

North Fayette Valley EA Negotiated Agreement



FY 2024

FY 2025

FY 2026

Proud to Be

NORTH FAYETTE VALLEY

NFVTM

- A. Each employee's base wage will be calculated from the previous year's salary (including TSS). To be distributed on individual salary.
- B. Employee's daily rate will be calculated on 192 days.
- C. Extra Duty Pay

The driving base for the extra duty pay is \$33,270 applied to Schedule B Extra Duty Pay as described in the handbook. The wages for all other duties shall be determined by multiplying the percentage times the BA Base or by the dollar amount listed. In FY25 the driving base will be increased to \$34,268.

D. Method of Payment

Each unit member shall be paid in twelve (12) equal installments on the fifteenth (15th) of each month through direct deposit. Direct deposit slips will be sent via school email and can also be accessible through Web Link. Staff members will be paid and shall receive direct deposit slips on the week's last previous work day when a pay date falls on a holiday or weekend.

E. Starting Teacher Salary

	BA	BA+15	BA+30	BA+45/MA	MA+15	MA+30	MA+45
Multiplier		1.023	1.021	1.049	1.016	1.015	1.015
FY24	\$43,000	\$43,970	\$44,878	\$47,094	\$47,838	\$48,578	\$49,314
FY25	\$43,250	\$44,226	\$45,139	\$47,368	\$48,116	\$48,861	\$49,601
FY26	\$43,500	\$44,482	\$45,400	\$47,642	\$48,395	\$49,143	\$49,888

- Starting Salary for new teachers is shown in the table above for FY24, FY25, and FY26.
- TSS is included in the salary
- Experienced staff joining the district will be compared to an equivalent, existing employee to determine the salary. This is calculated on teaching years completed, 1st year teacher is considered year 0 (zero).
- For staff that move Lanes based on furthering their education, a similar process will be used to determine a new salary. If there is no direct comparable staff member, the wage will be calculated using the nearest comparable existing salaries.
- Years reflect all completed years at NFV and years carried in at the time of hire.

DURATION

A. Duration


1. This agreement shall be effective as of July 1, 2023, and shall continue in effect until June 30, 2026.
 - a. For the 2023-2024 contract year, the parties agree to a 3.0% total package increase.
 - i. With an additional 2% total package amount to be used to increase the salary of those that had been "held on step" for FY20, FY21, and FY22
 1. Held for 1 year- \$574
 2. Held for 2 years- \$1149
 3. Held for 3 years- \$1723
 - b. For the 2024-2025 contract year, the parties agree to a 3.00% total package increase.
 - c. For the 2025-2026 contract year, the parties agree to a 3.00% total package increase.

B. Signature Clause

In witness whereof, the parties hereto have caused this agreement to be signed in duplicate by their respective Presidents, attested by the respective Chief Negotiators and their signatures are placed thereon.

All on the 24th day of April, 2023.

North Fayette Valley Education Association

By: 
President

By: 
Chief Negotiator

North Fayette Valley Community School District Board of Education

By: 
President

By: 
Superintendent

<u>Degree</u>	<u>Years Completed</u>	<u>Salary FY24</u>
BA	0	\$43,000
BA	0	\$43,000
BA	1	\$43,811
BA	1	\$43,811
BA	1	\$43,811
BA	1	\$43,811
BA	2	\$44,807
BA	2	\$44,807
BA	2	\$44,807
BA	2	\$44,807
BA	2	\$44,807
BA	2	\$44,807
BA	3	\$44,807
BA	3	\$44,807
BA	3	\$44,807
BA	4	\$47,151
BA	4	\$47,151
BA	5	\$47,426
BA	6	\$48,299
BA	6	\$48,299
BA	7	\$49,181
BA	8	\$50,063
BA	8	\$50,063
BA	10	\$51,796
BA	11	\$55,333
BA	13	\$56,408
BA	14	\$57,277
BA	25	\$64,447

<u>Degree</u>	<u>Years Completed</u>	<u>Salary FY24</u>
BA+15	1	\$44,800
BA+15	6	\$47,982
BA+15	11	\$53,397
BA+15	12	\$56,232
BA+15	13	\$58,014
BA+15	15	\$60,545
BA+15	15	\$60,545
BA+15	24	\$68,213
BA+15	31*	\$52,637

*Part-time

<u>Degree</u>	<u>Years Completed</u>	<u>Salary FY24</u>
BA+45	17	\$66,441
BA+45	29	\$74,920
BA+45	35	\$75,182
BA+45	35	\$75,182
MA	5	\$51,669
MA	8	\$54,874
MA	8	\$54,874
MA	8	\$54,874
MA	8	\$54,874
MA	10	\$57,543
MA	11	\$58,117
MA	11	\$58,117
MA	11	\$58,117
MA	12	\$59,962
MA	13	\$65,431
MA	13	\$65,431
MA	13	\$65,431
MA	14	\$65,631
MA	14	\$65,631
MA	14	\$65,631
MA	15	\$65,818
MA	15	\$65,818
MA	16	\$66,200
MA	16	\$66,200
MA	17	\$67,154
MA	17	\$67,154
MA	17	\$67,154
MA	21	\$70,370
MA	21	\$70,370
MA	25	\$74,136
MA	26	\$74,136
MA	30	\$75,182

<u>Degree</u>	<u>Years Completed</u>	<u>Salary FY24</u>
MA+15	11	\$59,144
MA+15	11	\$59,144
MA+15	17	\$68,388
MA+15	30	\$78,333
MA+15	31	\$78,333
MA+15	32	\$78,333

<u>Degree</u>	<u>Years</u>	<u>FY24</u>
MA+30	21	\$74,581
MA+30	23	\$76,804

<u>Degree</u>	<u>Years</u>	<u>FY24</u>
BA+30	4	\$49,343
BA+30	8	\$51,066
BA+30	11	\$55,650
BA+30	16	\$65,993
BA+30	18	\$66,991
BA+30	24	\$69,618
BA+30	24	\$69,618
BA+30	27	\$69,878
BA+30	31	\$70,663

<u>Degree</u>	<u>Years</u>	<u>FY24</u>
MA+45	19	\$73,656
MA+45	25	\$79,888
MA+45	31	\$83,332