

## MOORESVILLE TENTATIVE AGREEMENT SUMMARY

### 1. Term: 2023-2024

### 2. Base Salary

- There will be a \$2,500 across the board increase to the salary schedule, which all eligible returning teachers will receive. New hires brought in prior to ratification will have their starting salary increased by \$2,500.
- Eligible returning teachers will receive a step on the salary schedule. A 19<sup>th</sup> step will be added to the salary schedule. This additional step will allow teachers who are at the top of the salary scale during the preceding school year to get a step. This 19<sup>th</sup> step includes returning teachers who reach their top of the scale status via the scenarios presented below in the salary retention catch-up.
- The following additional differentiated base salary increases will be given to the teachers fitting the following circumstances in the following amounts as a salary retention catch-up:
  - Eligible teachers behind 3 steps will receive 1 additional step
  - Eligible teachers behind 4 steps will receive 2 additional steps
  - Eligible teachers behind 5 steps will receive 3 additional steps
  - Eligible teachers behind 6 steps will receive 4 additional steps
  - Eligible teachers who are close to the top of the salary schedule, fit within one of the categories described above (behind 3, 4 or 5 steps), but will go over the top of the schedule in their respective column if given all the steps in one of the above applicable categories, will receive additional steps up to the salary cap in the teacher's applicable column.

### 3. ARTICLE IV – LEAVE PROVISIONS (p. 5-6)

#### A. Paid Leave Days

If a teacher has a life event and has a need to use more than three (3) consecutive personal leave days, then the teacher must submit a written request to the Superintendent or his/her designee. A "life event" is generally described as an extraordinary once in a lifetime event or an unforeseen and immediate circumstance that requires the presence or attention of the employee and that prevents the employee from performing his/her regular job duties. If the Superintendent or his/her designee denies the teacher's request, then the teacher cannot take the additional paid leave day(s) off.

4. APPENDIX E – ANCILLARY DUTY COMPENSATION (P. 26)

**Compensation for Special Education Teachers Assigned Additional Duties as TOR:**

Teachers who serve as the Teacher of Record (including completing IEP documents and holding case conferences) for students on another teacher’s caseload may be eligible to receive the Schedule II stipend for each nine weeks of the semester (maximum of two (2) stipends per semester). This will be assigned by the Special Education Director.

5. ECA Positions

- Add Assistant to Girls Cross Country Coach (Schedule VI) \$2,868
- Establish a Champions of Character Sponsor position (Schedule III) \$1,332
- Move Varsity Assistant Cheer Coach from Schedule III to Schedule V \$2,355
- Extra-Curricular Liaison (outreach to middle school and elementary schools) – this stipend will support both athletics and fine arts. \$3,894  
(NOTE: THE PARTIES RECOGNIZE THIS IS A NEW POSITION. AS SUCH, THE AMOUNT OF THIS POSITION WILL BE EVALUATED AGAIN DURING THE NEXT BARGAINING CYCLE TO DETERMINE IF THE INITIAL STIPEND AMOUNT IS APPROPRIATE.)
- Move (3) Unified Coach (Football and Track) from Schedule II to Schedule IV \$1,846
- Head eSports Coach - Move from Schedule IV to Schedule V \$2,355
- Assistant eSports Coach - Move from Schedule II to Schedule III \$1,332
- Assistant Drama Director – Add to ECA list as schedule II position \$827

6. ECA Schedule: The ECA schedule will be increased across the board by 6%.

Signatures:

Mooresville Classroom Teachers Association

 9/15/2023

MCTA President

Date

Mooresville Consolidated School Corporation

 9/15/2023

Designee

Date

 9/15/2023

Chief Negotiator

Date