

2024-25 Tentative Agreement

Information Session

Issue: Professional Development

- Subsidizing Coursework for District priorities
 - Collaborative decision between District Administration and CSEA to identify and prioritize courses that will be subsidized. Reimbursement amounts to be consistent with in-District provided PD costs.
 - Professional Development Department will manage identified courses.
 - New Language in Article 14.D.4 to allow for reimbursement of cost within District 11 for approved courses aligned with the District UDIP and Academic Master Plan.
 - Update Article 12.C.3 from Goals Plan to Professional Growth Plan

Issue: Professional Development

- Increasing Access and Opportunity for Coaching
 - Additional coaching positions at the MS level in the 2024 school year.
 - Additional TCT funding to fund additional practitioners as coaches.
- Teacher Skill and Interest Inventory to be conducted by the PD Task Force

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.”*

ISSUE: Hard to Staff Schools and Positions

- 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

ISSUE: Hard to Staff Schools and Positions

- *New Article 4.G- “Special Service Providers Acquisition Of Non-Probationary Status”*
 1. All members of the bargaining unit will have similar, but not identical, paths to non-probationary status and continuing employment.
 2. “Special Service Provider,” (“SSPs”) means those employed more than half-time as a speech-language pathologist, counselor, psychologist, social worker, nurse, audiologist, behavior interventionist, occupational therapist, physical therapist, orientation and mobility specialist and similar certified employee subject to the Master Agreement
 3. Although not covered by the Colorado Teacher Employment Compensation and Dismissal Act (“TECDA,”), SSPs will be afforded non-probationary status based upon employee performance, if the following criteria are met:
 - a. The SSP has been continuously employed by the District for three (3) consecutive years; and
 - b. During each of those years, the SSP has received overall ratings of Effective or better on the SSP’s performance evaluations.
 4. After an SSP is afforded non-probationary status based upon performance, the District will not terminate the SSP’s employment without just cause, so long as the SSP retains such non probationary status.
 5. In order to retain non-probationary status, SSPs must continue to receive overall ratings of Effective or better on future performance evaluations.
 - a. Should a non-probationary SSP receive an overall rating that is less-than Effective, the following shall apply:
 - i. Receipt of an overall rating of Effective or better the year following a less-than Effective overall rating will maintain the SSP’s non-probationary status for purposes of performance.
 - ii. D11 shall provide additional supports (e.g. PD, coaching, training) to help the SSP or other related service provider achieve an Effective, or better, rating.
 - iii. Should a non-probationary SSP receive a less-than-Effective overall rating for two (2) consecutive years, the SSP will lose the SSP’s non-probationary status, and the District may, in its discretion, terminate the SSP’s employment.
 - b. An SSP, who receives overall ratings of less-than-Effective for two (2) consecutive years, may utilize in connection with the SSP’s most recent performance evaluation, the appeals process described in Article XII.K. (Appeals Process for Non-Probationary Teachers). Any recommendation for termination will be made only after the appeals process has concluded.

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

- Clarified Article 3.F.
“Participation in
Committees”
- Clarified Article 14.DD.3.c.
“Professional Education
Credits”

ISSUE:
Annual
Housekeeping

- Approved minor adjustments that reflect practice and ensure consistency.

Financial FAQ

- GENERAL INFORMATION

- Unlike Districts around us, D11 works on a total compensation approach – salary, other compensation, and benefits. This makes comparison difficult.
- We have a published salary schedule that is transparent and applies to all bargaining unit staff. This is particularly important when comparing the purposely opaque methods in surrounding Districts.
- 1% to the schedule amounts to a cost of \$1.4M.
- Steps and Lanes are an additional 2.3% of recurring money, equating to \$2.3M
- 14/25 is an additional bump in recurring pay for teachers who have served 14 or 25 full time years in the district. The total for these staff are currently \$1377 additional pay for 14 years and \$4131 for 25 years. (\$200k)

TA: Financial Package

- The Total Compensation for bargaining unit staff as negotiated amounts to a combined recurring and nonrecurring increase of 10.63%. It includes:
 - 1% across the board addition to the salary schedule
 - Steps, Lanes and 14/25 longevity increments
 - 6.5% in nonrecurring compensation split into two payments (Nov. and May) based on new salary
 - Insurance increases covered
 - In-District Grant for hard to staff (\$700k)
- 3.45% Recurring compensation (\$4.9M)
- 7.18% Nonrecurring compensation (\$10.1M)
- **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.*

Proposed 24-25 Salary Schedule

	Base Increase		1%						
	1	2	3	4	5	6	7	8	9
1	50,500	51,005	51,510	52,520	53,025	54,440	56,470	58,500	60,529
2	50,815	51,341	51,889	52,773	53,458	55,529	57,599	59,671	61,740
3	51,130	51,678	52,268	53,025	54,528	56,639	58,752	60,864	62,975
4	51,445	52,014	52,646	53,464	55,619	57,772	59,926	62,081	64,234
5	51,760	52,350	53,025	54,533	56,731	58,927	61,125	63,323	65,519
6	52,076	52,687	53,383	55,624	57,866	60,106	62,347	64,590	66,830
7	52,391	53,025	54,450	56,737	59,022	61,308	63,595	65,881	68,166
8	52,706	53,208	55,539	57,871	60,203	62,534	64,866	67,198	69,529
9	53,025	54,272	56,650	59,028	61,407	63,785	66,164	68,543	70,920
10	53,466	55,357	57,783	60,209	62,635	65,060	67,487	69,913	72,338
11	54,447	56,465	58,939	61,413	63,889	66,362	68,837	71,312	73,786
12	55,536	57,594	60,117	62,641	65,166	67,689	70,213	72,738	75,261
13 (99)	56,647	58,746	61,319	63,895	66,469	69,043	71,618	74,193	76,766
14 (99)		59,920	62,545	65,172	67,798	70,423	73,050	75,676	78,301
15			63,797	66,475	69,155	71,832	74,511	77,190	79,868
16			65,072	67,805	70,537	73,268	76,001	78,734	81,465
17			66,374	69,161	71,948	74,734	77,522	80,308	83,094
18			67,701	70,544	73,388	76,229	79,072	81,915	84,756
19			69,056	71,955	74,855	77,754	80,654	83,553	86,451
20			70,436	73,395	76,352	79,308	82,267	85,224	88,180
21			71,845					86,929	89,944
22								88,667	91,742

TA: Financial Package— Non-Recurring Compensation

Non-Recurring Compensation: 6.5%

- 6.5% of a teacher's new salary will be in addition to recurring changes.
- Delivered in two payments:
 - November 1, 2024
 - May 1, 2025

Voting

- Voting begins at 5:00 pm May 13, 2024.
- Voting concludes on Monday, May 20 at 12:00 pm (noon).
- You should have received an e-mail with the link.
- There are two questions.
- Ratification question: Do you vote to ratify the tentative agreements?
 - All pertinent documents are on the Members' side of the CSEA website.
- Bylaws changes – Do you vote to ratify the changes to CSEA's bylaws.