



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 – FMEA Negotiations
Date: May 23, 2022

The Fort Morgan Education Association (FMEA) and the Morgan County School District Re-3, agree to the following:

1. Staff shall receive a step increase and any educational salary adjustments amounting to a 2.24% increase. This step will also apply to extra duty stipends.
2. The 2022-23 salary schedule shall reflect a 6.67% increase to cell BA-A that will increase the rest of the schedule, bringing the starting salary to \$40,000.
3. Stipends for extra duty ranges Level 1-10 shall reflect a 6.67% increase.
4. Certified 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. Certified staff waiving coverage will be afforded the same HRA of \$1,000.
5. 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.
6. The District will continue to pay the full premium for the \$20,000 group life coverage and the Employee Assistance Program.
7. Certified 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.


President – FMEA

5/24/22
Date


President – BOE, MCSRE-3

06/06/2022
Date