



Morgan County School District Re-3
District Support Center
715 West Platte Avenue
Fort Morgan, Colorado 80701

TO: Fort Morgan Board of Education
FROM: Brian Childress, HR Director
SUBJECT: MOU - FMEA
DATE: August 7, 2020

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

1. No change to base salary. The base salary (A-BA) will be \$35,500 for the 2020-21 school year.
2. Certified staff members who qualify for a vertical step will receive that \$840 step for the 2020-21 contract year.
3. Horizontal steps (based on educational criteria) will be granted for the 2020-21 contract year.
4. Certified staff members who qualify for the district-provided health insurance will receive the district contribution into their personal HSA (\$750) or HRA (\$1000) for the 2020-21 school year.
5. The District will continue the Longevity benefit for certified employees.
6. The district will continue to pay the full individual premium for the high-deductible health insurance benefit. The employee contribution for vision and dental (for those who choose such coverage) will remain the same.
7. The district will pay the increased PERA district contribution, employees will pay the employee portion of this year's PERA increase.
8. The District and FMEA agree to maintain a three-year contract, and agree that negotiations held in the spring of 2021 will include language provisions of the Master Contract.
9. This Memorandum of Understanding may be changed with mutual consent of the undersigned parties.

10. This Memorandum of Understanding will be effective August 10, 2020 and expire June 30, 2021.

President FMEA

President Board Of Education, District Re-3

Date

Date