



Motivate Collaborate Support Develop

930 Colorado Avenue ~ Montrose, Colorado 81401 mailing
PO Box 10,000 ~ Montrose, Colorado 81402 billing
970.249.7726 phone ~ 970.249.7173 fax ~ www.mcsd.org web

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

June 26, 2020

Dear Montrose and Olathe Staff,

We are pleased to announce that your Negotiations team completed the Contract Negotiations for the upcoming 2020-2021 School Year.

The Uncompahgre Valley Education Association and Montrose County School District worked as a team to address some issues facing the schools, including a several million-dollar funding deficit. The entire team is pleased about the work we were able to complete. We met in October to line out our work for the year including the negotiations process, language issues within the Master Contract and to form joint study committees. In addition, we met again in February and May. We continued the work into June to wrap up any contract language, complete the compensation package and prepare for the next school year. We tackled many very important and complicated issues, as you will see as you read below.

This year has been especially challenging with the impact that COVID-19 has had on the world, right down to effect on school funding. We are fortunate to receive CARES Act relief funds. While challenging to determine eligibility, these funds will assist softening the financial impact this next year. There has also been a tangible effect on the instructional, emotional and physical aspects of learning and social interaction. We are pleased to be able to provide more support, training and time to prep for the 2020-21 SY utilizing this funding. These trainings, combined with additional negotiated items, will provide financial benefits for most of our employees.

Moving forward, the Tentative Agreement must be ratified by the MCS D Board of Education and UVEA membership. The UVEA will ratify via Survey Monkey by July 4th, 2020. The recommended agreement is scheduled for board discussion and adoption at the July 14, 2020 special Board meeting.

Highlights of our work include:

- A. TA - Facilities, Technology, and Transportation Level Support Salary Schedule
 - a. Create Irrigation Technician salary column
- B. TA – Building Level Support Salary Schedule
 - a. Create SLPA salary column
- C. TA – Addendum G and H Catastrophic Leave Bank and List of Common Definitions – Critical Illnesses
 - a. Combine the two addendums
- D. TA - CRF and ESSER Funds
 - a. Continue discussions

- E. TA - Negotiations Priorities: Steps and Lanes
- F. MOU – COVID-19 Early Retirement/ Safety Incentive
 - a. Willing to look at retirement incentive for 20-21 SY
 - b. Work with District and UVEA sub committee
 - c. District will need to determine actual savings
- G. Additional Professional Development
 - a. ORBIT Training/Remote Learning – Licensed Teachers - Mandatory
 - i. 5-day program – completed before August 14, 2020
 - ii. Over 4 weeks; 40 total hours, completed on-line
 - iii. Paid at daily rate
 - iv. Compensation distributed in the September 2020 pay period
- H. Technology Conference – Licensed Teachers /some ESP instructional support – Optional
 - a. August – tentatively week of August 10th, 2020
 - b. Paid at daily rate in lieu of clock hours
 - i. 1- or 2-day training – full day is required for compensation
- I. Three additional workdays to the start of the 2020-2021 work calendar
 - a. Effective only for the 2020-2021 school year (SY)
 - b. Instructional staff, majority of 9/10 month support staff and administration will start 3 days earlier than originally planned (Specific details TBD)
 - i. Work calendars and start/end dates will be published by early July 2020
 - c. For additional training, planning and preparation purposes to start the 2020-2021 SY due to expected changes, needs and requirements of staff
 - d. Compensation for the additional three days will be added to the 2020-2021 SY contracts and spread over 12 months
- J. Education - Salary Advancement
 - a. Must have met eligibility by January 15, 2020
 - b. Includes clock hours for ESP and lane change for licensed staff
- K. Hazard Pay
 - a. Specific to food service and custodial/maintenance staff
 - b. Additional \$5/hour will be paid after determining which hours are eligible
 - c. Hazard pay does not include typical duties as performed
- L. Health Insurance
 - a. Employee 16% (\$350K) – Employee rates increase starting in September 2020
 - b. District 6% (\$300K) – Effective July 2020
 - c. Board of Education contributed \$500,000 toward the sustainability of the insurance fund balance

In 2006 the required contribution to PERA was 8% from the employee, and 8% from the District. Currently employees contribute 8.75%, and the District is contributing 20.40%. Effective July 1, 2020, the required contribution to PERA is 10.00% from the employee, and 20.90% from the District.

On behalf of the School Board, your local UVEA, and the Superintendent, 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 Negotiations Team