

RESOLUTION 2023 – 35
COLORADO SPRINGS SCHOOL DISTRICT 11
MEET AND CONFER FOR
EDUCATION SUPPORT PROFESSIONALS

Whereas, a Meet and Confer process has been conducted and concluded between Colorado Springs School District 11 (the “District”) and the Education Support Professionals (the “ESP”) 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 benefit 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 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 Education Support Professionals’ (ESP) Handbook applicable to ESP employees of the District. The changes described herein will be effective for the period beginning July 1, 2023 and ending June 30, 2024 (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 compensation and other employment provisions set forth in the Education Support Professionals’ Handbook and resulting Meet and Confer resolutions related thereto in effect on June 30, 2023, will continue.

1. COMPENSATION

- Effective for the 2023-2024 fiscal year, Education Support Professional employees will receive one step movement on the step system. This is approximately a two percent (2%) increase. Employees maxed on step 25 of the salary schedule will not receive an additional step.
- Effective for the 2023-2024 fiscal year, the District will provide non-recurring two percent (2%) payment for Education Support Professional employees maxed on step 25.
- Education Support Professional employees will receive an across-the-board salary increase (recurring) of a minimum of five percent (5%) effective for the 2023-2024 school year.
- Effective for the 2023-2024 fiscal year, the District will revise the salary schedule to start no lower than \$15.00 per hour, in anticipation of minimum wage increase in 2024, and this revision resulted in various pay increases to all positions within the ESP salary

schedule. Board of Education was able to address some market study concerns with the new salary schedule.

- Education Support Professional employees will receive a six percent (6%) one-time, non-recurring compensation payment. The payment will be split and will occur in the fall and spring semesters during the 2023-2024 school year and is intended to be PERA includable compensation.
- The District will contribute the employer share of the insurance premium at seventy-five percent (75%) of the Medical Buy-Up Plan premium for the employee only coverage. The District will contribute the employer share of the insurance premium at eighty-five percent (85%) of the Medical Base Plan premium for the employee only coverage.
- The District will continue to contribute the employer share of the insurance premium at seventy percent (70%) for the employee + spouse coverage, employee + children coverage, and family coverage for all other premium tiers of the plan.
- The District will continue to contribute the employer share of PERA.

2. HANDBOOK CHANGES

The following is a summary of all proposed changes to the ESP Handbook. By this Resolution, the Board adopts the changes as noted in the attached pages.

ARTICLE 1. RECOGNITION

No changes

ARTICLE 2. EMPLOYMENT DEFINITIONS

No changes

ARTICLE 3. WORKING CONDITIONS AND SCHEDULES

No changes

ARTICLE 4. PAY ADMINISTRATION

4.3.5 Out of Class Pay

1. Education Support Professionals position will receive Out of Class Pay when covering for vacancies or leave of absences.
 - A. ~~ESP will receive additional compensation in cases of vacancies or leave of absences when acting in a higher-level Education Support Professional position for more than three (3) workdays consecutively. Compensation will be their hourly rate of pay, and in addition the employee will receive an~~ additional ten percent (10%) of their current rate of pay for each hour worked in the higher-level position or minimum of the pay range for the position covered, whichever is higher.