

VCS/VESPA Ratified Agreement

2013-2014 School Year

May 13, 2013

VESPA and The Vicksburg Community Schools Board of Education agree upon the following provisions for the 2013-2014 school year:

1. Five (5) furlough days (unpaid non-work days) for custodial staff. Furlough days must be prescheduled for use on non-instructional days. Furlough days may be used on snow days with administrative approval. All days must be taken before June 30, 2014.
2. The custodial wage schedule will be reduced by 11.0% for the 2013-2014 school year.
3. The wage scale for administrative assistants, maintenance, and transportation (including mechanics) employees will be reduced by 2.0% for the 2013-2014 school year.
4. Shift premiums for custodial staff will be eliminated.
5. Food service employees will have a wage freeze for the 2013-2014 school year.
6. All VESPA groups excluding food service will reduce the number of paid holidays by 2; the day after Thanksgiving and Memorial Day holidays will be eliminated.
7. Cash-in-lieu of health insurance for all VESPA employees excluding food service staff will be reduced to \$125/month.
8. Custodial employees will no longer qualify for vision insurance.
9. Custodial staff will no longer receive the uniform allowance.
10. The VESPA annual sick leave allowance will be reduced by half.
11. The board subsidy for health insurance will be calculated in accordance with the existing 2012-2013 contract language.

Should the Board privatize custodial services prior to June 30, 2014, all wage and benefit concessions made by VESPA non-custodial groups will be restored to the prior 2012-2013 levels effective upon the effective date of privatization.

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