

Tentative Agreement

Expenditure of 5A funds to support the attraction and retention of staff

This memorandum of understanding is made between Jefferson County School District R-1 ("the District") and the Jefferson County Education Association ("JCEA").

The District and the JCEA appreciate our community's support of the 5A ballot measure which provides additional funding for the purpose of attracting and retaining employees. In accordance with the Board approved supplemental budget request of \$15 million and JCEA collective bargaining agreement Article 4-1-2, the District met with the JCEA to negotiate how the 5A funds would be expended. As a result, the parties agree to the following:

- 1) The District will provide a salary schedule adjustment of 2.67% to the JCEA salary schedule effective August 16, 2018.
- 2) JCEA educators will receive on their March 29, 2019 paycheck a onetime, lump sum payment for earnings from August 16, 2018 – March 15, 2019.
- 3) Beginning on the March 29, 2019 paycheck, JCEA educators will receive an ongoing 2.67% pay increase as a result of the salary schedule adjustment mentioned in paragraph 1.

The undersigned parties' signatures reflect agreement to the aforementioned terms and agree to implement the terms contingent upon ratification by JCEA and vote of approval by the Jefferson County School Board.

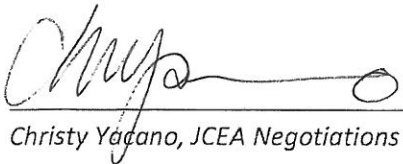
Jefferson County School District R-1



Christopher Esser, District Counsel

Date: 2.22.2019

Jeffco County Education Association



Christy Yacano, JCEA Negotiations Chair

Date: 2/25/19

[Ratification Certification appears on Page 2]

Ratification Certificate

Pursuant to JCEA Collective Bargaining Agreement Article 4-2, *Adopting Agreements*, tentative agreements reached as a result of negotiations will be reduced to writing and presented to the JCEA membership as soon as practicable.

In accordance with Article 4-2-1, signature by a representative of the JCEA below certifies acceptance of said tentative agreement by the JCEA members. Failure to return this ratification certificate or notify the district of the failure to ratify within 20 business days of the signed tentative agreement will constitute constructive acceptance.

Jeffco County Education Association



Christy Yacajno, JCEA Negotiations Chair

Date: 2/27/19