



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: August 16, 2021

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

1. A \$2,000 base increase will be granted. The base salary (BA-A) will become \$37,500 for the 2021-2022 school year. This increase flows throughout the entire schedule.
2. Certified staff members who qualify for a step will receive the \$840 step for the 2021-2022 school year.
3. Horizontal lane changes (based on educational criteria) will be granted for the 2021-2022 school year.
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 are provided \$750 that is reflected in a reduction to their health premiums. Those 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 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.
6. The District will continue to pay the full premium for the \$20,000 group life coverage and the Employee Assistance Program.
7. Major language changes to the Master Agreement include the following:
 - Clarification to sick bank language regarding pregnant employees applying to use sick bank.
 - Clarification to staff victim leave language.
 - New verbiage to sick leave language that aligns with the Healthy Family Leave Act of 2020.
 - Teachers on supplemental contracts will continue to receive health and other insurance benefits as though they were a continuing employee.



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- The District will honor all verifiable years of service for newly hired teachers.
 - All leaves will be made available in hour increments.
8. Other Agreement changes in wording (not substantially changing the Agreement) have been approved by both parties.
9. MCSDRE-3 and FMEA 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 current Master Agreement spans 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.



President – FMEA

8/23/21

Date



President – BOE, MCSDRE-3

08/16/2021

Date