

Tentative Agreement

The parties to this Tentative Agreement are Jeffco Public Schools (the District) and the Jeffco Education Support Professionals Association (JESPA).

- **Compensation:** The District and JESPA recognize that hiring and retaining qualified, experienced education support professionals is critical to both parties, and offering competitive salaries is an important component to accomplishing this goals. Accordingly, the parties agree to the following for the 2017-2018 school year:
 - Steps: Education support professionals will move one step on the salary schedule in accordance with Article 19-1 and the Career Increment language in Article 18.
 - COLA: The District will provide a Cost of Living Adjustment (COLA) of up to 2% for all District employees, subject to the following contingencies and funding limits:
 - The 2% COLA is contingent upon the receipt of sufficient “new money” funding from the state; and
 - If the “new money” state funding is insufficient to provide a 2% COLA for all employees, the District will cover the shortfall up to a maximum of 1%.
- **PERA:** For the 2017-2018 school year, the .5% increased cost of SAED PERA contributions will be covered by what would otherwise have been a salary increase for employees. This represents an additional .5% compensation increase to JESPA employees.
- **Snow Premium Pay:** The District will increase the rate of Snow Premium Pay referenced in Article 20-3 to \$15.00 per hour.
- **Benefit Programs – Medical Contribution:** The District will provide a contribution toward the cost of medical beginning July 2017 as follows:
 - A monthly employer contribution of up to \$529.00 to offset the cost of enrollment in a District medical plan.
 - A monthly employer contribution of \$10.00 to offset the cost of enrollment in a District dental plan.
 - A monthly employer contribution of \$30.00, made to the employee’s health-savings account (HSA) for employees enrolled in the Kaiser High-Deductible health plan at the employee-only coverage level. The employee must enroll in the HSA in order to be eligible for this contribution.
- **Protective/Adverse Weather Clothing Allowance for Custodial Services:** The teams agree that the District will work with JESPA to establish a protective/adverse weather clothing allowance program for custodial service employees. The program will be funded by repurposing the \$35,000 previously allocated for Professional Development.
- **Short Term Disability/Long Term Disability:** Effective July 2017, the short and long term disability periods will be changing as follows:

- Short Term Disability coverage will begin upon application after seven (7) consecutive days.
 - Long Term Disability coverage will begin upon application after ninety (90) consecutive days.
 - Employees will be able to elect to utilize sick leave at 100% for personal illness provided they have a sufficient balance to cover the anticipated duration of the leave.
 - Employees will retain job protection during their FMLA period or the approved Short Term Disability period, whichever is longer.
 - Employees unable to return to work at the conclusion of the Short Term Disability period may have access to additional job protection leave on a case-by-case basis.
- **Association Release Time:** The District shall grant JESPA four (4) hours of release time per month for the purpose of holding its regularly scheduled meetings. Upon mutual agreement, the District will grant additional release for grievance investigation and association business.
 - **Staffing Ratios for Paraprofessionals:** JESPA and the District agreed to create a taskforce to review staffing ratios for Paraprofessionals – specifically during lunch and recess. The taskforce will convene summer of 2017.
 - **Due Process:** JESPA and the District agreed to add language to outline due process in the Negotiated Agreement. Due process includes the following rights:
 - Notice: The right to be notified of the reasons for a corrective action or adverse evaluation meeting 48 hours prior to the meeting, when possible.
 - Reply: The right to confront and discuss the grounds for potential discipline before the decision to issue discipline is made.
 - Representation: The right to have a JESPA representative in attendance at a fact finding meeting or any meeting when corrective action is delivered.
 - Appeal: The right to be informed of the grievance process as outlined in Article 6.
 - **Proration Taskforce:** JESPA and the District agreed to continue taskforce work discussing proration.
 - **Employee Safety Taskforce:** JESPA and the District agreed to continue taskforce work discussing employee safety.
 - **Compensation Taskforce:** JESPA and the District agreed to continue taskforce work discussing compensation and the salary schedule.