

**MASTER
AGREEMENT**

Between

MORGAN COUNTY SCHOOL DISTRICT RE-3

and

**FORT MORGAN ASSOCIATION OF
CLASSIFIED PERSONNEL**

JULY 1, 2024 – JUNE 30, 2027

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MORGAN COUNTY SCHOOL DISTRICT RE-3

ASSOCIATION OF CLASSIFIED PERSONNEL

NEGOTIATION AGREEMENT

THE BOARD OF EDUCATION AND THE CLASSIFIED PERSONNEL OF MORGAN COUNTY SCHOOL DISTRICT RE-3 AGREE THAT THE WELFARE OF THE CHILDREN OF THE SCHOOL DISTRICT IS PARAMOUNT IN THE OPERATION OF THE SCHOOLS AND CAN BEST BE ACCOMPLISHED BY EFFECTIVE COOPERATION BETWEEN THE BOARD, THE ADMINISTRATION, AND THE CLASSIFIED PERSONNEL, SPEAKING THROUGH REPRESENTATIVES. IT IS THE PURPOSE OF THIS DOCUMENT TO ESTABLISH THE RELATIONSHIP BETWEEN THE BOARD OF EDUCATION AND THE ASSOCIATION OF CLASSIFIED PERSONNEL OF MORGAN COUNTY SCHOOL DISTRICT RE-3, AND TO ESTABLISH AN ORDERLY PROCEDURE FOR THE CONSIDERATION AND RESOLUTION OF MATTERS OF MUTUAL CONCERN.

ARTICLE ONE – DEFINITIONS

- A. The term "Employee" as used in this Agreement shall refer to any and all classified personnel, excluding confidential administrative personnel, seasonal employees and student employees.
- B. The term "Board" as used in this Agreement shall mean the Board of Education of Morgan County School District Re-3 in the State of Colorado.
- C. The term "Association" as used in this Agreement shall mean the Association of Classified Personnel.
- D. The term "School District" or "District" as used in this Agreement shall mean the Morgan County School District Re-3 in the State of Colorado.
- E. The term "Superintendent" as used in this Agreement shall mean the Superintendent of Morgan County School District Re-3 in the State of Colorado.
- F. The term "Executive Board" as used in this Agreement shall be the group of employees who represent the staff of all schools and meet on a monthly basis to advise the Superintendent concerning the affairs of the School District.
- G. The term "administrator and supervisor" as used in this Agreement shall refer to full-time principals, assistant principals, supervisors and/or anyone serving in full-time administrative positions.
- H. The term "school year" as used in this Agreement shall mean the period of time from the opening of the schools of the District through the closing of the schools in the District as related to the school calendar and contracts.
- I. For the purpose of this Agreement, "days" shall mean workdays and include only regularly scheduled workdays of the employee.

ARTICLE TWO – RECOGNITION AND REPRESENTATION

A. Recognition of Association

The Board recognizes the Association as the exclusive representative of all employees for the purpose of negotiations on matters of mutual concern. Such representation shall extend only to those employees who are eligible for full, active membership in the Association. For the purpose of recognition, classified personnel are defined as regular non-certified employees.

This excludes:

- Seasonal employees
- Student employees
- Confidential employees: (Administrative Assistant to the Superintendent of Schools, Administrative Assistant to the Human Resources Director,

Administrative Assistant to the Assistant Superintendent Curriculum and Assessment, Administrative Assistant to the Director of Special Services as well as the Assistant Chief Financial Officer, Finance Assistant, Payroll Specialist, Accounts Payable Clerk, Accounts Receivable Clerk, Procurement Clerk and District-level technology professionals.)

B. Recognition of Board

The Association recognizes the Board as the locally-elected body charged with the control, supervision, and administration of public education in Morgan County School District Re-3 and as the employer of all classified personnel of the system.

C. Recognition of Superintendent

The Association recognizes the Superintendent as the chief executive officer and primary advisor of the Board.

D. Representation

1. Classified employees, as defined above, will be represented by the Association provided at least fifty percent (50%) of eligible employees are members who have paid dues and are in good standing.
2. In the event the membership falls below fifty percent (50%), the Board at its discretion may continue recognition of the Association.
3. The exclusive recognition of the Association granted herein shall continue throughout the term of this Agreement. However, any employee or group of employees may at any time during the months of June, July, and August of the year that this Agreement expires, submit a petition to the Board signed by thirty percent (30%) of the classified employees covered by this Agreement. This petition must state that they desire either to be represented by another organization or by no organization and request that an election be held to determine the organization, if any, which represents a majority of the classified employees. The signatures on the petition must have been dated at the time of signing and must have been obtained no more than thirty (30) days before the petition was submitted to the District. In such an event, an impartial and fair election shall be held to determine if a majority of the classified employees wish to be represented by the Association, another organization, or no organization. The group seeking the election will pay the cost of the election. Such election shall be conducted by the Board of Education or the Superintendent within thirty (30) days of the certification of the petition. Sixty percent (60%) of classified employees must vote in said election to constitute a majority for the purpose of determining recognition. No more than one (1) such election shall be held in anyone (1) school year. If recognition is lost pursuant to the process described herein before the expiration of the term of this Agreement this agreement shall expire as of the date of the contract termination.

ARTICLE THREE – GENERAL STATEMENTS

A. Organization Membership

1. Both parties recognize that employees have the right to join or not join any organization for their economic improvement, and membership in any organization shall not be required as a condition of employment.
2. Upon receipt of authorization signed by an employee, the District agrees to deduct from the monthly salary of the classified employee an amount of money equal to an Association member's dues in the Association.
3. The Association shall notify the District in writing, through the Payroll Department, of any membership additions to dues deductions by the fifth (5th) of each month. The Association shall notify the District in writing, through the Payroll Department, of any membership cancellations by the fifth (5th) of October of each year.

B. Good Faith Negotiations

All parties involved recognize their responsibilities toward the entire community for negotiations in good faith on all matters of mutual concern. "Good Faith" means coming to the negotiating table for purposes of negotiating and interacting on proposals, not to dogmatically pursue preconceived stands. Good faith negotiating requires that both parties involved recognize the right of each party to present their views and opinions without censure or penalty.

C. Provisions Contrary to Law

If any provisions or applications of this document shall be found contrary to law, these provisions or applications shall be deemed invalid except to the extent permitted by law, but all other provisions and applications shall continue in full force and effect.

ARTICLE FOUR – NEGOTIATIONS PROCEDURE

A. Subjects of Negotiations

Negotiations shall be initiated by the Board and the Association mutually exchanging their proposed topics no later than April 1 of the year in which the Agreement expires. The beginning date may be extended by mutual consent of both parties. Negotiations shall be completed by June 30 of each year. The termination date of negotiations may be extended by mutual consent of both parties.

B. Meetings

Negotiations meetings will be scheduled so as not to conflict with committee members' work schedules; however, if negotiations are to be scheduled by mutual consent during the school day, the Association negotiators, not to exceed three (3) Association members, shall be released from their regular duties without loss of pay.

Effective as of November 4, 2014, with the passing of a Colorado School Board Open Meetings Initiative, Proposition 104, the State of Colorado requires meetings of a board of education or their representatives of a school district in which collective bargaining negotiations or employment contract negotiations take place to be open to the public.

C. Exchange of Information

The District shall furnish the Association Negotiation Committee, upon reasonable request, all available information concerning the financial resources of the District and such other information as will assist the Association in developing intelligent, accurate and constructive programs. Upon reasonable request, the Association shall furnish all available pertinent information to the District or the Board.

D. Consultants

The parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Cost of such consulting services shall be borne by the requesting party.

E. Joint Study Committees

The parties may appoint joint ad hoc study committees to research, study and develop reports and to make recommendations on matters under consideration. Such committees shall operate under procedures approved by parties involved and report findings directly to them.

ARTICLE FIVE – ADOPTING AGREEMENTS

A. Agreements reached by the negotiating teams will be considered tentative until formally approved by the Board and the Association.

B. INTERIM NEGOTIATIONS - It is recognized by the Board and the Association that all situations and developments could not be anticipated at the time this Agreement was negotiated. Change(s) in the Agreement during its effective dates may be negotiated when the parties mutually agree that proposed change(s) are necessary. If, as a result of such negotiations, agreement is reached on proposed

change(s), such change(s) will be signed by the Board and Association presidents and will become amendment(s) to the existing Agreement.

ARTICLE SIX – MEDIATION

If negotiations reach an impasse, the issues in dispute shall be submitted to the Federal Mediation and Conciliation Service for help in resolving the dispute. The party requesting mediation shall be responsible for contacting the Federal Mediation and Conciliation Service.

ARTICLE SEVEN – GRIEVANCE PROCEDURE

A. Definitions

1. A grievance shall mean a complaint by an employee or the Association that there has been a violation, misinterpretation, or inequitable application of any provision of this Agreement or Board policy. The grievance shall be submitted in writing and shall reference the provision of this Agreement and/or Board policy that is claimed to be violated. The grievance shall be signed by the grievant(s) or the designated officer of the Association.
2. An “aggrieved person” is the Association or an employee asserting a grievance.
3. A “party in interest” is an employee, other than the grievant, who might require action or against whom action might be required in order to resolve a grievance.
4. The purpose of the procedure is to secure, at the lowest level, equitable solutions to the problems affecting employees, which may arise. Both parties agree to keep these proceedings confidential.

B. Employee and Association Rights

1. Except at Level III under this Agreement, an employee shall be free to adjust individual complains with the employer, without Association representation, provided the adjustment is consistent with the terms of this Agreement and that the Association may review a copy of any adjustment. An employee shall not be denied the right to have Association representation at any level of the procedure.
2. Every employee covered under this Agreement shall have the right to present grievances in accordance with these procedures.
3. If, in the judgment of the Association, a grievance affects a group of employees, the Association may submit such grievances directly to the Superintendent, and the processing of any such grievances shall commence at Level II.

4. This Agreement shall not be construed as limiting the rights of any employee or group of employees of the Association from discussing any matter privately with the administration.
5. No employee should suffer any harassment, threats, intimidation, or reprisals for participation or non-participation in the processing of any grievance.
6. Any party in interest may be represented at any level of the grievance procedure by a person, or persons, of his own choosing. The Association shall have the right to be present and to state its views at any level of the grievance procedure.
7. The provisions of this section shall not apply where a review is prescribed by the law of the State of Colorado or where the Board is without authority to act.

C. Time Limits

1. The failure of an employee or the Association to initiate or appeal a grievance to the next level within a five (5) daytime limit shall act as a bar to any further appeal, and an administrator's failure to give a decision within seven (7) days shall permit the grievant to proceed to the next step. Time limits may be extended by mutual agreement.
2. It is agreed that any investigation or other handling or processing of any grievance by the grievant shall be conducted so as to result in no interference with work activities of the grievant. Hearings may, however, be held during the school day if requested by the arbitrator, providing that no other scheduling options are available. In such instances, the grievant(s) and all necessary witnesses shall be released without loss of pay with the costs being shared by the District and the Association.

D. General Principles and Resolutions

1. An attempt shall be made to resolve any grievance in an informal, verbal discussion between the grievant, the grievant representative, if desired, and any parties of interest..

Level I

1. If the grievance cannot be resolved informally, the grievant shall file a grievance in writing, and, at a mutually agreeable time, discuss the matter with his/her principal/supervisor. The written request shall state the nature of the grievance and shall state the remedy sought. The filing of the written grievance at Level I must be within thirty (30) days from the date of the occurrence, or the event giving rise to the grievance, or from the time the employee first became aware of the event giving rise to the grievance. The principal/supervisor shall make a decision on the grievance and communicate it in writing, including the reasons for the decision, to the employee, the Association and the Superintendent within five (5) days after the receipt of the grievance. The employee shall

acknowledge receipt of the written decision of the principal/supervisor on the grievance report.

Level II

1. In the event the grievance has not been satisfactorily resolved at Level I, the Association shall file with the Superintendent, within five (5) days of the employee's receipt of the supervisor's/principal's written decision at Level I, a copy of the grievance. Within seven (7) days after such written grievance is filed, the grievant, the Association and the Superintendent or designee shall meet to resolve the grievance. If the grievance is not satisfactorily resolved at such meeting, the Superintendent or designee shall make a decision and provide it in writing to the employee, the Association and the principal/supervisor within five (5) days of the meeting to resolve the grievance.

Level III

1. If the grievance is not resolved at Level II, or if the Level II decision has not been provided within the time limits specified, the grievant may request that the Association submit the grievance to Level III, Arbitration. If it wishes to arbitrate the grievance, the Association shall notify the District within fifteen (15) days after receipt of the Level II decision. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two (2) parties within fourteen (14) days of the Superintendent's receipt of the request for arbitration. The procedures for the selection of an arbitrator are as follows:
 - a. If the parties cannot agree on an arbitrator within three (3) days, the parties shall request the American Arbitration Association to submit a panel of seven (7) arbitrators from which an arbitrator shall be selected. Each of the parties shall be entitled to strike three (3) alternate names from the list. The party who is to strike the first name shall be selected by lot.
 - b. The Superintendent and parties shall meet within three (3) days after receiving the list of proposed arbitrators to strike off the names to which they object.
 - c. The American Arbitration Association shall select the arbitrator from the preferences submitted by the parties.
 - d. If the parties fail to agree on any of the persons listed, or if for any other reason an appointment cannot be made from the list, the American Arbitration Association shall appoint an arbitrator from its members without submitting further lists.
2. The parties shall be bound by the rules and procedures established by the American Arbitration Association. The arbitrator's report shall be simultaneously submitted in writing to the Superintendent and the Association only, and shall set forth the arbitrator's findings of fact, reasoning, conclusions, and award on the grievance. The arbitrator's award shall be consistent with

the law and the terms of this Agreement. Within five (5) days after receiving the report of the arbitrator, the Superintendent, aggrieved party, and a representative of the Association will meet to discuss the report.

3. If the grievance is not resolved at this meeting, the Board of Education shall take final action on the report at its next regularly scheduled meeting.

ARTICLE EIGHT – LEAVE BENEFITS

A. Leave (Paid Time Off)

1. Two (2) days of leave (paid time off) shall be provided for all classified employees of Morgan County School District Re-3 upon employment. Two (2) additional days will be allocated if the employee is hired prior to September 30th of the current school year, or One (1) additional day will be allocated if hired between January 1st and March 31st of the current school year. Up to nine (9) days per year may be used for the illness of the employee's immediate family suffering a critical illness. For the purpose of this article, immediate family shall mean an employee's spouse, parents, step-parents, foster parents, mother-in-law, father-in-law, children, step-children, foster children, daughter-in-law, son-in-law, grandparents, step-grandparents, grand-children, step-grandchildren, brother, sister, step-brother, step-sister, sister-in-law, or brother-in-law. This also includes any person who served in lieu of a parent.

Continuing employees shall receive 2 additional days of PTO each year. The allocation of these days shall be July 1st for 12-month employees, and August 1st for 10-month employees.

During ensuing years of employment, leave may be accumulated up to one hundred twenty (120) days, calculated at the hours per day of the employee's current position.

2. On the request of the administration, after three (3) missed days, proof of illness, which shall consist of diagnosis and prognosis, must be provided.
3. Leave (Paid Time Off) may be taken for the following reasons, and all PTO must be use before requesting unpaid leave:
 - a. Personal mental or physical illness, injury or health condition or the need to obtain medical care;
 - b. The necessary care and attendance of the employee's family member who has a mental or physical illness, injury or health condition or the need to obtain medical care;
 - c. Seeking medical attention or related services if the employee or a member of the employee's family has been the victim of domestic abuse, sexual assault, or harassment;
 - d. The District has been ordered to close by a public official due to a public health emergency; or

- e. The school or childcare provider for the employee's child has been ordered to close by a public official due to a public health emergency and the employee needs to be absent from work to care for their child.
- f. Leave (Paid Time Off) may be used for the purpose of parental leave in the event any employee or employee's spouse gives birth to a child or to adopt a child. Such Leave shall be allowed beginning with the birth of the child or the day the adoptive child resides with the employee. Parental leave is available for a period not to exceed six (6) weeks.

At the close of each fiscal year, each employee's accumulated unused leave shall be calculated. Any employee whose accumulated leave equals at least one hundred twenty (120) days shall receive eight (8) dollars per hour times the number of hours worked each day, up to sixty (60) dollars per day, for unused leave above one hundred twenty (120) days. Hours worked will be based on the work assignment held at the end of the last school year. Payment will be reflected in the August payroll.

B. Sick Leave Bank

1. All employees whose position qualifies them for leave (paid time off) benefits are eligible to participate in the Sick Leave Bank on a voluntary basis. Employees must donate at least one (1) day of his/her leave within thirty (30) days from their employment date to join the Sick Leave Bank. Open enrollment for joining the Sick Leave Bank will be within the first thirty (30) calendar days after the first student contact day of the school year.
2. Sick Leave Bank will be available to any eligible employees who are unable to perform service due to catastrophic injury or illness to themselves or any member of the employee's immediate family. For the purpose of this article, immediate family shall include the employee's spouse or dependent children living within the employee's home and dependent upon the employee for care, or other family members claimed on the employee's tax return for the previous two years. Normal pregnancies are covered under this article, as well as serious complications arising from a pregnancy, depending on the circumstances. Catastrophic injury or illness shall mean a) major surgeries and/or life threatening illnesses/diseases (i.e. cancer, heart attacks, strokes), b) accidents requiring extensive hospitalization and/or home care that disables an individual from performing his/her work duties. This shall not include elective surgery. Elective surgery is defined herein as a doctor-diagnosed condition causing minimal or no pain, dysfunction, or disability and for which surgery sometime in the future is acceptable. This condition is unlikely to deteriorate quickly and does not have the potential to become an emergency.
3. To remain eligible for participation in the Sick Leave Bank, an employee must donate one (1) day or more of accumulated leave to the Bank whenever the Sick Leave Bank runs low of days. The Association will notify members in writing when additional days are needed. Employees who choose not to donate to the Sick Leave Bank when donations are needed shall remain

ineligible to participate in the Sick Leave Bank until the beginning of the next school year. At that time, the employee must donate one day of leave to be eligible to participate in the Sick Leave Bank. Employees wishing to remain as members of the Sick Leave Bank, who have no accumulated leave, must notify the Sick Leave Bank chairperson and the payroll specialist, in writing, of their intent to remain as a Sick Leave Bank member and by donating their first accumulated day of leave to the Sick Leave Bank. Retiring employees will be able to contribute ten (10) of their unused days if the Sick Leave Bank will not go over the maximum days.

4. Sick Leave Bank members wishing to cancel their membership must do so in writing during the first thirty (30) days after the first student contact day of the school year. A person withdrawing from membership will not be able to withdraw contributed days.
5. Employees applying for Sick Leave Bank days benefits must have used all of their accumulated leave (paid time off) before requesting days from the Sick Leave Bank, which includes personal, vacation, and all other leaves, if applicable.
6. During the first year of employment, an employee can request a maximum of five (5) days from the Sick Leave Bank. After the first year of employment, an employee can draw a maximum of twenty (20) days each year from the Sick Leave Bank. The year shall be considered July 1 to June 30.
7. Employees withdrawing Sick Leave Bank days from the Bank will not have to replace these days except as a regular contributing member of the Bank.
8. It shall be the responsibility of the employee or his/her designee/family to apply for Sick Leave Bank days. Applications for use of Sick Leave Bank days must be made in writing to the Sick Leave Bank Committee chairperson and must be accompanied by a letter from the attending physician stating a clear diagnosis and prognosis of the situation. This letter must be received by the chairperson of the Sick Leave Bank Committee within ten (10) days following the depletion of the employee's accumulated leave.
9. The Sick Leave Bank Committee shall consist of five (5) members. Two (2) members shall be appointed by the Association president and two (2) members shall be appointed by the Board. These four (4) members shall, together, select a fifth member.
10. If a Sick Leave Bank applicant believes he/she has been improperly denied use of Sick Bank days by the Committee, he/she may file an appeal to the Superintendent of Schools. The Superintendent shall refer the matter to an appeals committee consisting of the Superintendent, a board member and one (1) person appointed by the Association president. No member of the Sick Leave Bank Committee may sit on the appeals committee. The appeals committee may call a hearing on the matter or may make a decision based

upon material submitted to it. The committee shall notify the employee of its decision in writing. The decision of the appeals committee shall be final.

11. Any leave taken under this Agreement shall count toward the Family and Medical Leave Act (FMLA).
12. The Sick Leave Bank will contain a maximum of four hundred (400) days and a minimum of two hundred (200) days. (This figure may be exceeded by new members donating.)
13. Records will be kept by the Association representatives who shall be accountable to the Director of Human Resources.
14. An annual report on the activity of the Sick Leave Bank will be given to the Board of Education and the Association in the month of June.
15. Forms to be used in carrying out the functions of the Sick Leave Bank are:
 - a. The Sick Leave Bank Request includes Release of Information and Physician's Statement
 - b. Sick Leave Bank Committee Action Form Sick Leave Bank

C. Bereavement Leave

Bereavement leave of five (5) days per year may be used for death in the immediate family. For the purpose of this article, immediate family shall mean an employee's spouse, parents, step-parents, foster parents, mother-in-law, father-in-law, children, step-children, foster children, daughter-in-law, son-in-law, grandparents, step-grandparents, grandchildren, step-grandchildren, brother, sister, step-brother, step-sister, sister-in-law, or brother-in-law. This also includes any person who served in lieu of a parent. After these days are used, up to an additional five (5) days may be granted at the discretion of the Superintendent. Classified may also choose to use accumulated leave (paid time off) days, up to a maximum of five (5) days per school year, for bereavement purposes for persons not included in the above list.

D. Domestic Abuse Leave

The District permits an employee to request or take up to three (3) working days of leave from work in any 12-month period with or without pay, if the employee is the victim of domestic sexual assault or any other crime related to domestic abuse.

E. Association Leave

The Board of Education of Morgan County School District Re-3 agrees to grant fifteen (15) days of Association Leave to the Association of Classified Personnel per year. In the event this number of days is deemed insufficient, additional days of Association leave may be granted by the Board.

F. Unpaid Leave

Classified employees must use any available leave (paid time off) and/or vacation days before requesting an unpaid day off. Employees without accumulated leave, PTO or vacation, shall not accrue PTO while on unpaid leave.

G. Requesting Substitute Employees for PTO Leave

Classified employees who fill classroom positions (Librarian, Computer Lab, and Early Childhood) shall be allowed to request a certified substitute teacher after every effort has been made to cover the leave with a classified substitute employee.

ARTICLE NINE – VACATIONS AND HOLIDAYS

A. Ten-Month Employees

Days when school is not in session for persons employed for ten (10) months shall be the same as those set for teaching personnel. These days are not paid days.

B. Twelve-Month Employees

1. Twelve-month employees will receive two (2) weeks paid vacation during the first five (5) years of employment, at the rate of .83 days per month. During the sixth through tenth years, employees will receive three (3) weeks of paid vacation, at the rate of 1.25 days per month. During the eleventh year and thereafter, employees will receive four (4) weeks of paid vacation, at the rate of 1.67 days per month.
2. Twelve-month employees may accumulate up to double the number of vacation days for which they are eligible. Employees eligible for ten (10) days of vacation leave in a single year may accrue up to twenty (20) days of vacation leave. Employees eligible for fifteen (15) days of vacation may accrue up to thirty (30) days. Employees eligible for twenty (20) days of vacation may accrue up to forty (40) days.
3. Annual vacation days will be prorated for partial year employment based on a fiscal year of July 1-June 30.
4. Only employees who have been employed for six (6) months or longer can use prorated annual vacations days, with the exception of a snow day.

School vacation days shall be considered regular workdays. Exceptions shall be New Year's Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and the day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve which shall be paid holidays. If the

following holidays fall on a weekend, twelve-month employees are to have the workday closest to the holiday as a paid holiday: New Year's Day, Independence Day, and Christmas Day.

Twelve-month employees will be given the day prior to Christmas as an additional holiday with pay where the best interest of the District is served. Otherwise, the employee will be given an alternate vacation day upon approval of the appropriate supervisor.

ARTICLE TEN – INSURANCE AND OTHER FRINGE BENEFITS

A. Insurance

All employees, excluding temporary, seasonal and substitute personnel, will be allowed to participate in any District-approved insurance programs. Employees who work a minimum of thirty (30) hours per week and are in a benefits eligible position, are eligible for District health insurance benefits. Employees covered by the District health insurance as of June 2012, or who have been involuntarily transferred to a position not otherwise eligible for health insurance, shall continue to receive the insurance benefits. Bus drivers assigned a regular route with the District are eligible for health insurance. This does not apply to substitute bus drivers.

B. Retirement or Resignation

All permanent employees, excluding temporary and substitute personnel, who have had at least twenty (20) years of service in the District or who have reached the age of sixty-five (65), shall be eligible to receive payment for unused sick leave at the rate of eight (8) dollars per hour times the number of hours worked each day, up to sixty (60) dollars per day up to half of the total accumulated unused sick leave. Hours worked will be based on the work assignment held at the end of the last school year. Payment will be made in the employee's final paycheck. If an employee has any unused vacation days, payment will also be made in the final paycheck of the employee.

C. Physical Examinations

Annually, the District will pay physical examinations for any employee as required by their job description/duties.

D. Uniforms

The District shall provide uniforms for maintenance and grounds personnel employees.

ARTICLE ELEVEN – SALARIES

A. Salary Schedule

The salary schedule currently in effect is shown as Appendix A to this document. All employees shall be placed on said schedule. Employees in Level X (10) who require specialized certification and/or education may be compensated at a rate comparable to the private sector.

B. Method of Payment

All employees will be paid monthly based on accrued salary. Undertime or overtime for the month will be calculated and adjusted monthly.

C. Prior Experience

Previous related experience will be allowed for placement up to 10 years for new employees to the District on the current salary scale, as determined by the Superintendent or designee.

D. Overtime

1. Employees working overtime shall be paid time plus one-half for overtime work in excess of forty (40) hours per week. Any over-budgeted hours must be requested by the employee's supervisor in writing to and be preapproved by the Director of Human Resources or designee.

E. Salary Increment

Salaries of all employees will be on the basic scale as negotiated with salary increases beginning with the July paycheck. A person must be employed as of January 1st of any new year to receive advancement on the salary scale. The Board will inform the Association of all unscheduled and arbitrary salary changes.

F. Emergency Closure Days

If school is dismissed or closed due to bad weather, employees shall be paid for the full day. Head custodians and all other District staff who report to work on emergency closure days will be paid overtime above time worked over 40 hours (including the time granted for the emergency closure).

G. Years of Service

A year of service shall be defined as regular, full-time employment by the District of at least ninety-five (95) school days during the first year of employment and full school years as determined by the official school calendar adopted by the Board each year thereafter.

H. Longevity

During times of reduction in staff, all things being equal in job performance between two people, longevity in the District will be the deciding factor.

I. Bus Drivers

1. Regular bus drivers shall be paid according to the salary scale. Minimum compensation will be one-and-one-half (1 ½) hours for a half (½) route and a kindergarten route and three (3) hours for a full route.
2. Newly hired bus drivers will be paid minimum wage while learning each route one (1) time, both morning and afternoon.
3. Bus drivers shall be compensated for parent-contact duty at their regular hourly rate. Compensation shall be limited to a maximum of four (4) hours for each regular route and a maximum of three (3) hours for each kindergarten route.
4. An assistant will be provided on disabled bus/buses.
5. Bus drivers will be compensated for meals on a per diem basis.
6. If a bus driver misses a route due to serving on a District-based committee, he/she shall draw his/her regular salary for that route up to two (2) times a year.
7. Drivers who attend meetings regarding students at the request of the District shall be compensated for their time at their regular hourly rate.
8. Upon successful completion of driver's tests, the District shall reimburse costs required to obtain necessary licenses (maximum reimbursement of one (1) test per employee).

J. Cooks

Cooks who are on duty outside of their normal work hours, for a school related function, shall be compensated at \$4 above their regular salary. Cooks who work outside events, non-school related functions, will be compensated at time and one half for regular days or double time for holidays.

K. Testing Highly Qualified Requirement of Paraprofessionals

1. Paraprofessionals hired after July 1, 2009, are required to meet the following:
 - a. Completion of at least forty-eight (48) hours of study at an institution of higher education: or
 - b. Obtaining an associate's (or higher) degree; or
 - c. Meeting the requirement via successful completion of a District-approved written test. Upon successful completion of the WorkKeys tests, the District

shall reimburse costs required to obtain necessary tests (maximum reimbursement of one (1) test per employee).

L. Salary Negotiations

The Agreement between the Board of Education and the Association will be in effect for three consecutive years beginning July 1, 2021, and ending June 30, 2024. All financial obligations of the Board set forth in this Agreement are subject to annual appropriation by the Board. The parties agree that the Board of Education and the Association will meet on or before January 31 of each year to discuss salary and benefits provisions of this Agreement.

M. Work At High Scale

Any employee temporarily assigned to a position of a higher or lower scale outside of the workday shall be paid at the rate of the different scale for the duration of that assignment. Any employee assigned the duties of a higher scale during the workday for at least ten (10) consecutive days shall be paid at the higher scale for the duration of the assignment.

N. Educational Credit

Classified employees working in student centered programs who hold a valid AA or AS degree related to the field in which they are working shall be granted an additional step on the salary schedule. Those employees holding a valid BA or BS degree shall be granted two (2) additional steps on the salary schedule.

O. Planning Time

Classified employees who are computer lab assistants will be 177-day employees, and library secretaries will be 185-day employees.

ARTICLE TWELVE – SUPPLEMENTAL CONTRACT

A. Supplemental Contract

Employees who are eligible for and receiving a PERA retirement annuity are eligible to apply for a supplemental contract not to exceed one hundred ten (110 or 140) days each of two (2) consecutive calendar years as defined in Board Policy GDQCB. Critical Shortage positions are available for nutrition, bus drivers and paraprofessionals.

ARTICLE THIRTEEN – EMPLOYEE PROCEDURES

A. The District shall give an employee three (3) weeks written notice if his/her position is to be eliminated.

B. Performance Review

Employees shall receive a minimum of one written performance review every year by their supervisor or building principal.

1. The employee will be informed in advance of the evaluation process and the form(s) to be used.
2. The employee will sign the evaluation form at the time of the evaluation as evidence that the contents have been reviewed and discussed. Signature will not indicate agreement with the contents of the evaluation but only that it has been read and acknowledged by the employee.
3. The employee may prepare a written rebuttal to the evaluation that will be attached to and filed with the evaluation document.

C. Personnel Files

1. Employees shall have the right, upon request, to review the contents of his/her own personnel file, with the exception of references and recommendations provided to the District on a confidential basis by universities, colleges, former employers or persons not connected with the District.
2. No material of a derogatory nature will be placed in the personnel file unless signed by the person(s) making such derogatory allegations and a copy has been given to the employee.
3. An employee may respond or refute any material. Such written response will be attached to and filed with the corresponding document.
4. Employees, and/or her/his authorized representative, shall be permitted to reproduce at their own expense any material in their personnel files to which they have legal access.

ARTICLE FOURTEEN – EMPLOYEE PROTECTION

A. Any case of assault upon an employee shall be reported promptly, and within three (3) days in writing, to the principal or other appropriate administrator by that teacher or any other teacher observing or having knowledge of the assault.

B. When arising out of an/or in the course of the employee's employment, and the proper discharge of position related duties as determined by administrative review, a employee's clothing or personal effects are damaged or destroyed as a result of willful malice, the Board will reimburse the employee for the cost of the repair or replacement in the amount not to exceed one thousand dollars (\$1,000).

- C. Whenever an employee is absent from school as the result of a personal injury caused by an assault arising out of and/or in the course of employment, a full salary will be paid, less the amount received from workers' compensation until the employee is able to return to their regular position.
- D. Provisions of this Article shall refer to assaults by parents, students, staff or persons not associated with the schools.

ARTICLE FIFTEEN – DURATION AND ATTESTATION

THE PROVISIONS OF THIS AGREEMENT EXCEPT AS OTHERWISE PROVIDED HEREIN SHALL BE EFFECTIVE THE FIRST DAY OF JULY 2024 AND SHALL REMAIN AND CONTINUE IN FULL FORCE AND EFFECT THROUGH THE THIRTIETH DAY OF JUNE 2027. IN WITNESS, WHERE OF THE PARTIES HEREUNTO SET THEIR HANDS AND SEALS THIS TWENTIETH DAY OF MAY, 2024.

That this Agreement was approved and ratified by the Board of Education of the Morgan County School District Re-3, Fort Morgan, Colorado, upon a motion properly made, seconded, and passed by a majority of the Board on May 20, 2024, at a meeting called and conducted in accordance with law.

MORGAN COUNTY SCHOOL DISTRICT RE-3

By *Mrs. Nancy Hopper – Signature on File*
School Board President

ATTEST:

By *Mrs. Kati Jess – Signature on File*
School Board Secretary

That this Agreement was approved by the Board of Directors of the Association of Classified Personnel, CEA, and ratified by a majority of the members of the Association at meetings called and conducted in accordance with law on May 20, 2024.

FORT MORGAN ASSOCIATION OF CLASSIFIED PERSONNEL, CEA

By *Mrs. Deborah Middlemist – Signature on File*
ACP President

ATTEST:

By *Mrs. Charity Stanley-Coleman – Signature on File*
ACP Secretary

APPENDIX A – SALARY SCHEDULE

CLASSIFIED SALARY SCHEDULE												
Effective July 1, 2024 through June 30, 2025												
POSITION	Level	1	2	3	4	5	6	7	8	9	10	11
CHILDCARE ASSISTANT - STUDENT SEASONAL WORKER - STUDENT BUS WASHER (NON-DRIVER POSITION) SUBSTITUTE (CUSTODIAL, FOOD SERVICE, PARA/TA)	II / 2	\$15.36	\$15.56	\$15.76	\$15.96	\$16.16	\$16.36	\$16.56	\$16.76	\$16.96	\$17.16	\$ 17.36
BUS ASSISTANT CUSTODIAN COOK / LUNCHROOM CASHIER	III / 3	\$16.68	\$16.88	\$17.08	\$17.28	\$17.48	\$17.68	\$17.88	\$18.08	\$18.28	\$18.48	\$ 18.68
PARAPROFESSIONAL/TEACHER ASSISTANT EARLY CHILDHOOD TEACHER ASSISTANT FAMILY LIAISON	IV / 4	\$16.30	\$16.50	\$16.70	\$16.90	\$17.10	\$17.30	\$17.50	\$17.70	\$17.90	\$18.10	\$ 18.30
HEALTH CLERK PRINT SHOP OPERATOR FACILITIES SEASONAL WORKER SECRETARY - ATTENDANCE/DISCIPLINE/ACTIVITIES/COUNSELOR PARAPROFESSIONAL/TEACHER ASSISTANT - Center Based/Special Assignment EFL, ED, SPEECH, PK - SPED, K - SIGNIFICANT NEEDS	V / 5	\$17.28	\$17.48	\$17.68	\$17.88	\$18.08	\$18.28	\$18.48	\$18.68	\$18.88	\$19.08	\$ 19.28
HEAD CUSTODIAN KITCHEN MANAGER WAREHOUSE LIBRARY SECRETARY COMPUTER LAB ASSISTANT EARLY CHILDHOOD TEACHER	VI / 6	\$17.73	\$17.93	\$18.13	\$18.33	\$18.53	\$18.73	\$18.93	\$19.13	\$19.33	\$19.53	\$ 19.73
ADMINISTRATIVE ASSISTANT ASSISTANT MECHANIC - TRANSPORTATION REGISTRAR	VII / 7	\$18.31	\$18.51	\$18.71	\$18.91	\$19.11	\$19.31	\$19.51	\$19.71	\$19.91	\$20.11	\$ 20.31
ADVANCE DIRECTOR TRANSLATOR/INTERPRETER	VIII / 8	\$19.05	\$19.25	\$19.45	\$19.65	\$19.85	\$20.05	\$20.25	\$20.45	\$20.65	\$20.85	\$ 21.05
SIGN LANGUAGE INTERPRETER	IX / 9	\$20.36	\$20.56	\$20.76	\$20.96	\$21.16	\$21.36	\$21.56	\$21.76	\$21.96	\$22.16	\$ 22.36
FACILITIES GROUNDS TECHNICIAN FACILITIES MAINTENANCE TECHNICIAN **ELECTRICIAN/FOREMAN/HVAC/MECHANIC - FACILITIES	X / 10	\$24.01	\$24.21	\$24.41	\$24.61	\$24.81	\$25.01	\$25.21	\$25.41	\$25.61	\$25.81	\$ 26.01
BUS DRIVER (REGULAR ROUTE) BUS DRIVER (SUBSTITUTE)	XI / 11	\$23.59	\$24.59	\$25.59	\$26.59	\$27.59	\$28.59	\$29.59	N/A	N/A	N/A	N/A
MECHANIC - TRANSPORTATION	XII / 12	\$27.65	\$27.85	\$28.05	\$28.25	\$28.45	\$28.65	\$28.85	\$29.05	\$29.25	\$29.45	\$ 29.65
LEAD MECHANIC - TRANSPORTATION <i>Additional \$10.00/hour for Certification/License</i>	XIII / 13	\$31.30	\$31.50	\$31.70	\$31.90	\$32.10	\$32.30	\$32.50	\$32.70	\$32.90	\$33.10	\$ 33.30

The District will allow placement credit on verifiable years of approved relevant experience for all classified, non-certified positions.
Substitutes are paid at their corresponding level and at step 1.
** Considered Confidential and are not covered by the ACP Agreement.*

CLASSIFIED SALARY SCHEDULE
Effective July 1, 2024 through June 30, 2025

	II / 2	III / 3	IV / 4	V / 5	VI / 6	VII / 7	VIII / 8	IX / 9	X / 10	XI / 11	XII / 12	XIII / 13	
1	\$ 15.36	\$ 16.68	\$ 16.30	\$ 17.28	\$ 17.73	\$ 18.31	\$ 19.05	\$ 20.36	\$ 24.01	\$ 23.59	\$ 27.65	\$ 31.30	1
2	\$ 15.56	\$ 16.88	\$ 16.50	\$ 17.48	\$ 17.93	\$ 18.51	\$ 19.25	\$ 20.56	\$ 24.21	\$ 24.59	\$ 27.85	\$ 31.50	2
3	\$ 15.76	\$ 17.08	\$ 16.70	\$ 17.68	\$ 18.13	\$ 18.71	\$ 19.45	\$ 20.76	\$ 24.41	\$ 25.59	\$ 28.05	\$ 31.70	3
4	\$ 15.96	\$ 17.28	\$ 16.90	\$ 17.88	\$ 18.33	\$ 18.91	\$ 19.65	\$ 20.96	\$ 24.61	\$ 26.59	\$ 28.25	\$ 31.90	4
5	\$ 16.16	\$ 17.48	\$ 17.10	\$ 18.08	\$ 18.53	\$ 19.11	\$ 19.85	\$ 21.16	\$ 24.81	\$ 27.59	\$ 28.45	\$ 32.10	5
6	\$ 16.36	\$ 17.68	\$ 17.30	\$ 18.28	\$ 18.73	\$ 19.31	\$ 20.05	\$ 21.36	\$ 25.01	\$ 28.59	\$ 28.65	\$ 32.30	6
7	\$ 16.56	\$ 17.88	\$ 17.50	\$ 18.48	\$ 18.93	\$ 19.51	\$ 20.25	\$ 21.56	\$ 25.21	\$ 29.59	\$ 28.85	\$ 32.50	7
8	\$ 16.76	\$ 18.08	\$ 17.70	\$ 18.68	\$ 19.13	\$ 19.71	\$ 20.45	\$ 21.76	\$ 25.41		\$ 29.05	\$ 32.70	8
9	\$ 16.96	\$ 18.28	\$ 17.90	\$ 18.88	\$ 19.33	\$ 19.91	\$ 20.65	\$ 21.96	\$ 25.61		\$ 29.25	\$ 32.90	9
10	\$ 17.16	\$ 18.48	\$ 18.10	\$ 19.08	\$ 19.53	\$ 20.11	\$ 20.85	\$ 22.16	\$ 25.81		\$ 29.45	\$ 33.10	10
11	\$ 17.36	\$ 18.68	\$ 18.30	\$ 19.28	\$ 19.73	\$ 20.31	\$ 21.05	\$ 22.36	\$ 26.01		\$ 29.65	\$ 33.30	11
12	\$ 17.56	\$ 18.88	\$ 18.50	\$ 19.48	\$ 19.93	\$ 20.51	\$ 21.25	\$ 22.56	\$ 26.21		\$ 29.85	\$ 33.50	12
13	\$ 17.76	\$ 19.08	\$ 18.70	\$ 19.68	\$ 20.13	\$ 20.71	\$ 21.45	\$ 22.76	\$ 26.41		\$ 30.05	\$ 33.70	13
14	\$ 17.96	\$ 19.28	\$ 18.90	\$ 19.88	\$ 20.33	\$ 20.91	\$ 21.65	\$ 22.96	\$ 26.61		\$ 30.25	\$ 33.90	14
15	\$ 18.16	\$ 19.48	\$ 19.10	\$ 20.08	\$ 20.53	\$ 21.11	\$ 21.85	\$ 23.16	\$ 26.81		\$ 30.45	\$ 34.10	15
16	\$ 18.36	\$ 19.68	\$ 19.30	\$ 20.28	\$ 20.73	\$ 21.31	\$ 22.05	\$ 23.36	\$ 27.01		\$ 30.65	\$ 34.30	16
17	\$ 18.56	\$ 19.88	\$ 19.50	\$ 20.48	\$ 20.93	\$ 21.51	\$ 22.25	\$ 23.56	\$ 27.21		\$ 30.85	\$ 34.50	17
18	\$ 18.76	\$ 20.08	\$ 19.70	\$ 20.68	\$ 21.13	\$ 21.71	\$ 22.45	\$ 23.76	\$ 27.41		\$ 31.05	\$ 34.70	18
19	\$ 18.96	\$ 20.28	\$ 19.90	\$ 20.88	\$ 21.33	\$ 21.91	\$ 22.65	\$ 23.96	\$ 27.61		\$ 31.25	\$ 34.90	19
20	\$ 19.16	\$ 20.48	\$ 20.10	\$ 21.08	\$ 21.53	\$ 22.11	\$ 22.85	\$ 24.16	\$ 27.81		\$ 31.45	\$ 35.10	20
21	\$ 19.36	\$ 20.68	\$ 20.30	\$ 21.28	\$ 21.73	\$ 22.31	\$ 23.05	\$ 24.36	\$ 28.01		\$ 31.65	\$ 35.30	21
22	\$ 19.56	\$ 20.88	\$ 20.50	\$ 21.48	\$ 21.93	\$ 22.51	\$ 23.25	\$ 24.56	\$ 28.21		\$ 31.85	\$ 35.50	22
23	\$ 19.76	\$ 21.08	\$ 20.70	\$ 21.68	\$ 22.13	\$ 22.71	\$ 23.45	\$ 24.76	\$ 28.41		\$ 32.05	\$ 35.70	23
24	\$ 19.96	\$ 21.28	\$ 20.90	\$ 21.88	\$ 22.33	\$ 22.91	\$ 23.65	\$ 24.96	\$ 28.61		\$ 32.25	\$ 35.90	24
25	\$ 20.16	\$ 21.48	\$ 21.10	\$ 22.08	\$ 22.53	\$ 23.11	\$ 23.85	\$ 25.16	\$ 28.81		\$ 32.45	\$ 36.10	25
26	\$ 20.36	\$ 21.68	\$ 21.30	\$ 22.28	\$ 22.73	\$ 23.31	\$ 24.05	\$ 25.36	\$ 29.01		\$ 32.65	\$ 36.30	26
27	\$ 20.56	\$ 21.88	\$ 21.50	\$ 22.48	\$ 22.93	\$ 23.51	\$ 24.25	\$ 25.56	\$ 29.21		\$ 32.85	\$ 36.50	27
28	\$ 20.76	\$ 22.08	\$ 21.70	\$ 22.68	\$ 23.13	\$ 23.71	\$ 24.45	\$ 25.76	\$ 29.41		\$ 33.05	\$ 36.70	28
29	\$ 20.96	\$ 22.28	\$ 21.90	\$ 22.88	\$ 23.33	\$ 23.91	\$ 24.65	\$ 25.96	\$ 29.61		\$ 33.25	\$ 36.90	29
30	\$ 21.16	\$ 22.48	\$ 22.10	\$ 23.08	\$ 23.53	\$ 24.11	\$ 24.85	\$ 26.16	\$ 29.81		\$ 33.45	\$ 37.10	30
31	\$ 21.36	\$ 22.68	\$ 22.30	\$ 23.28	\$ 23.73	\$ 24.31	\$ 25.05	\$ 26.36	\$ 30.01		\$ 33.65	\$ 37.30	31
32	\$ 21.56	\$ 22.88	\$ 22.50	\$ 23.48	\$ 23.93	\$ 24.51	\$ 25.25	\$ 26.56	\$ 30.21		\$ 33.85	\$ 37.50	32
33	\$ 21.76	\$ 23.08	\$ 22.70	\$ 23.68	\$ 24.13	\$ 24.71	\$ 25.45	\$ 26.76	\$ 30.41		\$ 34.05	\$ 37.70	33
34	\$ 21.96	\$ 23.28	\$ 22.90	\$ 23.88	\$ 24.33	\$ 24.91	\$ 25.65	\$ 26.96	\$ 30.61		\$ 34.25	\$ 37.90	34
35	\$ 22.16	\$ 23.48	\$ 23.10	\$ 24.08	\$ 24.53	\$ 25.11	\$ 25.85	\$ 27.16	\$ 30.81		\$ 34.45	\$ 38.10	35
36	\$ 22.36	\$ 23.68	\$ 23.30	\$ 24.28	\$ 24.73	\$ 25.31	\$ 26.05	\$ 27.36	\$ 31.01		\$ 34.65	\$ 38.30	36
37	\$ 22.56	\$ 23.88	\$ 23.50	\$ 24.48	\$ 24.93	\$ 25.51	\$ 26.25	\$ 27.56	\$ 31.21		\$ 34.85	\$ 38.50	37
38	\$ 22.76	\$ 24.08	\$ 23.70	\$ 24.68	\$ 25.13	\$ 25.71	\$ 26.45	\$ 27.76	\$ 31.41		\$ 35.05	\$ 38.70	38
39	\$ 22.96	\$ 24.28	\$ 23.90	\$ 24.88	\$ 25.33	\$ 25.91	\$ 26.65	\$ 27.96	\$ 31.61		\$ 35.25	\$ 38.90	39
40	\$ 23.16	\$ 24.48	\$ 24.10	\$ 25.08	\$ 25.53	\$ 26.11	\$ 26.85	\$ 28.16	\$ 31.81		\$ 35.45	\$ 39.10	40