

RESOLUTION
COLORADO SPRINGS
SCHOOL DISTRICT NO. 11
MEET AND CONFER FOR
EXECUTIVE/PROFESSIONAL EMPLOYEES

May 20, 2009



WHEREAS, a Meet and Confer process has been conducted and concluded between Colorado Springs School District No. 11 (the “District”) and the Executive/Professional Employees that has resulted in the endorsement of the language of this Meet and Confer Resolution;

AND WHEREAS, having duly considered the limited resources available to the District, the wage, benefit and other modifications described herein are intended to address the needs of the District to maintain a quality work force while simultaneously making prudent fiscal policy:

NOW THEREFORE, the Board of Education of the District (the “Board”) hereby adopts the policies, described below.

The following is a general description of changes to the wage, benefit and other employment policies applicable to Executive/Professional Employees of the District. The changes described herein will be effective for the period beginning July 1, 2009 and ending June 30, 2010 (the “Term”). Unless the Board expressly modifies the policies described herein, these changes and policies shall continue in effect, from month to month, after the end of the Term. Except as otherwise expressly provided herein, or to the extent otherwise inconsistent with the provisions of this Resolution, all benefit, compensation and other employment policies of the Handbook for Executive/Professional Employees (the “Handbook”) and resulting Meet and Confer resolutions related thereto in effect on June 30, 2009, will continue.

This Meet and Confer Resolution, and the Handbook, do not create an express or implied contract, including a contract of employment, and do not create any property or privacy rights, rights to due process, or constitutional rights.

1. COMPENSATION

Effective July 1, 2009, the base pay rates for Executive/Professional employees will be adjusted by the District to reflect a 0% increase.

2. HANDBOOK CHANGES

The following is a summary of the major proposed changes to the Handbook.

a. ARTICLE 1 (Executive/Professional Salaries)

Section G. – Increase by one the number of years an employee must remain in Windows 1 and 2. Delete language regarding start dates and the Windows.

Section J. – Change the year and indicate that employee salaries will be increased by 0%.

b. **ARTICLE 7 (Vacation and Budget Calendar Employees)**

Section B. – Revise language to indicate that vacation may be taken in increments of one hour.

c. **ARTICLE 18 (Leave Provisions)**

Section A. – Revise language to separately address sick leave, personal leave, and vacation leave. Revise language to indicate that school calendar and budget calendar employees may use five days of sick leave as personal leave in a fiscal year. Revise language to indicate that sick leave, personal leave, and vacation leave may be taken in one hour increments.

Section B. – Add language indicating that sick leave, personal leave, or vacation leave taken on a day the District is closed due to inclement weather will not be charged to the employee per applicable Board Policy.

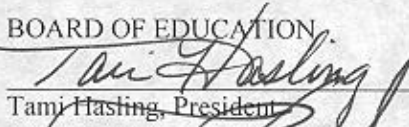
d. **Salary Schedule**

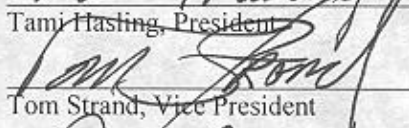
Revise Salary Schedule to reflect changes to number of years employees must remain in Windows 1 and 2.

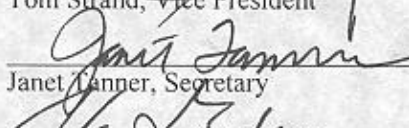
e. **Professional Development Fund Guideline**

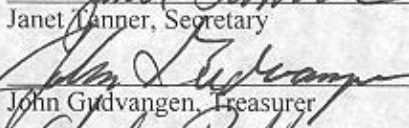
Change references from “check request” to “PDF form.”

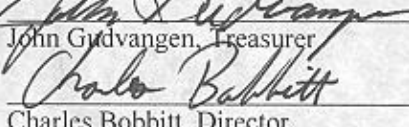
BOARD OF EDUCATION

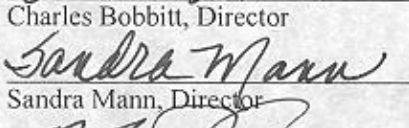

Tami Hasting, President


Tom Strand, Vice President

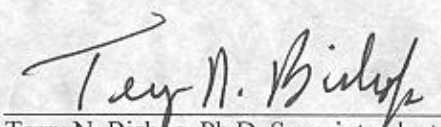

Janet Tanner, Secretary

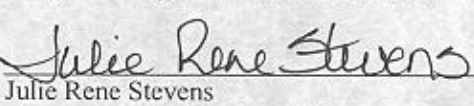

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