



November 6, 2020

Ms. Lara Center
Ms. Vicki Flores
Jeffco Education Support Professionals Association
910 Loveland Street
Golden, CO 80401
Via electronic mail

RE: 2020 JESPA/ Jeffco Public Schools Negotiations

Dear Ms. Center and Ms. Flores,

As provided in Article 3-4 of the JESPA Collective Bargaining Agreement, this letter serves as the District's declaration of impasse with regard to the JESPA and Jeffco Public Schools 2020 Negotiations.

We have met together at the bargaining table 16 times, beginning on February 13, 2020. While we have been able to reach tentative agreement regarding certain language items, we have spent the last few sessions exclusively negotiating compensation and have been unsuccessful in reaching agreement to date. Please know that the District understands and appreciates JESPA's demand for increased and ongoing pay. However, given the unprecedented financial circumstances the District continues to face due to the COVID-19 pandemic and related catastrophic budget implications, the District is still not in a financial position to revise its previously rejected offer of an additional 3% one-time payment for all JESPA employees.

It does not seem that further progress within the confines of the current negotiations framework can be made, but we believe that utilizing the services of a mediator to help the teams reach a voluntary agreement is essential to be able to clearly and respectfully address the outstanding compensation issues.

Therefore, the District believes that canceling the two remaining negotiations sessions scheduled for November 9 and 12, 2020 and triggering the mediation proceedings by declaring impasse is the best path toward resolution. We are hopeful that our selected mediator can bring a fresh perspective to the table and will be able to assist us in swiftly reaching resolution.

We will be in touch shortly to discuss the selection of the mediator, with the goal of mutual agreement under Article 3-4-2. We welcome your suggestions as well.

Thank you for your continued partnership as we strive to reach a mutually agreeable resolution.

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Sincerely,

David Bell, Chief Human Resources Officer

Steve Bell, Chief Operating Officer

Katharine Jensen, Staff Attorney, Legal Services & Employee Relations

Nicole Stewart, Interim Chief Financial Officer