

Tentative Agreements between the D-11 BOE and CSEA including Proposed Changes to the Master Agreement for the 2024-25 School Year

MANDATORY SUBJECTS AND AGREEMENTS

FINANCIALS:

- **Article 14:**
 - 1% Recurring increase to the salary schedule (\$1,412,640 recurring pay)
 - Approximately 2.3% recurring salary for Experience Steps, Educational Lanes and 14/25 service increments awarded. (est. \$2,539,231)
 - 6.5% nonrecurring payment to every employee paid in two equal installments. Paid on November 2024 and May 2025 paychecks. (Est. \$9,439,032)
 - Insurance Premium changes (est. \$925,690)
 - Short term Resource Grant – (\$700,000)
- **Article 15:**
 - Added Webmaster, Unified Programs, and Flag Football stipends
 - Increased payment for Elementary Cross Country and Elementary Basketball to 3%
- **Article 16:** No Changes
- **Article 17:** Codified practice to ensure transitional retirees are provided 11 days of sick leave.

TOTAL COMPENSATION PACKAGE = \$15M commitment:

\$4.9M recurring and \$10.1M nonrecurring.

Note- The \$4.9M of committed recurring dollars is 167% of new state funding.

TERM OF AGREEMENT:

- **Article 19:** Reworked Term of Agreement language to automatically renew the term unless one party notifies in writing a declaration that they intend to end the agreement.

OTHER ISSUES

ISSUE: PROFESSIONAL DEVELOPMENT –

- Additional coaching positions at the MS level in the 2024 school year.
- Additional TCT funding to fund additional practitioners as coaches.
- New Language to allow for reimbursement of cost within District 11 for approved courses aligned with the District UDIP and Academic Master Plan.
- Interest and Skills Inventory to be conducted.

ISSUE: RESOURCES-

- Updated language to reflect practices to ensure that teachers are provided necessary equipment to perform their jobs.
 - New Language in Article X.A.3.f:
“Teachers are not required to use personal electronic devices for correspondence or other work-related functions.”
 - New Language in Article XI.F.4
“Teachers will be provided with the required electronic equipment for work activities and teachers will be responsible for any willful damage to such equipment.”

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ISSUE: HARD TO STAFF –

- Creation of a short term “In-District Resource Grant”
 - **New Language Article 8.D. In-District Resource Grant to stabilize and staff schools with accompanying MOU to guide for the 2024-25 school year**
 - MOU as initial guiding document
 - 2-year grant
 - Candidate schools - Adams ES, Galileo MS, and Mitchell HS
 - 10 additional days of work paid at daily rate – 5 days tied to USIP, 5 Flex days
 - Additional bonus to staff of \$5000 annually
 - Additional Rover staffing to be determined by school size and focused on instructional relief and need.
 - Additional Climate and Culture metrics to tie into evaluation of management.
 - Task force to evaluate nonrenewal process
- Add new Article 4.G- *“Special Service Providers Acquisition Of Non-Probationary Status”*

ISSUE: ASSOCIATION ACTIVITIES AND DISTRICT RESOURCES

- New Article 3.H. *Use of District Resources*
“The Association shall comply with C.R.S. 1-45-117, including no Association use of district resources to urge a vote in favor of or against any candidate, statewide ballot issue, local ballot issue, referred measure or recall.”

ISSUE: JOINT ISSUES- approved adjustments to the Master Agreement to reflect practices and resolution of concerns.

- Clarification of Article 3.F.-“Participation in Committees”- mechanism to ensure CSEA notification and discretion in interview processes.
- Clarified Article 14.D.3.c. for “Professional Education Credits”- Established a 7-year window to use D-11 provided coursework.

ISSUE: ANNUAL HOUSEKEEPING - LANGUAGE AND FORMATTING CLEAN-UP – approved minor adjustments that reflect practice and ensure consistency.