Morgan County School District Re-3
District Support Center
715 West Platte Avenue
Fort Morgan, Colorado 80701

TO: Board of Education
FROM: Mr. Rob Sanders, Superintendent
RE: Memorandum of Understanding – ACP Negotiations
DATE: May 13, 2024

As a result of negotiations recently completed between the Fort Morgan Association of Classified Personnel (ACP) and the Morgan County School District Re-3, both parties agree to the following:

1. A 4.16 % increase will be added to the base salary. The increase will then be reflected through all steps in each of the salary schedule lanes.
2. Staff who qualify for vertical steps will receive the incremental step associated with their respective placement on the classified pay scale for the 2024-2025 school year.
3. The district will pay an increase of 7% to the district provided health insurance premium at the rate of $861 per employee for full time equivalent employees.
4. Classified staff members who qualify for the district-provided health insurance will receive the district contribution of $750 into their personal Health Savings Account (HSA), or $1000 into their Health Reimbursement Account (HRA) depending on the selected plan. Staff who choose to participate in the PPO3 plan are provided $750 that is reflected in a reduction on their health insurance premium.
5. Classified staff members who qualify for a longevity bonus as outlined below, will receive said bonus in the September 2024 payroll. Years of service are calculated as of August 31, 2024. Years of service are calculated using the **latest hire date** to the district. Breaks in service to the district will not be counted.
6. Major language changes to the Master Agreement include the following:
    a. Page 12 – Article Eight, Letter A, #1 ~ Clarifying language around leave allocations for new and returning employees and related dates for leave allocations. Added statement "calculated at the hours per day of the employees' current position" when calculating 120 days.
    b. Page 12 – Article Eight, Letter A, #3 ~ Removed paragraph related to leave calculation due to the transition to PTO for the 2023-2024 school year.
    c. Page 12/13 – Article Eight, Letter A, #4 ~ Added language identifying what Leave (PTO) may be taken for to align with FMEA.
    d. Page 13 – Article Eight, Letter B ~ Added language for Sick Bank open enrollment to align with FMEA language. Open enrollment will be within the first 30 calendar days after the first student contact day.
    e. Page16 – Article Eight, Letter F ~ Added language that employees without accumulated leave, PTO, or vacation, shall not accrue PTO while on unpaid leave.

f. Page16 – Article Eight, Letter G ~ Added language that allows classified employees who fill classroom positions to request certified substitutes during time of leave.
g. Page 16 – Article Nine, Letter B, #4 ~ Modified language for 12-month employees when a holiday falls on a weekend to reflect the "workday closest to the holiday" as a paid holiday.
h. Page 18/19 – Article Eleven, Letter F ~ Removed "up to two (2) days per school year" to reflect that employees will be paid for the full day when school is dismissed or closed due to weather.
i. Page 19/20 – Article Eleven, Letter J ~ Clarifying language for compensating cooks outside of normal work hours, for school functions, and outside events.
j. Page 22 – Article Fourteen, Letter A-D ~ Added section on Employee Protection to align with FMEA Agreement.

7. Other Agreement changes in wording not listed above, and not substantially changing the agreement have been approved by both parties.
8. MCSD Re-3 and ACP agree to maintain a three-year contract and agree that negotiation in the spring of 2025 can allow for re-opening language with the mutual agreement by both parties. The new master agreement begins July 1, 2024 – June 30, 2027.
9. This Memorandum of Understanding may be changed with mutual consent of the undersigned parties.
10. This Memorandum of Understanding will be effective July 1, 2024 – June 30, 2025.

Deborah Middlemist – Signature on File	*Nancy Hopper – Signature on File*
President – ACP	President – BOE, MCSD Re-3
May 21, 2024	*May 20, 2024*
Date	Date