

Colorado Springs School District 11
and
Education Support Professionals

Memorandum of Understanding
Pay Differential Shift Work – Article 4.3.1
School Year 2023-2024

4.3 PAY DIFFERENTIAL

4.3.1 SHIFT WORK

Employees starting their normal shift between 12:00 p.m. noon and 11:59 p.m. shall be considered "night" personnel. Differential pay for Night Personnel will include a paid thirty-minute duty-free lunch period, which is included in their scheduled workday. Therefore, as a result of this paid lunch period, night personnel shall not be allowed to leave the building/site. All shift work employees are entitled to breaks pursuant to Article 3.3. Night shift employees that are assigned to two or more locations will be granted reasonable travel time outside of breaks and will have a duty free thirty-minute lunch at one of the assigned locations. Employees starting their normal shift between 12:00 a.m. midnight and 11:59 a.m. shall be considered "day" personnel.

4.3.1.1 FNS CHANGE OF WORK SHIFT LOCATION: Beginning August 1, 2023 and for the remainder of the 2023-2024 school year only, a Food and Nutrition Services (FNS) employee that is willing and able to change work locations due to staffing shortages and/or staff absences will be paid an additional \$1.00 per hour for every hour worked at the temporary work shift location. In addition, should the employee be filling in for a higher-level position pursuant to ESP Handbook Article 4.3.5.2, the employee will also be eligible to receive additional compensation beginning the first day in the acting position for only the time serving in that role at the additional site. This compensation does not apply to employees working during remote learning days, building closures, and during the Summer Food Service Program (SFSP). An FNS employee that commutes to more than one (1) location per day is eligible to receive mileage compensation pursuant to ESP Handbook Article 17.4 Mileage Allowance.

Colorado Springs School District 11

and

Education Support Professionals

Council

By:

Title:

Date:

Handwritten signature: Stephanie Sanders
Chief of Personnel Support
5/18/2023
WMS.

By:

Title:

Date:

Handwritten signature: Brenda McKeown
ESP President
5-18-23