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

May 17, 2022

Dear Montrose and Olathe Staff,

MCS D and UVEA recognize your hard work and dedication over the past two years throughout the COVID pandemic. We are excited to announce that your Negotiations Team completed the contract negotiations for the upcoming 2022-2023 school year!

The Uncompahgre Valley Education Association (UVEA) and Montrose County School District (MCS D) worked as a team to address many issues facing the schools, including language and financial circumstances. Fortunately, the MCS D budget includes an additional \$3,540,000 that will be allocated toward a comprehensive compensation package. The total compensation and benefits package for MCS D employees represents a 9.42% increase.

Moving forward the Tentative Agreement must be ratified by the UVEA membership and MCS D Board of Education. The UVEA will ratify via Survey Monkey by Wednesday, May 25, 2022. The recommendation for the Board of Education ratification is scheduled for Tuesday, June 14, 2022.

Highlights of our work include:

- A. TA – Master Contract Language Changes
  - a. Preamble
  - b. Principle I Item 5
  - c. Principle III Item 1
  - d. Article 1
    - i. 1-8
    - ii. 1-10
    - iii. 1-12
    - iv. 1-22
    - v. 1-28
  - e. Article 2
    - i. 2-1
    - ii. 2-2
    - iii. 2-3
  - f. Article 3



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- i. 3-1
  - ii. 3-6
- g. Article 4
  - i. 4-1-3
  - ii. 4-1-4
  - iii. 4-2-2
  - iv. 4-4-1
- h. Article 5
  - i. 5-1
  - ii. 5-2
  - iii. 5-3
  - iv. 5-4
- i. Article 6
  - i. 6-3
  - ii. 6-8
- j. Article 7
  - i. 7-1
  - ii. 7-2
- k. Article 8
  - i. 8-3-3
  - ii. 8-3-7
  - iii. 8-3-9
  - iv. 8-3-10
  - v. 8-5
  - vi. 8-6
  - vii. 8-10
  - viii. 8-# New article
- l. Article 9
  - i. 9-7-1
  - ii. 9-7-2
  - iii. 9-8-6
  - iv. 9-9
  - v. 9-11
- m. Article 10
  - i. 10-1
  - ii. 10-2
- n. Article 12



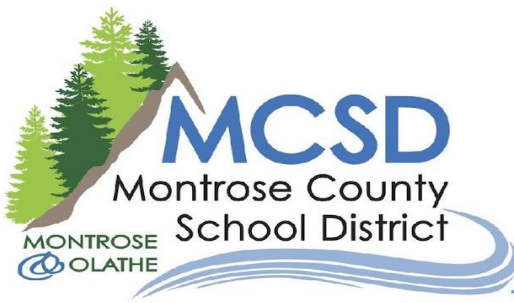
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- i. 12-1
- ii. 12-5
- iii. 12-5-1
- o. Article 14
  - i. 14-2
  - ii. 14-2-1
  - iii. 14-4
- p. Article 16
  - i. 16-1
- q. Article 17
- r. Article 18
  - i. 18-12-1
- s. Article 23
- t. Article 25
- u. Article 26
- v. Article 27
- w. Article 34
  - i. 34-1
- x. Article 35
- y. Non-discrimination language placement
- z. Renumbering of last three articles
- aa. Addition of Appendix B - Board Policy Index with hyperlink

B. MOU - Straw Committee developed for ongoing work related to the following articles during the 2022-2023 school year:

- a. Article 8
- b. Article 9
- c. Article 10
- d. Article 15
- e. Article 18
- f. Article 20
- g. Article 29-2/37
- h. Article 36 (updated #)
- i. Due Process



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C. MOU - Calendar change for 2022-2023 school year

- a. During the 2022-2023 school year, ESSER funds will be used to provide two additional days to the majority of work calendars at employee daily rate.
- b. Due to a calendar change, one professional day from May 2023 has been moved to August 2022.
- c. If an employee does not attend the day(s) referenced in "a", they will not receive compensation for the day(s).
- d. If an employee does not attend the day referenced in "b", they will be required to use a leave day.
- e. If an employee does not attend days referenced in "a" or "b," they will not be penalized additional leave days according to Article 8-3-2.
- f. Should an employee choose not to attend days referenced in "a" and "b", leave must be communicated with the principal/administrator and entered into Absence Management "AESOP".

D. Compensation

- a. Cost of living increase of 5.6% for all schedules not including the Manual Schedule Adjustments
- b. One (1) Step for eligible licensed and ESP staff
- c. Education (lanes and clock hours) for all eligible staff
- d. Manual Schedule Adjustments
  - i. Impacts the following salary schedules:
    1. Facilities, Technology and Transportation Level Support
      - a. Custodian - Step 1- \$14.00
      - b. Crew Leader - Step 1 - \$15.00
      - c. Journeyman Plumber, Electrician, HVAC - Step 1 - \$22.40
      - d. Maint-Grounds, General, Warehouse, Truck - Step 1 - \$15.00
      - e. Supervisor of Grounds, Carpenter, Locksmith - Step 1 - \$18.40
    2. Building Level Support Staff
      - a. Media - Step 1- \$14.00
      - b. Para - Step 1- \$14.00
      - c. Health Tech - Step 1- \$14.00
      - d. Support Secretary - Step 1- \$14.00
      - e. Head Secretary - Step 1 - \$15.50

E. Employee Medical –

- a. Shared between the employee (4%) and employer (4%)



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MCS D and UVEA will continue on an 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