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**Montrose County School District RE-1J (MCSD)  
and  
The Uncompahgre Education Association (UVEA)  
Joint Release**

May 18, 2021

Dear Montrose and Olathe Staff,

The MCSD and UVEA understand that this has been one of the most difficult years in education, and we thank you for your dedicated service to our students. We are excited to announce that your negotiations team completed the contract negotiations for the upcoming 2021-2022 school year!

The Uncompahgre Valley Education Association (UVEA) and Montrose County School District (MCSD) worked as a team to address many issues facing the schools, including language and financial circumstances. Fortunately, the MCSD budget includes an excess of \$2.74 million dollars that will be allocated toward a comprehensive compensation package.

In addition to the language changes included below an acknowledgment that four additional teacher workdays were included in the district calendar by the calendar committee for the upcoming two school years. The intent of these workdays is to provide teachers with the time that they need to complete tasks associated with their job.

Moving forward the Tentative Agreement must be ratified by the UVEA membership and MCSD Board of Education. The UVEA will ratify via Survey Monkey by Monday, May 24, 2021. The recommendation for the Board of Education ratification is scheduled for Tuesday, June 8, 2021.

Highlights of our work include:

- A. TA – Article 8-3-2: Leaves of Absence – Short Term
  - a. Update language
- B. TA- Article 22 – Educator Collaboration and Implementation Time (ECIT) (formerly known as “Professional Learning Communities”)
  - a. Update language
- C. TA - Article 23: Student Discipline
  - a. Update language
- D. MOU – Allow MOU related to Article 12 & 14 to expire on June 30, 2021
- E. Develop a joint committee to complete a thorough review of the Master Contract Agreement during the 2021-2022 school year
  - a. To align the Master Agreement with board policy, state and federal law



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- F. One (1) Step for eligible licensed and ESP staff, excluding schedules impacted by Min. Wage Adjustment
- G. Education (lanes and clock hours) for all eligible staff
- H. Cost of living increase of 3.75% for all schedules not including the schedules impacted by the Min. Wage Adjustments
- I. Minimum Wage Salary Schedule Adjustment – Fifteen (15) ESP salary schedules were adjusted to move ahead of minimum wage (attached are the adjusted schedules)
  - a. Adjusted salary schedules resulted in an average increase of a 6.5%
  - b. Impacts the following salary schedules:
    - i. Nutritional Services
      - 1. Cooks
      - 2. Kitchen Manager
      - 3. Warehouse Coordinator
    - ii. Facilities, Technology and Transportation Level Support
      - 1. Custodian
      - 2. Crew Leader
    - iii. Building Level Support Staff
      - 1. Media
      - 2. Para
      - 3. Health Tech
      - 4. Head Secretary
      - 5. Support Secretary
    - iv. Family Services (ECC)
      - 1. Data Tech
      - 2. Para
      - 3. Support Secretary
      - 4. Head Secretary
    - v. District Non-Exempt
      - 1. Receptionist
    - vi. Continue custodial annual stipend at 50% (\$880 to \$440)
    - vii. Crew Leader annual stipend at 50% (\$960 to \$480)
    - viii. Discontinue paraprofessional stipend (\$210)
    - ix. Discontinue media paraprofessional stipend (\$326)
- J. Add a one step to Licensed Salary Schedules
  - a. BA, BA+10, BA+20, BA+30
    - i. BA: add Step 4
    - ii. BA+10: add Step 6
    - iii. BA+20: add Step 8
    - iv. BA+30: add Step 10
  - b. Impacted schedules:
    - i. Teacher



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- ii. Building Resource Teacher
- iii. Coordinator(s)
- iv. Counselors
- v. RSP
- vi. Librarian

K. Employee Medical -

- a. Total increased costs were equally shared between the employee and district

L. Reinstate Skills USA stipend on the Extra Curricular Salary Schedule

- a. Column D

M. Honor education advancement for licensed staff upon completion of degree at any time during the school year

N. Create/Update Salary Schedules

- a. Building Resource Teacher (BRT) - 188 day - New
- b. Outdoor Program Manager - 240 day - New
- c. Public Information Officer (PIO) - 220 day - update "Comm Coord"
- d. IT Manager - 252 day - update "Dir Tech"
- e. Executive Director - 252 day - new column
- f. Staff Accountant/Accts Payable - 252 day - new column
- g. Director of Facilities - 260 day - new column
- h. Custodial Supervisor - 260 day - update column

MCS D and UVEA will continue on annual basis to negotiate the Joint Master Contract Agreement and we want to say thank you to everyone for your continued dedication and support of our main mission: Providing an Excellent Educational Experience for Every Student. Together, we truly are creating the future.

Sincerely,  
Your Joint Negotiations Team