
M E M O R A N D U M

TO: Board of Education
FROM: Stephen Goss, Assistant Superintendent
DATE: August 4, 2022
RE: VPA Financial Opener Tentative Agreement

The collective bargaining agreement between Vicksburg Community Schools and the Vicksburg Paraprofessionals Association ("VPA"), which is effective until June 30, 2024, includes an annual financial reopener. Under the terms of the agreement, if the annual reopener is not held, then the wage scale is adjusted based on the percentage change to the per pupil foundation allowance, and adjusted by changes to the MPSERS and/or FICA rates. For 2022-2023, the per pupil foundation allowance will increase by 5.17%, from \$8,700 to \$9,150. There were no changes to the MPSERS or FICA rates.

Superintendent O'Neill and I met with VPA representatives Lisa Coe and Sham Moore on August 4, 2022 to discuss the reopener. The VPA and administration agreed to apply the formula described above, which results in a 5.17% increase to the wage scale.

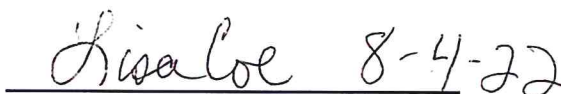
Attached, please find the signed tentative agreement, which includes the revised wage scale for 2022-2023. The Administration recommends approval.

VICKSBURG COMMUNITY SCHOOLS
Vicksburg Paraprofessionals Association
Proposed 2022-2023 Wage Scale

Step	2020-2021	2021-2022 (Non-HQ)	2021-2022 (HQ)	2022-2023 (Non-HQ)	2022-2023 (HQ)
1	10.62	11.25	14.25	11.83	14.99
2	10.80	11.44	14.66	12.03	15.42
3	11.00	11.65	15.07	12.25	15.85
4	11.21	11.87	15.48	12.48	16.28
5	11.38	12.05	15.89	12.67	16.71
6	11.58	12.26	16.30	12.89	17.14
7	11.79	12.49	16.71	13.14	17.57
8	11.98	12.69	17.12	13.35	18.01
9	12.15	12.87	17.53	13.54	18.44
10	12.44	13.17	17.94	13.85	18.87
11	12.69	13.44	18.35	14.13	19.30
12	12.96	13.72	18.76	14.43	19.73
13	13.19	13.97	19.17	14.69	20.16
14	13.46	14.25	19.58	14.99	20.59
15	13.79	14.60	19.99	15.35	21.02
16	14.11	14.94	20.40	15.71	21.45
17	14.42	15.27	20.81	16.06	21.89
18	14.78	15.65	21.22	16.46	22.32
19	15.08	15.97	21.63	16.80	22.75
20	15.41	16.32	22.00	17.16	23.14
21-25	15.95	16.81	22.66	17.68	23.83
26-30	16.11	16.97	22.88	17.85	24.06
31+	16.25	17.14	23.10	18.03	24.29

New pay rates will be effective upon ratification by the parties.


Stephen Goss, Assistant Superintendent


Lisa Coe, VPA President