

RESOLUTION 2016 – 40
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, be it

Resolved, that the Board of Education of the District hereby adopts the policies set forth below.


The following is a general description of the changes to the wage, benefit and other employment policies applicable to ESP employees of the District. The changes described herein will be effective for the period beginning July 1, 2016 and ending June 30, 2017 (the "Term"). Unless the Board of Education of the District 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 ESP Policy and Procedure Handbook (the "ESP Handbook") and resulting Meet and Confer resolutions related thereto in effect on June 30, 2016, will continue.

In Witness Whereof, I have hereunto set my hand and caused the official seal of the District to be affixed to this Resolution regarding the 2016-2017 Meet and Confer between the Education Support Professionals (ESP) and the District this 25th day of May 2016.



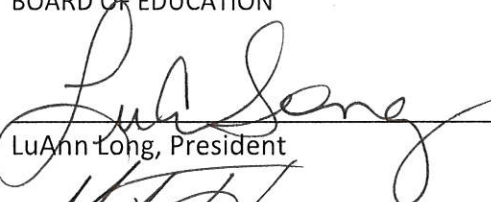
Dr. Nicholas M. Gledich
Superintendent of Schools



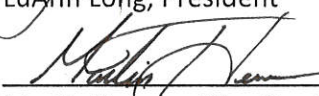


Doris Hensley, Secretary to the
Board of Education


BOARD OF EDUCATION



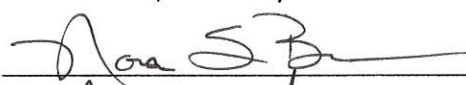
LuAnn Long, President



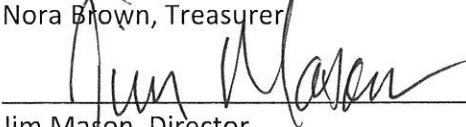
Martin Herrera, Vice President




Theresa Null, Secretary




Nora Brown, Treasurer



Jim Mason, Director



Linda Mojer, Director



Elaine Naleski, Director