

Negotiations Update

May 7, 2018



Representatives for Westminster Public Schools and the Westminster Education Association met on Monday, May 7, 2018, and are pleased to announce a tentative agreement for the 2018-2019 school year has been reached. The parties agreed to the following:

Licensed & ESP Issue

- How can we enhance our collaborative work environment by creating a culture free from all forms of discrimination and harassment?
- The parties agreed to form a Positive Collaboration Pilot Program
Westminster Public Schools (the “District”) and the Westminster Education Association (“WEA”) believe that open, positive and professional collaboration between District employees is essential to the effective operation of the District. In order to facilitate such open, positive and professional collaboration, the District and the WEA have agreed to implement a one-year only pilot program for the 2018-19 school year. The purpose of the program shall be to evaluate employee communication and interactions and provide training and support to promote an open, positive and professional collaborative environment for all District employees.

The program shall consist of the following:

1. The District and WEA shall create a committee tasked with monitoring the collaborate work environment.
 - A. The committee will be composed of 3 individuals appointed by the District and 3 individuals appointed by WEA.
 - B. The committee shall develop and implement protocols for evaluating the collaborative environment and shall meet quarterly to discuss their evaluation
2. Additionally, the District and WEA shall provide jointly developed and presented training to all employees on the implementation of the Agreements between the District and the WEA and on promoting positive professional relationships. All employees shall attend the training.

WEA presented the following financial issue:

- How do we prioritize spending and resource allocation to align with our values that education is personal so that we can meet the needs of each student and staff member?

Licensed Issue

- How can we ensure that resources are allocated so that each student has a teacher that is fully prepared to deliver quality instruction?
- The parties agree to form a collaborative committee to conduct research and gather information regarding the allocation of teacher planning time. The committee will provide the Board of Education and WEA with a report at a BOE work session to be scheduled no later than January 31, 2019.

ESP Issue

- How can we establish a fair and equitable policy and procedure for involuntary changes within shifts, hours, and transfers within a worksite?
- The parties agree to the following revisions of the Educational Support Professional (ESP) Agreement, Article E7, Transfers:

E7-9

The Board of Education, through its representatives, reserves the right to assign or reassign any ESP employee at any time in accordance with District needs.

E7-9-1

Employees selected for an involuntary change in hours or shifts within a worksite shall be notified of the reassignment 7 days prior the date of reassignment, whenever possible. In the event that an employee who was involuntarily reassigned desires to know the reasons for the reassignment, the employee may make written request to the Chief of Staff to ascertain the reasons for the reassignment. The Chief of Staff, or designee, shall make a written reply to the employee stating the reasons why the employee was selected for involuntary reassignment.

E7-9-2

Involuntary reassignments will be made for sound educational reasons or in the best interests of the District, in the District's discretion.

The District presented the following issue:

- How do we continue to demonstrate fiscal leadership in both prosperous and challenging economic conditions, while implementing a Competency Based System and promoting a professional responsible image in our community?
 - The parties agreed to the following:
 - To form a collaborative committee to conduct research and gather information.
 - To include Educational Support Professionals within the issue.
 - The committee will be made of an equal number of WEA and District representatives and will report back to the Board of Education and WEA at a Board study session by January 31, 2019.
 - Contract negotiations will be put into abeyance until 2020, except discussions on a two year deal for money on this negotiations round.
 - The year 2020 negotiations will be the same as 2018-2019 and the full contract in year 2021.

The parties agreed on the following financial agreements:

School Year 2018-2019

Licensed

- The parties agreed to grant licensed personnel steps.
- The parties agreed to grant licensed personnel a 3.4% cost of living increase.
- The parties agreed to grant licensed personnel horizontal movement in January 2019.
- The parties agreed to add a step to the bottom of the salary schedule. Employees who are currently on the max step will move to the new step.
- The parties agreed to contribute \$400,000 toward insurance increases for both employee classifications.
- The parties agreed to cover the PERA increase of \$434,703 for both employee classifications.

Educational Support Professionals

- The parties agreed to grant ESP steps.
- The parties agreed to grant ESP a 3.4% cost of living increase.
- The parties agreed to add a step to the bottom of the salary schedule. Employees who are currently on the max step will move to the new step.
- The parties agreed to contribute \$400,000 toward insurance increases for both employee classifications.
- The parties agreed to cover the PERA increase of \$434,703 for both employee classifications.

Negotiations will reopen in the spring of 2019 for financial discussions only. The tentative agreement is subject to ratification by the Board of Education and the Westminster Education Association.