16.70	5.0%
Elementary	14.63	15.07	15.82	16.61	5.0%
Cooks	12.64	13.02	13.67	14.35	5.0%
Dish Washer/Server	11.63	11.98	12.58	13.21	5.0%
Banquet Supervisor (as needed)	16.13	16.61	17.44	18.31	5.0%

**Transportation:**

Mechanic:					
Master Heavy-Duty Truck Mechanic	26.17	26.96	29.25	30.71	5.0%
State licensed (truck)	21.09	21.72	22.48	23.60	5.0%
Non-licensed	18.33	18.88	19.54	20.52	5.0%
Mechanic Helper	16.10	16.58	17.16	18.02	5.0%
Bus Drivers	17.71	18.24	18.88	19.82	5.0%

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.

<b>Administrative Assistants</b>	15.35	15.81	16.76	17.60	5.0%
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<b>Technology Stipend**</b>	\$ 775	\$ 800	\$ 850	\$ 850	\$ 900
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**Additional Economic Provisions:**

Each member employed as of the effective date of the tentative agreement shall receive the following off-schedule stipend for 2022-2023 \$500

\*\* - 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 District's discretion.