

## Summary of 2017 Classified Bargaining Agreements

May 2017

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

A. Add language in regards to bus discipline

Bus Discipline will be handled by the Principal/Building Admin. They will put the discipline information in Infinite Campus (IC). Drivers will be able to look it up in IC to see what the discipline was - i.e. off the bus for 3 days, etc. It is simpler, more effective and a way to track - less confusion.

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B. Re-write the grievance form so that it is easier to understand

The Grievance form will be separated into three different forms, one for each level of grievance. We will provide a tutorial on the staff site as to where to access the Master Agreement and Board Policies. We also updated the language in Article 8 to change the timeframe for reporting a grievance from 15 days to 10 days:

*8-1 - Grievance Procedure*

*A grievance shall mean a complaint by an employee that there has been an alleged violation, misinterpretation or inequitable application of any of the provisions of the Board of Education policies, Classified Personnel Master Agreement or written personnel practices and procedures hereinafter called violation.*

*There shall be no reprisals, harassment, intimidation, or additional duties imposed on a grievant or his/her representative by reason of such person having filed a grievance. Neither shall there be any reprisals, harassment or intimidation of any supervisor, administrator or the Board of Education by reason of such person having submitted a grievance decision.*

*All grievances must be filed on forms approved by the Board of Education. The employee has the right to withdraw or continue the complaint at any time.*

*No grievance shall be recognized by the Board of Education unless it shall have been presented on the approved grievance forms to the employee's immediate supervisor within ~~fifteen (15)~~ ten (10) working days after the grievant knew, or should have known, of the act or condition on which the grievance is based; if not so presented, the complaint will be considered as waived. The complaint must identify the violation and relief requested on the proper form.*

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C. Same pay for extra duties - duties from other funds are excluded, for example, activities.

Job descriptions will be changed to include the extra duties to try and eliminate additional timesheet paperwork (to include playground duties, breakfast duty, bus supervision). Pay will be the same for those doing those duties in addition to their classroom duties to make it consistent at all buildings.

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D. Add an Annual Leave day for every 10 years of service.

This was agreed upon and the Master Agreement was updated as follows:

7-5 Annual Leave

7-5-1 *Classified employees in years 1-4 of service shall be granted one (1) annual leave day at the beginning of each fiscal year.; For 5-9 years of service Classified employees beginning their fifth year of service and beyond shall be granted two (2) annual leave days at the beginning of each fiscal year; for 10-19 years of service shall be granted three (3) days per year; for 20-29 years of service shall be granted four (4) days per year, thus adding an additional day per year for every ten (10) years of service.*

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E. Add a lateral movement column to the current salary schedules.

We will add one additional lateral pay movement option; which is a total of 3 lateral pay movement options available to Classified Staff.

This was agreed upon and the Master Agreement was updated as follows:

12-4 Lateral Salary Movement

12-4-2 Framework

*The District shall establish a pre-approved menu of opportunities for classified staff growth. All opportunities must be documented in hours. An employee must attend or be involved in 60 documented hours of approved growth activities before being eligible for the first lateral move on the salary schedule. An employee must attend 60 documented hours of approved growth activities beyond the original 60 documented hours to be eligible for the second and then also for a third lateral move on the salary schedule (Revised 2012-2013; 2016-2017)*

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F. Salary and benefits.

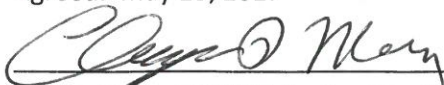
The Salary schedule for Instructional Support and Food Service Servers were updated to a starting wage of \$10.20 per hour to reflect the increase in minimum wage in January of 2018.

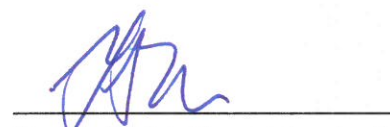
Salary schedules were changed from 4% steps to 2% steps in an effort to make step increases more affordable for the District going forward.

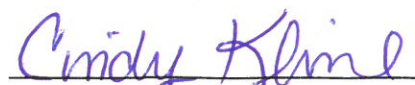
The decision was made to make up steps for those frozen for 3 to 6 years. This year, one step will be made up for individuals in this category in the hope that we can continue to make up those missed steps each year until those individuals are made whole. (Steps are no longer a guarantee, but the Association and the Administration/Board would like to get to a point where this again becomes a possibility).

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Agreed: May 23, 2017

  
Cloyce Mann (CCESPA Co-President)

  
George Welsh (Superintendent)

  
Cindy Kline (CCESPA Co-President)