



Morgan County School District Re-3

District Support Center

715 West Platte Avenue

Fort Morgan, Colorado 80701

To: Board of Education
From: Rob Sanders, Superintendent
Subject: Memorandum of Understanding – ACP Negotiations
Date: May 15, 2023

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 \$1.00 base increase will be granted throughout the entire salary schedule. This change will go into effect on July 1, 2023. Classified staff members who qualify for a vertical step (\$.20) will receive the step increase beginning July 1, 2023.
2. 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.
3. The District will pay the full individual premium for the high-deductible and PPO6 plans (\$805.00/month). The District will make the same contribution (\$805.00/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.
4. The District will continue to pay the full premium for the \$20,000 group life coverage and the Employee Assistance Program.
5. Classified staff members who qualify for a longevity bonus as outlined below, will receive said bonus in the September 2023 payroll. Years of service are calculated as of August 31, 2023. Years of service are calculated using the **latest hire date** to the district. Breaks in service to the district will not be counted.
6. Major language changes to the Master agreement include the following:
 - o Sick Leave and Discretionary leave are now just Leave. Vacation leave is still vacation leave.
 - o \$5/hour will be added to the bus driver schedule to compensate for time lost moving to a 4-day week.
 - o 4 leave days are given upon hire and employees begin earning leave the month they start work.
 - o Pregnancy is covered by the sick bank.
7. Other agreement changes in wording (not substantially changing the agreement) have been approved by both parties.

Deborah Middlemist
President – ACP

5/10/2023
Date

Melissa Smith
President – BOE, MCSRE-3

5/15/23
Date