

Tentative Agreement

Contract Renewal and Compensation Increases, 2019-2020

This tentative agreement is made between the Jefferson County School District R-1 ("District") and the Jeffco Education Support Professionals Association ("JESPA").

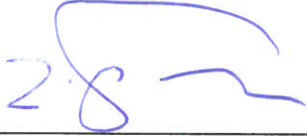
In accordance with Collective Bargaining Agreement (CBA) Article 4-1, the current JESPA CBA is set to expire August 31, 2019. Therefore, pursuant to CBA Article 5-4, the parties convened to negotiate a new contract as well as compensation and benefits for the 2019-2020 school year. In accordance with CBA Article 5-6-2, the results of negotiations are reduced below:

- 1) The District and JESPA negotiation teams agree to adopt a new CBA for the term of September 1, 2019 to August 31, 2025 (see attachment). Additionally, the parties agreed to work with the JESPA to develop mutually agreeable contract language to bring the bargaining agreements into compliance with the Innovation School Act of 2008. See attached MOU exhibits.
- 2) In March 2019, the District and the JESPA agreed to continue negotiations on the future expenditure of 5A funds past the 2019 fiscal year. Accordingly, the parties agree that the District will provide a salary schedule adjustment of 2.52% to the JESPA salary schedule effective August 16, 2019.
- 3) Additionally, the parties agree to utilize 5A funds to eliminate the probationary step (step 1) and modify the current salary schedule longevity steps. Moving forward, longevity will be recognized with a 3.5% component of pay beginning in the 2020-2021 school year.
- 4) Educator support professionals will move one step on the salary schedule for the 2019-2020 school year.
- 5) The District will provide a Cost of Living Adjustment (COLA) of 1.5% for all education support professionals. Should the Board of Education appropriate funds for a higher COLA for any other employee group, the JESPA shall receive the equivalent COLA retroactively paid from August 16, 2019.

[Signature Page appears on Page 2]

The undersigned parties' signatures reflect agreement to the aforementioned terms and agree to implement the terms contingent upon ratification by JESPA and vote of approval by the Jefferson County School Board of Education.

Jefferson County School District R-1



Christopher Esser, Legal Services Attorney

Date: 6/3/2019

Jeffco Education Support Professionals Association



Tony Babauta, Lead Negotiator

Date: 6/3/2019

[Ratification Certification appears on Page 2]