

## Summary of 2015 Classified Bargaining Agreements

May 2015

**Representatives of School District Fremont RE-1 and the Cañon City Educational Support Personnel Association (CCESPA) have reached a tentative agreement on the following items:**

Employee Assistance Program with Sol Vista will be increased from two (2) visits per calendar year to three (3) visits per calendar year.

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### **Master Agreement Language Additions/Revisions Regarding Sick Leave Bank and Annual Leave**

Article 7-3-4 will have the following addition:

- 7-3-4 ***If the Sick Leave Bank balance is below 100 days as of January 1<sup>st</sup>***, in February of each calendar year, each classified staff member employed on or before October 1, who is eligible for sick leave benefits shall contribute to the Classified Sick Leave Bank one of the sick leave days granted to the classified employee by the district. The Classified Sick Leave Bank committee reserves the right to limit the total number of days in the bank so that mandatory yearly contributions may not be required except that any employee who did not previously contribute to the Sick Leave Bank shall be required to contribute one day as provided above. ***(Revised May 2015)***

Article 7-3-5 will have the following revision:

- 7-3-5 Classified employees may voluntarily contribute up to ***five twenty (20)*** additional sick leave days per year to the Sick Leave Bank, provided they maintain at least ***50 40*** days in their individual total days. Additionally, when a classified employee retires or dies while still in service, up to 10 of the sick leave days held by that individual beyond the 140 days the employee will be reimbursed for (25% of daily rate) will be donated to the Sick Leave Bank. ***(new June 2009, Revised May 2015)***

Articles 7-5-5 and 7-5-6 will have the following additions/revisions:

- 7-5-5 Except in emergency situations or extenuating circumstances, annual leave may not be used to extend a vacation break ***of two or more days*** or during the first or last ***ten five*** student contact days. (This restriction does not apply to 12-month, year-round employees.) An extenuating circumstance is defined as a situation that cannot be taken care of at any other time. ***This may include but is not limited to family weddings, graduations, births, children's school events, and medical procedures. Extenuating circumstance approval (other than illness) must flow through the Principal to the Director of Human Resources for approval. Any request denied by the Director of Human Resources may be appealed to the Superintendent.*** ***(new June 2009; Revised May 2015)***
- 7-5-6 Except in emergency situations or extenuating circumstances, all classified employees assigned to a school that is conducting ***GSAP state and federal standardized*** testing (including 12-month and year-round employees) may not use annual leave during their school's regular ***GSAP state and federal standardized*** testing window. ***This only applies in individual buildings during their scheduled testing times. Harrison K-8 should be considered as two separate schools – elementary/middle – for testing.*** ***(new July 2011; Revised May 2015)***
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The Association and the Administration will work together to promote the accessing of e-mail by employees on a routine basis. To include writing an SOP, training staff and supervisors, providing some sort of fun incentive, making sure employees have a location to access e-mail at work.

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**Formation of a salary study committee:**

A task force will be established to explore other salary schedule options. The fact-finding stage will be a 2x2 Association-Administration team. The committee work will then be conducted by an 8 member Association-Administration-School Board team.

The charge to the committee will be to review alternative salary structures for the purpose of recommending a new salary structure for implementation. Issues to address will include:

- Catching up on compensation from lost steps.
- Options for employees who have "maxed out" on steps.
- Reviewing the step format for improvement.
- Considering the reduction of the number of steps and having the dollar value of the current step four become the new value of step one.
- Retain the current salary structure, but do not use the first three steps. Current employees who are below step four would be moved up to step four.

The committee will address the identified interests, as well as other interests which may arise.


The initial target for completion is January 31, 2016, to be agreed upon in a MOU. The expectation is to implement the new salary structure for the 2016-17 school year.

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**Pay/Benefits**

3.1% will be added to the base pay on all classified pay schedules effective July 1, 2015.

Agreed: May 12, 2015

  
(CCESPA President)                      5-26-15  
(Date)

  
(Superintendent)                      5-26-15  
(Date)