



RESOLUTION 2010-29  
COLORADO SPRINGS  
SCHOOL DISTRICT NO. 11

MEET AND CONFER FOR  
EXECUTIVE/PROFESSIONAL EMPLOYEES

May 19, 2010

**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 resources available to the District, the wage and benefits modification 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 changes set forth below:

The following is a general description of the changes to the wage, benefit and other employment provisions set forth in the Executive/Professional Handbook (the "Handbook") applicable to Executive/Professional employees of the District. The changes described herein will be effective for the period beginning July 1, 2010 and ending June 30, 2011 (the "Term"). Unless the Board expressly modifies the changes described herein, these changes 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 provisions set forth in the Handbook and resulting Meet and Confer resolutions related thereto in effect on June 30, 2010 shall continue to remain in effect.

The 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, 2010, the base pay rates for Executive/Professional employees will be adjusted by the District to reflect a 0% increase. Executive/Professional employees, however, will receive from the District a one-time, lump sum payment equal to 1% of their annual salaries/wages. Further, the District shall pay, on behalf of Executive/Professional employees, the .9% PERA increase for fiscal year 2010-2011.

## 2. HANDBOOK CHANGES

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

### a. ARTICLE 1 (Executive/Professional Salaries)

- Section F will be revised to provide that for SY 2009-2010 and SY 2010-2011, there will be no salary adjustments. However, a market analysis will be done for benchmark Executive/Professional positions.
- In Section G, references to "4" and "5" will be changed to "3" and "4," and the following language will be added: "Changes to windows will be postponed until economic conditions allow such changes as determined by the District, salary recommendations are made by the Salary Restructure Committee and the Board approves any salary recommendations.
- Section J will be revised to indicate that during the 2010-2011 budget year, salaries shall be adjusted by 0%.
- A Section K will be added, which will provide as follows: "Salary/Benefit Corrections: In situations where an employee is overpaid or underpaid by the District with respect to his/her salary or benefits, neither the employee nor the District may recover from the other the amount of the overpayment or underpayment over a period greater than two years from the date the employee or the District notifies the other of the overpayment or underpayment."
- A Section L will be added, which will provide: "Salary Restructure Committee: For SY 2010-2011, the Executive Director of Human Resources shall form a committee to review the salary structure for Executive/Professional employees, review years in windows, review the current market analysis, explore the feasibility of a differential pool, and make recommendations thereon. The Committee shall consist of at least one representative from the District's Human Resources Department, at least one representative from the District's Business Services Department, three (3) Principals or Assistant Principals, three (3) Directors or Executive Directors, three (3) non-supervisory Executive/Professional employees and the Board Treasurer."

### b. ARTICLE 7 (Vacation for Budget Calendar Employees)

- The phrase, "or contained in 'd' below," will be deleted from Paragraph C.
- Paragraph D, which provides for full per diem reimbursement of unused vacation, will be deleted in its entirety.

**c. ARTICLE 8 (Professional Development Fund)**

Section A will be deleted in its entirety. (Section A currently provides: "For FY 07-08 only, in addition to the \$600 credited annually to individuals' PDF accounts, an amount of \$134,963.00, distributed evenly between all eligible employees (this excludes transition employees) on the payroll as of June 30, 2007 and July 1, 2001. These additional funds will not be prorated in the event the employee terminates with the District prior to July 1, 2008.")

**d. Article 13 (Sick Leave Reimbursement)**

- Section A will be deleted in its entirety.
- Section B will be deleted through, but not including, Paragraph B.i.
- References to "New Sick Leave Reimbursement Plan" will be changed to "Sick Leave Reimbursement Plan."
- References to "Division Head of Human Resources" will be changed to "Executive Director of Human Resources."

**e. ARTICLE 14 (Separation/Retirement)**

- Paragraph A.iv. will be deleted in its entirety.
- Paragraph B.iii. will be deleted in its entirety.
- References to "New Sick Leave Reimbursement Plan" will be changed to "Sick Leave Reimbursement Plan."

**f. ARTICLE 16 (Grievance Guidelines)**

- In Paragraph C.ii., references to "Division Head of Human Resources" will be changed to "Executive Director of Human Resources" or his/her designee.
- In Paragraphs C.iii. and C.vi.3-5, references to "Division Head of Human Resources" will be changed to "Deputy Superintendent of Personnel Support Services."

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

- In Paragraph B.i., a specific reference will be made to Board Policy EBCE.
- A new Paragraph B.vi. will be added, which will provide as follows: "Sick Leave Bank: When requesting sick leave time from the Sick Leave Bank, an Executive/Professional employee must have first used up all his/her paid/sick leave and all but 40 hours of accrued vacation before he/she may be granted Sick Leave Bank hours."

**h. ARTICLE 20 (Reassignment)**

In the last sentence of the second paragraph, all language following "individual will" will be deleted and replaced with the following: "be compensated in accordance with the most-recently approved version of Board Policy GCKB."

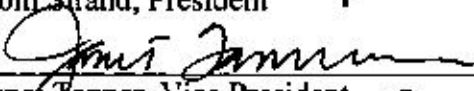
**i. MISCELLANEOUS**

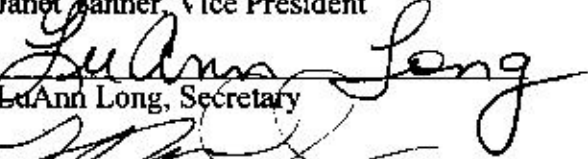
Except as otherwise provided herein, references to "Division Head of Human Resources" will be changed to "Executive Director of Human Resources."

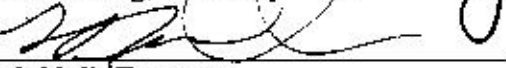
**WHEREFORE**, the above-described changes to the Executive/Professional Handbook are hereby adopted by the Board of Education of Colorado Springs School District 11 in Colorado Springs, Colorado this 19 day of May, 2010.

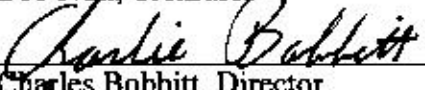
**BOARD OF EDUCATION**

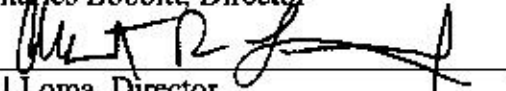
  
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Tom Strand, President

  
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Janet Banner, Vice President

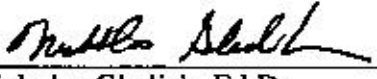
  
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LuAnn Long, Secretary

  
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Bob Null, Treasurer

  
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Charles Bobbitt, Director

  
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Al Loma, Director

  
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Sandra Mann, Director

  
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Nicholas Gledich, Ed.D.,  
Superintendent

  
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Julie Rene Stevens  
Secretary to the Board of Education