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 – FMEA Negotiations
DATE: May 13, 2024

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

1. A $2000 increase (equivalent to 4.16%) to the base salary will be granted. The base salary will increase from $48,000 to $50,000 for the 2024-2025 school year.
2. Certified staff who qualify for vertical steps will receive the $400/$450/$500/$575/$600 step associated with their respective placement on the certified pay scale for the 2024-2025 school year.
3. Horizontal steps (based on educational criteria) will be granted for the 2024-2025 school year.
4. 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.
5. Certified 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 to their health insurance premium.
6. Certified 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.
7. Major language changes to the Master Agreement include the following:
    a. LEAVE: #A - PTO, page 14 - #2 - change “maximum of twelve (12) days per month” to “maximum of twelve (12) days per year”
    b. LEAVE: #B - Sick Leave Bank, page 15 - #1 – Added language that certified staff employed under supplemental/critical shortage are not eligible for FMEA sick bank enrollment. Added language stating that a classified employee moving to certified employment must join the FMEA sick bank by donating one (1) day.
    c. LEAVE: #B - Sick Leave Bank, page 15 - #2 - Add clarifying language that open enrollment will begin on the first “certified” contract day and end after “30 calendar days”.
    d. LEAVE: #C – Operation, page 16 - #2 - Removed redundant language: “Individuals must reapply after two hundred and seventy-two (272) hours.

e. Leave: #C – Operation, page 16 - #9 – Added clarifying language for maternity/paternity leave for a "maximum of 24 days (6 weeks) of leave".
f. TEMPORARY LEAVES OF ABSENCE: #A, page 17-18 - #4 - Update language to PTO: Current language refers to "accrued paid Sick Leave".
g. SUPPLEMENTAL CONTRACT: #A – page 21 - #5 – Added language for supplemental contract / critical shortage designation receiving 42.5 hours of PTO annually. Accumulated PTO is not eligible to be rolled over. Accumulated PTO is not eligible for employee reimbursement.
h. SUPPLEMENTAL CONTRACT: #A – page 21 - #6 – Added language that teachers on a supplemental contract / critical shortage designation are not eligible to join the FMEA Sick Bank nor access sick bank leave.
i. SUPPLEMENTAL CONTRACT: #A – page 21 - #7 – Added language that teachers on a supplemental contract / critical shortage designation are not eligible for longevity bonuses appropriated on an annual basis by the BOE.
j. SUPPLEMENTAL CONTRACT: #A – page 21 - #9 – Changed the date to notify teacher that their supplemental contracts will be renewed from April 15th to March 31st.
k. TRANSFERS: #C - page 27 - #1 – Involuntary Transfer language was updated from compensating for a "Saturday" to compensated for a "non-workday".
l. Plan Time: #A/B – page 28/29 – Added PLAN TIME section and language around protection of a minimum of 180 minutes per week of self-directed planning time.
m. Appendix A: Certified Salary Schedule - page 33 – Updated Certified Salary and Stipend Schedule.
n. Appendix B: Extra Duty – page 34 – Updated current stipend offerings throughout the district.

8. FMEA and Morgan County School District agree to re-opening language discussions around the use of Sick Bank Leave for maternity/paternity leave during normal negotiation cycles during the 2024-2025 school year.
9. Other Agreement changes in wording not listed above, and not substantially changing the agreement have been approved by both parties.
10. MCSD Re-3 and FMEA 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.
11. This Memorandum of Understanding may be changed with mutual consent of the undersigned parties.
12. This Memorandum of Understanding will be effective July 1, 2024 – June 30, 2025.

Kyle Graulus – Signature on File	*Nancy Hopper– Signature on File*
President – FMEA	President – BOE, MCSD Re-3
June 3, 2024	*May 20, 2024*
Date	Date