

Tentative Agreement

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

This tentative agreement is made between Jefferson County School District R-1 ("the District") and the Jefferson County Education Support Professionals Association ("JESPA").

The District and the JESPA 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 JESPA collective bargaining agreement Article 5-4-2, the District met with the JESPA to negotiate how the 5A funds would be expended for the 2019 fiscal year. As a result, the parties agree to the following:

- 1) The District will provide a onetime payment during Spring 2019 to JESPA employees based upon their full time equivalent employment.
- 2) Employees working a .75 - 1.0 FTE shall receive \$800.00
- 3) Employees working a .5 - .74 FTE shall receive \$400.00
- 4) Employees working less than .5 FTE shall receive \$300.00
- 5) The parties agree to continue negotiations of future 5A expenditures to later in the 2019 negotiations season.

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


Jefferson County School District R-1



Christopher Esser, District Counsel

Date: 3.7.2019

Jeffco Education Support Professionals Association



Tony Babauta, Lead Negotiator

Date: 3/4/19

[Ratification Certification appears on Page 2]

Ratification Certification

Pursuant to JESPA Collective Bargaining Agreement Article 5-6, *Adopting Agreements*, tentative agreements reached as a result of negotiations will be reduced to writing and presented to the JESPA membership for a ratification vote.

In accordance with Article 5-6-2, signature by a representative of the JESPA below certifies acceptance of said tentative agreement by the JESPA members. Failure to return this ratification certificate or notify the district of the failure to ratify within forty (40) business days of the signed tentative agreement will constitute constructive acceptance.

Jeffco Education Support Professionals Association



Sharleen Farmer, Executive Director of JESPA

Date: March 7, 2019