

EPACT
(A communication about bargaining from the Cherry Creek Education Association)
Number 1 for the 2016-2017 bargaining

TENTATIVE AGREEMENT REACHED

The District Negotiations Team (DNT) and CCEA Professional Negotiations Team (PNT) met from 10:00 am to 9:00 pm on Monday, May 15, in a meeting facilitated by Doug Hartman and Dennis Carlson.

During the meeting the teams reached the following tentative agreements:

- **3.3% increase for SY 2017-18 on the teacher salary schedule** in Policy 4141, 4770, and 4741 as well as horizontal and vertical advancement on the salary schedule for any member eligible for such an advancement; The increase also applies to the “add-ons” in Policy 4141 and 4770 (SAIP, RF base, MaxSal, Curriculum Development Pay).
- **3 year agreement; school years 2018-2019 and 2019-2020 will use the percent change in Per Pupil Revenue (“PPR”) compared to the PPR in the prior year for changes to the salary schedule** and “add-ons” not to be less than 0.0% or greater than the increase in the Consumer Price Index.. Vertical and horizontal advancement on the salary schedule will also be granted in each of the year.
- **Limitation on credit for Horizontal Advancement based on PLC work to two (2) semester hours of credit per year**
- **Created a Grievance/Appeal process for non-probationary teachers** covered by Policy 4135 to appeal a **less than effective evaluation rating in the first year** of the cycle that could lead to loss of non-probationary status.
- Agreement to **reopen negotiations** at an agreeable time at the **beginning of the 2017-2018 school year** to negotiate all other outstanding issues that were not resolved in this year’s bargaining, to include compensation and benefits not related to the above (e.g., supplemental pay, benefits – neither of which were increased for 2017-2018); and language items identified during negotiations for the 2017-18 school-year; i.e., mental health status, evaluation language (T, SSP, N, MH), RIF, clarification on the termination of benefits contributions for bargaining unit members before they receive their final pay, clarification on matters of time (e.g., time during the day, planning time, time reductions, changes in start/end times), and prevention of administrator bullying of bargaining unit members. **A similar reopener provision applies to outstanding issues remaining at the end of 2017-2018 for 2018-2019.**
- Dates were adjusted for MOUs and ones no longer applicable will be removed.
- Date changes were made in some policies due to better align with changes in the work calendar that commences and concludes earlier.

CCEA and the district team are working diligently to be sure that the tentative agreements are accurate and available for review by our members as quickly as possible.

Clarification on Significant Areas with No Modifications

In the interest of transparency and clarity, we would like to make sure that all members understand the following:

1. The tentative agreement **does not include any increase to the supplementary pay** schedules (Policy 4142, covering coach and advisor pay). These schedules have not received an increase since the 2014-2015 contract year.
2. The tentative agreement **does not include any increase to the district contribution for medical benefits or the supplemental benefit in Policy 4142, 4872, or 4744.** Those amounts have not increased since the 2009-2010 contract year.
The **\$400 contribution in October** that has occurred the past two years for participants in the medical insurance program **has not been extended.**
3. The issue of clarifying mental health status was not accomplished. The district continues to consider them to be annual at-will employees like probationary teachers.
4. Policy 4116 which addresses matters of planning time, etc., has not changed.

If anyone has a question regarding whether any changes were made to a specific policy, be sure to review the tentative agreement documents that will be posted on the CCEA website (www.cceanow.org) prior to the ratification vote.

Ratification information for CCEA members

- Once the tentative agreements are signed, they will be posted on the CCEA website (www.cceanow.org) for review by bargaining unit members.
- The ratification vote will be conducted on-line.
- Details regarding when voting will begin and end will be emailed to members of CCEA at their district email addresses. While we understand that members normally should not be expected to check work email during non-work days, we encourage you to look for messages from CCEA regarding this important vote.
- Anyone receiving this message is on our list of recipients. If someone knows that a CCEA member did not receive this message, encourage that person to send an email from her/his district address to Jennie Campbell (jjcampbell32@cherrycreekschools.org) who will verify membership and correct the communications list accordingly.
- Remember: Only members of CCEA are eligible to vote on ratification of the tentative agreements for the 2017-2018 negotiated agreement.

Communication and Feedback

We welcome your thoughts and feedback. You can email CCEA President-elect Scot Kaye at scotkaye@gmail.com. *Please feel free to share this email with all teachers, nurses and mental health that may not be CCEA members at your building or site.*