



Morgan County School District Re-3

District Support Center

715 West Platte Avenue

Fort Morgan, Colorado 80701

To: Board of Education
From: Dr. Randy Miller, Interim Superintendent
Subject: Memorandum of Understanding – ACP Negotiations
Date: August 16, 2021

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

1. A \$.70 base increase will be granted throughout the entire salary schedule. This change will go into effect on July 1, 2021.
2. Classified staff members who qualify for a vertical step (\$.20) will receive the step increase beginning July 1, 2021.
3. Classified staff members who qualify for the District-provided health insurance will receive the District contribution into their personal Health Savings Account (HSA) for \$750 or Health Reimbursement Arrangement (HRA) for \$1,000, depending on the plan. Those staff electing the cost-sharing plan are provided \$750 that is reflected in a reduction to their health premiums. Classified staff waiving coverage will be afforded the same HRA of \$1,000.
4. The District will pay the full individual premium for the high-deductible plan (\$785.00/month). The District will make the same contribution (\$785.00/month) to the individual PPO plan. The employee contribution for single vision and dental (for those who choose such coverage) will remain a 50/50 split cost between the District and employee.
5. The District will continue to pay the full premium for the \$20,000 group life coverage and the Employee Assistance Program.
6. Major language changes to the Master Agreement include the following:
 - New Year's Eve will be added to the list of paid holidays.
 - A seventh (7) step will be added to bus drivers.
 - The classified salary schedule will have steps 36 through 40 added to schedule.
 - All leaves will be made available in hour increments.
 - An Appendix will include the calendar start and end dates.
7. Qualifying employees' pay will be dispersed over a 12-month cycle, including the summer months.
8. Other Agreement changes in wording (not substantially changing the Agreement) have been approved by both parties.



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9. MCSDRE-3 and ACP agree to maintain a three-year contract, and agree that negotiations in the spring of 2022 can allow for re-opening language with the mutual agreement by both parties. The new Master Agreement begins on July 1, 2021 – June 30, 2024.
10. This Memorandum of Understanding may be changed with mutual consent of the undersigned parties.
11. This Memorandum of Understanding will be effective July 1, 2021 and expire June 30, 2022.

Nebrinah Middlemist
President – ACP

8/17/2021
Date

Leri Lapp
President – BOE, MCSDRE-3

08/16/2021
Date