

2014 ADDENDUM

to the

**2013-2019
NEGOTIATED AGREEMENT**

between the

**JEFFERSON COUNTY SCHOOL DISTRICT
BOARD OF EDUCATION**

and the

CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION (CSEA)

Jefferson County School District R-1

Jefferson County, Colorado

Board of Education

Ken Witt, President

Julie Williams, 1st Vice President

Leslie Dahlkemper, 2nd Vice President

John Newkirk, Secretary

Jill Fellman, Treasurer

Classified School Employees Association

Officers

Nancy McCanless, President

Karen Jones, 1st Vice President

Candie Leuthauser, 2nd Vice President

Donna Bernatis, Secretary

Mark Bruno, Treasurer

Joint Negotiating Team

Tony Arnold	Director, Custodial Services	Candie Leuthauser	JCTA
Tony Babauta	JCSSA	Nancy McCanless	President, CSEA
Steve Bell	Chief Operating Officer	Tom Ordish	JCMA
Ann Benninghoff	JCAP	Valerie Pelc	JCTA
Donna Bernatis	JCAP	Ron Petersen	Mechanics
Kay Bridges	Manager, Budget and Finance	Tim Reed	Executive Director, Facilities Mgmt
Mark Bruno	JCMA	Angie Sanders	Assistant Principal, Conifer High
Sharleen Farmer	Executive Director, CSEA	Vern Sterkel	Mechanics
Jeff Fry	Legal Counsel, CSEA	Linda Stoll	Executive Director, Food Services
Jackie Grega	JCAEOP	Celeste Sultze	Principal, Edgewater Elementary
Vicki Harris	Member Services Manager, CSEA	Lori Utecht	JCAEOP
Sherry Hon	Director, Employee Relations	Devon VanTrump	JCSSA
Greg Jackson	Executive Director, Transportation	Amy Weber	Executive Director, HR
Karen Jones	First Vice President		

2014 Addendum Agreement

The parties agree that the current Negotiated Agreement between Jefferson County School District, R-1 and the Classified School Employees Association, effective September 1, 2013 – August 31, 2019, shall be changed as outlined in this document. Such changes shall be effective September 1, 2014, unless otherwise noted.

DOCUMENT 1 – 2014 Negotiations

MEMORANDUM OF UNDERSTANDING: Compensation 2014

(Reference: Article 19 of the September 1, 2013 – August 31, 2019 CSEA Negotiated Agreement and the Salary Schedules)

- Employees who receive a satisfactory evaluation* for the 2013-2014 school year will receive a one-step increase. A satisfactory rating will be assumed for those employees who did not receive an evaluation for 2013-2014. Employees with an overall performance rating of “does not meet one or more district standards” shall not receive a step increase. For employees in the salary hold periods in steps eight (8), eleven (11), sixteen (16), and twenty-one (21), step calculations will be based on seniority/experience accrued during the period wages were frozen.

**A satisfactory evaluation rating for the 2014 compensation agreement includes Exceeds in One or More District Standards, Meets District Standards and Moving Toward District Standards.*

DOCUMENT 2 – 2014 Negotiations

MEMORANDUM OF UNDERSTANDING: Affordable Care Act

(Reference: Article 17 of the September 1, 2013 – August 31, 2019 CSEA Negotiated Agreement)

- Upon implementation of the applicable employer shared responsibilities provision of the Affordable Care Act (expected to be July 2015, with a first deduction in June 2015), the parties agree that the District will provide a standardized health insurance benefit package, including a \$515.00 benefit contribution, across all CSEA and JCAP employees who average 30 or more hours in the work week. CSEA acknowledges that upon implementation of the package, some employees will no longer be eligible to enroll in, purchase or receive any form of District provided medical insurance or employer contribution. The District has agreed to assist impacted employees by providing information about options available to them through the Colorado health care exchange.

DOCUMENT 3 – 2014 Negotiations

MEMORANDUM OF UNDERSTANDING: Professional Growth Funds

(Reference: Article 7-3 of the September 1, 2013 – August 31, 2019 CSEA Negotiated Agreement)

- The District will allocate \$35,000.00 to be used by CSEA and/or JCAP members for professional growth opportunities. The provision in Article 7-3-1-2 of the Negotiated Agreement regarding carry over funds will be eliminated.

DOCUMENT 4 – 2014 Negotiations

MEMORANDUM OF UNDERSTANDING: Evaluations

(Reference: Article 8-8 of the September 1, 2013 – August 31, 2019 CSEA Negotiated Agreement)

- Both parties have committed to review the evaluation process prior to the 2015-2016 negotiations. The parties agree to clarify the rating of “moving towards district standards” in the evaluations. The intent is to ensure that employees who have been in their current position for more than a year and who achieve an overall performance rating of “moving towards district standards” will not be considered for future compensation increases.