Morgan County School District Re-3

District Support Center
715 West Platte Avenue
Fort Morgan, Colorado 80701

To: Board of Education

From: Rob Sanders, Superintendent

Subject: Memorandum of Understanding – FMEA Negotiations

Date: May 15, 2023

The Fort Morgan Education Association (FMEA) and the MCSD Re-3, agree to the following:

1. The District and FMEA agree on a new salary schedule with a starting salary (BA-A) of $48,000.
2. Steps will be given on the new schedule and extra duty stipends. The Extra Duty Stipend Schedule will be frozen for one year at the '22-'23 level and then will be allowed to catch up in the '24-'25 school year.
3. Educational lane changes will be awarded to those who turn in transcripts and Salary Advancement Requests by the September 1st deadline.
4. Staff in Frozen cells on the '22-'23 salary schedule will receive a $600 one time stipend.
5. Certified staff members who qualify for the District-provided health insurance will receive the District contribution into their personal Health Savings Account (HSA) for $750 or Health Reimbursement Arrangement (HRA) for $1,000, depending on the plan. Those staff electing the cost-sharing plan PPO3 are provided $750 that is reflected in a reduction to their health premiums. Certified staff waiving coverage will be afforded the same HRA of $1,000.
6. The District will pay the full individual premium for the high-deductible and PPO6 plans ($805.00/month). The District will make the same contribution ($805.00/month) to the individual PPO3 plan. The employee contribution for single vision and dental (for those who choose such coverage) will remain a 50/50 split cost between the District and employee.
7. The District will continue to pay the full premium for the $20,000 group life coverage and the Employee Assistance Program.
8. Certified staff members who qualify for a longevity bonus as outlined below, will receive said bonus in the September 2023 payroll. Years of service are calculated as of August 31, 2023. Years of service are calculated using the **latest hire date** to the district. Breaks in service to the district will not be counted.
9. Major changes to the Master Agreement include the following:
   - Sick Leave and Discretionary Leave are now just Leave.
   - Leave has been increased from 82.5 hours to 85 hours
   - Critical shortage positions will be posted each year
   - Pregnancies will be recognized by the sick bank
10. Other Agreement changes in wording (not substantially changing the Agreement) have been approved by both parties.

President – FMEA

5/10/23
Date

President – BOE, MCSDRE-3

5/15/23
Date