



# 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: May 23, 2022

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 \$1.05 base increase will be granted throughout the entire salary schedule. This change will go into effect on July 1, 2022.
2. Classified staff members who qualify for a vertical step (\$.20) will receive the step increase beginning July 1, 2022.
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 PPO3 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 and PPO6 plans (\$759.00/month). The District will make the same contribution (\$759.00/month) to the individual PPO3 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. Classified staff members who qualify for a longevity bonus as outlined below, will receive said bonus in the September 2022 payroll. Years of service are calculated as of August 31, 2022. Years of service are calculated using the **latest hire date** to the district. Breaks in service to the district will not be counted.

Deborah Middlemist  
President – ACP

May 23, 2022  
Date

Melissa Smith  
President – BOE, MCSDRE-3

06/06/2022  
Date