

MASTER CONTRACT

between

Mount Vernon Education Association

and

Mount Vernon Community School District

for

2026-2029

Mount Vernon, Iowa

PREAMBLE

The Board of Directors of the Mount Vernon Community School District, hereinafter referred to as the "Board," and the Mount Vernon Education Association, hereinafter referred to as the "Association," recognize that the aim of the public schools is to provide a quality education program for the children and youth of the School District. The parties further recognize that attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of students and the community at large.

Whereas, the parties have reached certain understandings to which they desire to conform, agreements have been reached on the following items in this document:

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Article I

Leaves of Absence

Personal Days

Two personal days will be given each year with the following restrictions:

- a. Personal days will not be used five working days before or five working days after vacations unless prior approval is given. Personal days will not be used on scheduled in-service days unless prior approval is given.
- b. Advance notice which allows adequate time to secure a substitute must be given.
- c. Teachers will be given an additional personal day if an unusual situation exists and approval is given.
- d. Employees will be paid for any unused personal days at the end of the school year at \$100 per FTE, unless an employee chooses to carry over unused personal days to the next school year.

Employees may carry over personal days from one year to the next up to an accumulation of five personal days.

Professional Leave

All professional employees under this agreement, including part-time and staff members on approved leaves of absence, shall retain their positions when on an approved professional leave as set forth in Board Policy #1006.

Certified Personnel Professional Development

The board encourages certified personnel to attend and participate in professional development activities to maintain, develop and extend their skills.

The board shall maintain and support an in-service program for certified personnel. As part of this in-service program, the board shall establish, through annual budget expenditures, a library and media materials collection that supports the board's in-service program and that can be used by certified personnel.

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, shall be made to the superintendent. Approval of the superintendent must be obtained prior to attendance by a certified employee in a professional development program.

The superintendent or designee shall have the discretion to allow or disallow certified employees to attend or participate in the requested event. When making this determination, the superintendent will consider the value of the program for the employee and the school district, the effect of the employee's absence, on the education program and school district operations and the school district's budget as well as other factors deemed relevant in the judgment of the superintendent.

National Board Certified applicants will be given two days of professional leave during their certification process. National Board Certified teachers will receive a five percent stipend from the extra duty schedule. This amount will be included as part of the teacher money for negotiations purposes.

Leave for Sickness or Disability

Regular full-time employees and all certified employees shall be granted leaves of absence with full pay for personal illness or injury, or for the purposes of addressing illness or disability of a spouse, child or parent. Leaves for part time employees shall be prorated in accordance with his or her contract. Employees may carry over a maximum of fifteen (15) days per year. Maximum leave to be accumulated is one hundred eighty (180) days.

All employees who begin their employment with the District will receive forty (40) days of leave for personal illness or injury beginning with their first day of employment for the first year of their employment.

All employees, other than employees in their first year in the District as set out above, will receive twenty-five (25) days of leave for each year of their employment with the District.

The superintendent may require medical evidence to support a leave request if desired.

Employees are entitled to use accumulative sickness and disability leave during the period they are unable to perform regular duties due to pregnancy and subsequent recovery.

Employees are entitled to use accumulated sickness and disability leave during the period they are unable to perform regular duties due to adoption and subsequent bonding. The employee must qualify for FMLA leave and it shall be used concurrently with sick leave.

Professional Leaves

The School Board may grant leaves without pay for periods up to one year. The purpose of such leaves would be advanced study, travel, or other pursuits of benefit to the school district as well as the teachers. Teachers granted leaves would not advance on the salary schedule during their leave but would be assured of a return to their position. Written requests for leaves should be submitted to the superintendent.

Parental Leave

All employees will be allowed to take up to ten (10) days of parental leave related to the birth or adoption of a child within twelve weeks of the birth or adoption of the child. Parental leave shall be taken in no less than five (5) consecutive day increments.

Discretionary Leave for Emergency Purposes

The Superintendent will have the authority to grant up to twenty-five (25) days of paid leave for the purpose of assisting employees when dealing with significant issues impacting the employee or members of their family. The Superintendent will have the discretion to provide for additional days of leave with or without pay if a situation warrants an extension of leave for an employee.

Funeral Leave

Five (5) days will be granted for the funeral of an employee's spouse, child, grandchild, and parent. Up to four (4) days will be granted for the funeral of a father-in-law, mother-in-law, brother, sister, and any other member of the employee's immediate household. Employees shall be granted up to two (2) days per year for the funeral of a friend or relative outside the employee's immediate family as defined above. In the event of the funeral of a grandparent, and the employee has already used the allowable two (2) days per year, one (1) day shall be added to the maximum days allowable. The Superintendent will have the discretion to provide for additional days of leave with or without pay if a situation warrants an extension of leave for an employee.

Legal Leave

Any employee called for jury duty or subpoenaed to testify on behalf of the school district during school hours shall be provided such time. Any fees or remuneration the employee receives during such leave shall be turned over to the District.

Catastrophic Event Sick Leave Bank

A. The purpose of the bank is to provide paid time off to members after their accumulated personal leave time has been exhausted (sick, personal, vacation).

1. Bank use is for an illness of a catastrophic nature of the employee, spouse or children who reside in the same household as the employee, with children or other family members being defined as those for whom you maintain guardianship or financial responsibilities as verified by the federal income tax deduction. The catastrophic bank may be extended to include illness of a catastrophic nature of the employee's parents, step-parents, or grown children at the lower limits established under Section V. Limitations on Use of Bank Leave-Extended.
2. Any violations of these rules or abuse of bank leave will be grounds for immediate cancellation of current leave and/or revocation of future bank privileges. Could result in disciplinary action up to and including termination.
3. All bank application forms are available upon request only at the MV District Office.
4. The bank days will roll over from year to year.

B. Definitions

1. Illness of Catastrophic Nature - An illness or injury due to a physical or mental impairment (other than those described below*) and which:

- a. Is of a terminal or life-threatening nature; or,
 - b. Is expected to be of long and indefinite duration and requires:
 - a. extended at-home custodial care for an individual who is unable to perform basic living functions without assistance, such as bathing, eating, or dressing; or
 - b. in-patient treatment at a licensed hospital or rehabilitation facility.
- *The terms "illness" and "injury" shall exclude an illness or injury caused while engaging in criminal activity.

2. Member - Contributors to the Bank who meet all eligibility requirements.

3. Bank - Catastrophic Bank.

4. Bank Leave - Days which may be granted to members satisfying all applicable rules.

5. "Day" - The number of hours an employee is regularly scheduled to work on a normal workday.

6. "Year" - The unit member's normal calendar of work (school year).

7. "Compensable Days" - Weekdays falling within the school year based on the regularly scheduled workdays of the employee.

8. "Fiscal Year" - July 1 through June 30.

9. "Committee" - 1 Superintendent, 2 Certified Staff Members, 2 Non-certified Staff Members

II. Enrollment Process and Contributions

A. Participation in the bank is voluntary and at the discretion of the employee.

- B. Contributions to the bank must be made electronically with the district within the specified time frame of the survey being sent out from the School Business Official. New employees may enroll in the bank within the first 30 calendar days after employment.
- C. The sick bank will be cleared every two years with no carryover of donated sick leave after the two year period. Donated sick leave days will not be returned to the donor.
- D. Contributions may be made each year during the district's annual insurance open enrollment. If a former employee is rehired by the district, the employee must contribute again in order to become a member.
- E. The following contributions would be credited upon approval of the School Business Official.
 - 1. The initial contribution rate for all employees will be one day of sick leave equivalent to their position.
 - 2. Should additional contributions be necessary to the bank due to the depletion of the district's contributed days, and a member has exhausted his or her sick leave the bank will defer its contribution for the individual until September 1 of the following year.
- F. All new employees who do not enroll in the bank at the first available opportunity will have to wait until the next enrollment period.
- G. All contributed days become the property of the district.

III. Requesting Bank Leave

- A. The member must exhaust all personal leave time (sick, personal, vacation).
- B. Waiting Period - Newly hired employees shall become eligible for coverage under the Bank after having worked for 30 working days following their hire date. Hire date is defined as the first day of an employee's contract and/or compensation summary.
- C. If an employee chooses not to enroll during the enrollment period, they must wait until the next enrollment period.
- D. All requests for utilization of the Bank must be verified by a physician's statement.
- E. All applicants to the Bank must allow human resources access to medical reports for determination of eligibility.

IV. Limitations on Use of Bank Leave – Immediate For employee, spouse or children who reside in the same household as the employee, with children being defined as those for whom you maintain guardianship or financial responsibilities as verified by federal income tax deduction, shall be as stated.

- A. Bank leave shall not be granted in units of more than 30 working days.
- B. Members may be eligible for up to 90 days of bank leave unless there is an earlier determination that the member will never return to work. Utilization of bank days will cease on the day the district receives a determination that the employee will not return to work.
- C. Upon exhaustion of these 90 working days of bank leave, members shall be eligible for additional bank leave one calendar year or the equivalent after their return to active employment. Employees must re-enroll in the Bank to be eligible the next year.
- D. After satisfying this one-year waiting period of eligibility a member shall be eligible for an additional 45 working days of bank leave.
- E. In no event shall a member receive more than a lifetime total of 135 days of bank leave while employed by the Mount Vernon School District.
- F. The District cannot distribute more days than are available in the bank.
- G. Once an employee contributes to the bank they cannot withdraw those days. Days

contributed to the bank are not eligible for buy-back at the time of retirement or termination of employment.

H. A person may not draw from the bank if they do not elect to participate by contribution.

V. Limitations on Use of Bank Leave – Extended For member's parents, step-parents, or grown children shall be as stated.

A. Bank leave shall not be granted in units of more than ten working days for member's parents, step-parents, or grown children.

B. Members may be eligible for up to 30 working days of bank leave (unless there is an earlier determination that the member will never return to work) for members' parents, step-parents or grown children.

C. Upon exhaustion of these 30 days of bank leave, members who are taking this leave for parents, step-parents or grown children shall be eligible for additional bank leave one (1) calendar year or the equivalent after their return to active employment.

D. After satisfying this one-year waiting period of eligibility a member shall be eligible for an additional 15 working days of bank leave for member's parents, step-parents or grown children.

E. In no event shall a member receive more than a lifetime total of 135 working days of bank leave while employed by the Mount Vernon School District.

F. The District cannot distribute more days than are available in the bank.

G. Once an employee contributes to the bank they cannot withdraw those days. Days contributed to the bank are not eligible for buy-back at the time of retirement or termination of employment.

H. A person may not draw from the bank if they do not elect to participate by contribution.

VI. Administration of the Bank

A. The School Business Official shall ensure the Mount Vernon CSD policies, regulations and procedures are followed.

B. The committee shall review and act upon all requests to contribute to, withdraw from and use the bank.

C. Subject to the approval of the superintendent and the committee shall develop its rules of procedures and give a wide distribution of these rules.

D. The committee reserves the right to make additional assessments as deemed necessary to maintain the solvency of the bank.

E. The Mount Vernon CSD shall maintain the Catastrophic Leave Bank records of individual members.

F. The Mount Vernon CSD shall maintain records of all the member's contributions, grants, and cancellations shall report such status upon the request.

G. The School Business Official and committee members shall be responsible for the proper administration of the bank and the submission of periodic reports on the status of the bank.

H. The District shall not grant leave for the same period of time which Worker's Compensation, other paid leave, or short- or long-term disability are granted.

I. The District shall not grant leave in conjunction with other approved leave of absence.

J. All medical information received by the School Business Official/District shall be maintained confidentially in separate medical files and used only for the purposes of this program.

K. Decisions of the Superintendent and committee may be appealed to the Board of Education in writing within 15 calendar days of said decision.

L. When the sick leave bank is depleted to ten days the Superintendent and committee shall notify the district employees of the need to voluntarily donate more days to the sick leave bank.

Illness Leave Exchange

- 1) Teachers/Staff that have accumulated more than fifty (50) sick days, may exchange four (4) sick days for one (1) personal day using the below listed scale. Staff must maintain a total of fifty (50) or more sick days to request an exchange. Exchanged day(s) must be used within the school calendar year. An exchanged day is not eligible for payment or carryover into the next year. Banked or allocated personal days must be used prior to or concurrently with exchanged personal days.
 - 50-59 sick days = 1 additional day
 - 60-69 sick days = 2 additional days
 - 70-79 sick days = 3 additional days
 - 80-99 sick days = 4 additional days
 - 100+ sick days = 5 additional days
- 2) One day for Teachers is equal to 8 hours.
- 3) Classified leave is prorated dependent upon contract.
- 4) Teachers cannot use more than five (5) personal days consecutively.
- 5) Teachers cannot use more than eight (8) personal days in one school year.
- 6) Classified staff cannot use more than five (5) personal days consecutively.
- 7) Classified staff cannot use more than seven (7) personal days in one school year.

Article II

Part-Time Teachers

The full time equivalency of part-time teachers will be calculated by comparing their scheduled or assigned time with students to that of a full time teacher or the equivalent of 480 minutes.

Minutes of student contact time (including passing time, lunch period, and prep time) will be divided by 480 minutes to determine percentage of FTE.

- a) Example- $325/480 = 67.7\%$
- b) Prep time will be prorated based on the above determined percentage based on the building(s) in which the teacher is serving and not to be less than 30 minutes per day on average.

Article III Grievance Procedure

A. Definition

A grievance is a claim by an employee, a group of employees or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this agreement. The employee, group of employees, or Association filing such a claim shall hereafter be known as the grievant. A grievant shall be free to discuss individual complaints with the employer without Association representation. However, at no time will a grievant be denied Association representation if requested by the grievant.

B. Procedure

1. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. Time Limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The failure of a grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limit shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement. Any prescribed time limits shall be converted to calendar days during the months of June, July and August.

3. Level-One - Principal (Informal)

The grievant shall first discuss it with his/her principal and/or the superintendent, either directly or through the Association's designated representative, within ten (10) school days of the alleged violation, with the objective of resolving the matter informally.

4. Level Two - Principal (Formal)

If the grievance cannot be resolved informally at Level I the grievant may invoke the formal grievance procedure by filing the form set forth in Schedule A. A copy of the grievance form shall be delivered to the appropriate principal. If the grievance involves more than one school building it shall be filed with each principal involved. The filing of the formal written grievance at Level II must be within ten (10) school days from the Level I principal response. Within seven (7) school days after the principal has received the written grievance, a meeting at a mutually agreeable time shall be held with the aggrieved and his/her representative, if requested, to discuss the alleged grievance and attempt to resolve same. The appropriate principal(s) shall indicate the disposition of the grievance in writing within seven (7) school days following the mutually agreed upon meeting and shall furnish a copy thereof to the grievant or his/her designee. If the grievant or the Association is not satisfied with the disposition, the grievance may be filed at Level III by the grievant within five (5) school days.

5. Level III - Superintendent

The superintendent or his/her designee shall meet with the grievant and/or designee within seven (7) school days of receipt of the grievance. The superintendent and/or designee shall indicate disposition of the grievance in writing and shall furnish a copy thereof to the grievant and/or designee within seven (7) school days of the meeting in Level III.

6. Level IV

If the grievance is not satisfactorily resolved at Level III, the aggrieved employee may submit a

written appeal to the School Board within ten (10) days from receipt of the Level III answer. The School Board, in its discretion, may elect to have an informal hearing related to the grievance or may issue a response to the grievance without an informal hearing. The decision of the School Board will be final and binding on the parties.

7. Miscellaneous

- a. All documents, communication, and records dealing with the presenting of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
- b. All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the grievant, and their designated or selected representatives heretofore referred to in this Article.
- c. All grievances shall be processed outside the employee's work day unless agreed to by the Superintendent or designee.

GRIEVANCE REPORT

Mount Vernon Community School District

Name of Aggrieved Person

Distribution of Form

1. Association
2. Employee
3. Superintendent

Date Filed

LEVEL II

A. Date Alleged Violation Occurred _____

B. Section(s) of Contract Violated _____

C. Statement of Grievance _____

D. Relief Sought _____

Signature

Date

E. Disposition by Principal _____

Signature of Principal

Date

LEVEL III

- A. _____
Signature of Aggrieved Person Date Received by Superintendent
- B. Disposition by Superintendent or Designee _____

- _____
Signature of Superintendent or Designee Date

LEVEL IV

- A. _____
Signature of Aggrieved Person Signature of Association President
- B. _____
Date Submitted to School Board
- C. Disposition by School Board _____

- _____
Signature of School Board President Date

Article IV – Wages and Salary

Base Wage: \$40,357

In 2026-2027, all returning staff will receive a one-time increase of \$1500, prorated by FTE, to their 2025-2026 base salary. \$959, prorated by FTE, in Teacher Salary Supplement will be added to this amount. For certified staff that will have an advancement in lane change for the 2026-2027 school year, those will still be honored in addition to the above listed amounts.

For those with a 2026-2027 salary under the state minimum of \$50,000, TSS funds will be used to reach the minimum. For those with 12+ years of experience with a 2026-2027 salary under \$62,000, TSS funds will be used to reach the minimum.

All certified staff will maintain their years of service in this proposal. They will be utilized again in the 2027-2028 school year. For example, if an employee is to be at Year 16 for the 2026-2027 school year they will move to Year 17 for the 2027-2028 school year. While years of service are not being utilized to determine the above proposed amounts it's important to note that the year of service will be recognized and not lost during the 2026-2027 school year.

The MVEA and MVSCD tentatively agree to begin research into the alternative salary schedule model beginning in the Fall of 2026.

**Combined Single Salary Schedule
2026-2027 School Year**

	B.A.	B.A.+12	B.A.+24	M.A.	M.A.+12	M.A.+24
0	40,357 1.00	41,971 1.04	43,586 1.08	46,007 1.14	47,621 1.18	49,236 1.22
1	41,568 1.03	42,778 1.06	44,796 1.11	47,621 1.18	49,236 1.22	50,850 1.26
2	42,375 1.05	43,586 1.08	46,007 1.14	49,236 1.22	50,850 1.26	52,464 1.30
New teachers with zero, one, or two years experience, begin at Step 3 below						
3	43,586 1.08	45,200 1.12	47,621 1.18	50,850 1.26	52,464 1.30	54,078 1.34
4	45,200 1.12	46,814 1.16	49,236 1.22	52,464 1.30	54,078 1.34	55,693 1.38
5	46,814 1.16	49,236 1.22	51,657 1.28	54,886 1.36	56,500 1.40	58,114 1.44
6	48,428 1.20	50,850 1.26	53,271 1.32	56,500 1.40	58,114 1.44	59,728 1.48
7	50,043 1.24	52,464 1.30	54,886 1.36	58,114 1.44	59,728 1.48	61,343 1.52
8	51,657 1.28	54,078 1.34	56,500 1.40	59,728 1.48	61,343 1.52	62,957 1.56
9	53,675 1.33	55,693 1.38	58,114 1.44	61,343 1.52	62,957 1.56	64,571 1.60
10		57,307 1.42	59,728 1.48	62,957 1.56	64,571 1.60	66,185 1.64
11		59,325 1.47	61,343 1.52	64,571 1.60	66,185 1.64	67,800 1.68
12			62,957 1.56	66,185 1.64	67,800 1.68	69,414 1.72
13			65,782 1.63	67,800 1.68	69,414 1.72	71,028 1.76
14				69,414 1.72	71,028 1.76	72,643 1.80
15				71,432 1.77	72,643 1.80	74,257 1.84
16					74,257 1.84	75,871 1.88
17					76,275 1.89	77,485 1.92
18						79,100 1.96
19						82,732 2.05

In order to find qualified replacements, the District will be allowed to place new teachers up to level 4 (step 3). All current teachers below that level would be advanced to level 4 (step 3) as well.

Method of Payment

1. Teachers shall receive their salary payments by direct deposit.
2. Teachers shall have the option of electing to receive their summer pay schedule in one lump sum in June if they notify the District by September 1 of the current school year.

Article V
Extra Pay Schedule

Extra Pay Base = \$36,585 with step movement

Extra pay is calculated as the Extra Pay Base of \$36,585 times the employee's index of 1.xx from Article IV – Combined Single Salary Schedule times the first column percentage below and that result is limited to a maximum of the Extra Pay Base of \$36,585 times the second column percentage below.

<u>Number</u>	<u>Position</u>	Years of Exp: 0-4	Years of Exp: 5-9	Years of Exp: 10+
1	Head Basketball Coach –Boys	12	15.5	19
1	Head Basketball Coach –Girls	12	15.5	19
1	Head Football Coach	12	15.5	19
1	Head Wrestling Coach	12	15.5	19
1	Head Volleyball	12	15.5	19
1	High School Band	12	15.5	19
1	District Tech Director	12	15.5	19
1	Head Cross Country Coach	12	15.5	19
1	Performing Arts Center Tech Director Sept-Dec	12	12	12
1	Performing Arts Center Tech Director Jan-May	17	17	17
1	Performing Arts Center Tech Director June-Aug	8	8	8
1	High School Vocal Music	10	12.5	15
1	Head Baseball Coach	10	12.5	15
1	Head Track Coach - Boys	10	12.5	15
1	Head Track Coach - Girls	10	12.5	15
1	Head Softball Coach	10	12.5	15
1	Soccer Coach (Boys)	10	12.5	15
1	Soccer Coach (Girls)	10	12.5	15
1	Assistant Coach (Basketball-Boys)	8	10.25	12.5
1	Assistant Coach (Basketball-Girls)	8	10.25	12.5
1	Assistant Coach (Football)	8	10.25	12.5
1	Assistant Coach (Football)	8	10.25	12.5
1	Assistant Coach (Football)	8	10.25	12.5
1	Assistant Coach (Wrestling)	8	10.25	12.5
1	Assistant Coach (Wrestling)	8	10.25	12.5
1	Assistant Coach (Volleyball)	8	10.25	12.5
1	High School Yearbook	8	10.25	12.5
1	High School Cheerleading	8	10	12
1	Golf (Boys)	8	9	10
1	Tennis (Boys)	8	9	10
1	Tennis (Girls)	8	9	10
1	High School Musical Director (artistic)	6	7.5	9
1	High School Musical Director (vocal)	6	7.5	9
1	Robotics Coach	6	7.5	9
1	Freshman/Soph Coach (Basketball-Boys)	5	7.5	10
1	Freshman/Soph Coach (Basketball-Boys)	5	7.5	10
1	Freshman/Soph Coach (Basketball-Girls)	5	7.5	10
1	Freshman/Soph Coach (Basketball-Girls)	5	7.5	10
1	Freshman/Sophomore Coach (Football)	5	7.5	10
1	Freshman/Sophomore Coach (Football)	5	7.5	10
1	Freshman/Sophomore Coach (Volleyball)	5	7.5	10
1	Freshman/Sophomore Coach (Volleyball)	5	7.5	10
1	Assistant Coach (Cross Country)	5	7.5	10
1	Assistant Coach (Cross Country)	5	7.5	10
1	Middle School Coach (Football)	5	6.5	8
1	Middle School Coach (Football)	5	6.5	8
1	Middle School Coach (Football)	5	6.5	8

1	Middle School Coach (Football)	5	6.5	8
1	Middle School Coach (Track-Boys)	5	6.5	8
1	Middle School Coach (Track-Girls)	5	6.5	8
1	Middle School Coach (Wrestling)	5	6.5	8
1	Middle School Coach (Volleyball-7th)	5	6.5	8
1	Middle School Coach (Volleyball-8th)	5	6.5	8
1	Middle School Coach (Softball-7th)	5	6.5	8
1	Middle School Coach (Softball-8th)	5	6.5	8
1	Middle School Coach (Basketball Boys-7th)	5	6.5	8
1	Middle School Coach (Basketball Boys-8th)	5	6.5	8
1	Middle School Coach (Basketball Girls-7th)	5	6.5	8
1	Middle School Coach (Basketball Girls-8 th)	5	6.5	8
1	Assistant Track Coach (Boys)	5	6.5	8
1	Assistant Track Coach (Girls)	5	6.5	8
1	Assistant Baseball	5	6.5	8
1	Assistant Baseball	5	6.5	8
1	Assistant Softball Coach	5	6.5	8
1	Assistant Softball Coach	5	6.5	8
1	Assistant Soccer Coach (Boys)	5	6.5	8
1	Assistant Soccer Coach (Girls)	5	6.5	8
1	Academic Club (Journalism Club)	5	6.5	8
1	Academic Club (MS S.A.T. Club)	5	6.5	8
1	Academic Club (ES Math Club)	5	6.5	8
1	Academic Club (ES Science Club)	5	6.5	8
1	Academic Club (Academic Decathlon)	5	6.5	8
1	Academic Club (MS Science Club)	5	6.5	8
1	Academic Club (HS Science Club)	5	6.5	8
1	Freshman Baseball Coach	5	6.5	8
1	Middle School Cross Country	5	6.5	8
1	Middle School Yearbook	5	6.5	8
1	Middle School Success Lab Monitor	5	6.5	8
1	High School Strength & Speed – Summer	5	6.5	8
1	High School Strength & Speed – Fall	5	6.5	8
1	High School Strength & Speed – Winter	5	6.5	8
1	High School Music Contest Accompanist	5	6	7
1	Orchestra	5	5	5
1	High School Band Assistant	5	5	5
1	High School Fall Play Director	5	6.5	8
1	High School Theater Choreographer	3	3	3
1	High School Individual Speech Director	5	6	7
1	High School Lg Group Speech Director	5	6	7
1	Middle School Music Accompanist 8 th Gr	1.5	1.5	1.5
1	Middle School Music Accompanist 7 th Gr	1.5	1.5	1.5
1	High School Musical Tech Director	4	5.5	7
1	High School Theater Costumer	5	5	5
1	High School Fall Play Tech Director	4	5.5	7
1	Dance Team Sponsor	2	2	2
1	Color Guard Instructor	2	2	2
1	Fall Musical Director	3.5	3.5	3.5
1	Fall Musical Tech Director	2.5	2.5	2.5
1	HS Music Accompanist	2	2	2
1	Track and Field Throws Coach	3.5	3.5	3.5
1	Class Sponsor (11th Grade)	1.5	1.5	1.5
1	Class Sponsor (12th Grade)	1.5	1.5	1.5
1	High School Assistant Indv. Speech	3.5	3.5	3.5

1	High School Assistant Lg Group Speech	3.5	3.5	3.5
1	Assistant Speech	3.5	3.5	3.5
1	Student Council	3	3	3
1	Middle School Musical Director	3	3	3
1	Middle School Activities Director	20	24	28
1	Middle School Strength & Speed - Fall	2.5	2.5	2.5
1	Middle School Strength & Speed - Oct-Dec	2.5	2.5	2.5
1	Middle School Strength & Speed - Jan-Mar	2.5	2.5	2.5
1	Middle School Strength & Speed - Spring	2.5	2.5	2.5

National Board Certification - 5% of salary base. Employees currently receiving NBC pay will be grandfathered in. No new NBC will be issued following 7/1/2026.

<u>Items listed as extended on teachers contract schedule</u>		
3	Guidance	5/10 additional days at daily rate
2	Industrial Arts	5 additional days at daily rate

Article VI Employee Hours

Work Day

Employee's working hours will include the scheduling of a duty-free lunch period except under extenuating circumstances.

Preparation Time

It is desirable for each full time employee to have an uninterrupted preparation period each day for the purpose of classroom preparation and the student instruction.

Staff Meetings

Employees shall be required to attend staff meetings as scheduled by the building principal. A notice of any faculty meetings and an agenda shall be given to the employees involved at least one (1) day prior to the meetings, except in extenuating circumstances.

MEMORANDUM OF UNDERSTANDING

The agreement is made and entered into by the Mount Vernon Community School District (hereinafter referred to as the DISTRICT) and the Mount Vernon Education Association (hereinafter referred to as the ASSOCIATION) to address concerns related to teachers serving as substitute teachers for other teachers who are absent for which no financial compensation is currently offered. This agreement is set forth in accordance to the following terms and conditions:

A.

1. The District will pay teachers at Mount Vernon Middle School and Mount Vernon High School a sum of \$20 per class period for substituting for another teacher who is absent (\$40 for a block class that covers the length of two class periods) when performing the duty during their assigned prep period.
2. The District will pay teachers at Washington Elementary \$20 an hour when requested to substitute for another teacher who is absent or unable to perform their regular teaching duties or for coverage of a recess duty when performing the coverage during your assigned prep period.
3. The District will pay teachers at Washington Elementary \$50 per day for any time that they integrate members of a class of a teacher who is absent into their own classes. The teacher will be paid \$25 per day if that coverage is for half of a day.
4. Teacher coverage will not be mandatory, and thus teachers will maintain their right of refusal to fill a substitute need when asked by an administrator.
5. Any other coverage situations for which the building principal believes that compensation is appropriate for the teacher will be discussed with the superintendent to determine if compensation will be provided, and at what level of compensation is deemed appropriate.
6. All coverage duties will be recorded on a form that will then be submitted on a monthly basis to the building principal, who will then submit a purchase order for payment through the monthly payroll.

B.

1. The DISTRICT and ASSOCIATION also agree to discuss placing these pay structures into the Master Contract when engaging in formal negotiations in the spring of 2026. It is understood that these wages will be paid to teachers beginning in October of 2021, and will continue until addressed in formal negotiations in the spring of 2026.
2. The DISTRICT and the ASSOCIATION agree that this agreement has no precedential value and shall not be cited as precedent by either the DISTRICT or the ASSOCIATION in any legal proceedings or in any other disputes between the parties.

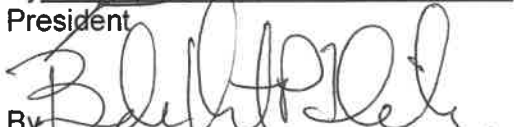
**Article VII
Compliance**

1. This agreement shall be effective as of July 1, 2026, and shall continue in effect until June 30, 2029. Both parties agree to open the contract annually for discussion in regard to salary.
2. In witness whereof, the parties have caused this agreement to be signed by their respective presidents, attested by their chief negotiators and their signature placed thereon.

Mount Vernon Education
Association

By 

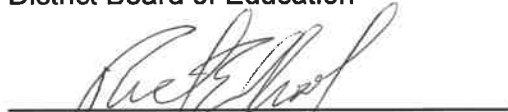
President

By 

Chief Negotiator

Date 04/29/26

Mount Vernon Community School
District Board of Education



President



Chief Negotiator

Date 05/01/26