



Human Resources
6933 Raleigh Street, Westminster, CO 80030
P: 303.428.3511 | wps.org

September 2, 2026

To: Dr. Jeni Gotto, Superintendent, Westminster Public Schools
Andrew Hartman, President, Westminster Education Association

From: Kirchers Leday, Chief of Staff

MEMORANDUM OF UNDERSTANDING

Westminster Public Schools (“District”) and Westminster Education Association (“WEA”) enter into this Memorandum of Understanding:

1. The parties agree that for the 2026-2027 school year, a Licensed Cumulative Leave Payout Pilot will be implemented. The pilot is a tiered system. The new pilot has three levels of payout as defined below. Contributions to the sick leave bank are not included as part of the usage. Accrued cumulative leave day balances are not applicable to this pilot.

Tiered Payout Structure

0–10 Cumulative Leave Day Beginning Balance

- **0–4 days used:** 60% daily per diem payout per unused day
- **4.5–6 days used:** 40% daily per diem payout per unused day
- **6.5 or more days used:** \$100 payout per unused day

Over 11 Cumulative Leave Day Beginning Balance

- **0–4 days used:** 60% daily per diem payout per unused day
- **4.5–7.5 days used:** 40% daily per diem payout per unused day
- **8 or more days used:** \$100 payout per unused day

Agreed:

By: <u>Andrew Hartman</u>	<u>9/2/2026</u>
Andrew Hartman	Date
Westminster Education Association President	

By: <u>Dr. Jeni Gotto</u>	<u>9/10/2026</u>
Dr. Jeni Gotto	Date
Superintendent of Schools	