

## ***District and Teachers Reach Tentative Compensation Agreement in Jeffco***

**Golden, CO, April 7, 2017** – Last spring Jeffco Public Schools and the Jefferson County Education Association (JCEA) established a five-year contract. However, compensation negotiations are conducted annually along with the opportunity to address a limited number of pertinent issues. A tentative agreement was reached earlier this week between JCEA and the district. The tentative agreement will be presented to JCEA membership for ratification after which it will be presented to the Board of Education for a vote.

“We are pleased at the collaborative efforts that went into this agreement,” said Ron Mitchell, Jeffco Public Schools Board of Education President. “One of our Board goals has been to make our salaries more competitive. Though we have limited resources, this agreement demonstrates our commitment to our teachers and should help us be more competitive in today’s market. We have had to tighten our belts, but we’ve been able to accomplish this without making serious cuts to programs that directly impact our students. Looking to the future, it is time for all of us to work together to increase funding for K-12 public education.”

Acting Superintendent Terry Elliott added, “I appreciate the efforts of the district and JCEA negotiating teams as well as our Board to support competitive compensation for current and potential employees to ensure we continue to have highly talented professional educators in every classroom.”

The district was able to agree to a compensation package with JCEA valued at \$19.5 million if state funding is sufficient to cover the cost-of-living increase. The package includes:

- Providing a step increase for employees who have demonstrated effective performance.
- Providing level increases for effective employees with graduate-level credits.
- Providing up to a 2% cost-of-living-adjustment contingent upon receiving sufficient state funding. Without sufficient state funding, the district has agreed to cover up to 1%.
- Increasing the years of service offered to new employees hired for fall of 2017 by one year – recognizing six years rather than five.
- Funding the state-mandated PERA increase. The amount Jeffco Public Schools pays to PERA on behalf of employees will increase by half a percent in January 2018, increasing the employer PERA contribution to 20% of an employee’s total compensation.

The non-compensation issues addressed during negotiations between the district and JCEA included collaborative decision making, workload, and a short-term disability plan redesign.



*Building Bright Futures*

## *Press Release*

FOR IMMEDIATE RELEASE

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"I am excited that we have an agreement that moves us a step closer to our vision of having an effective educator in every classroom and meaningful collaboration between educators, parents, and administration," said John Ford, social studies teacher and president of JCEA.

All Jeffco Public Schools employees will receive an increase in the amount contributed towards medical and dental premiums, the first increase since 2003. These increases are funded by reallocating dollars within the current benefits expenses; a change required due to an appellate court decision and approved by the Jeffco Benefits Advisory Committee.

The school district is still in negotiation with the Jeffco Education Support Professionals Association (JESPA). If a similar agreement is reached with JESPA, and the district receives sufficient state funding, the Jeffco Public Schools Board of Education will be committing an additional \$26 million to employee compensation for the 2017/18 school year compared to 2016/17.

### **About Jeffco Public Schools**

Jeffco Public Schools has been providing educational excellence for more than 60 years. Approximately nine percent of all the K-12 students in Colorado attend a Jeffco school. Our mission is to provide a quality education that prepares all children for a successful future. The district serves over 86,000 students at 155 schools on 168 campuses. Find [Jeffco Public Schools](#) on [Facebook](#), [Twitter](#), and [YouTube](#).

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