

RESOLUTION

WHEREAS, Jefferson County Public School District R-1 (District) and the Jeffco Education Support Professionals Association (JESPA) have entered in to a Collective Bargaining Agreement (CBA) for a term commencing September 1, 2019, and expiring August 31, 2025, which sets forth the terms and conditions of employment for education support professionals (ESPs) within the District; and

WHEREAS, as provided in the CBA, representatives from the District and JESPA met on 16 occasions between February 2020 and October 2020 to negotiate modifications to the CBA and compensation for ESPs; and

WHEREAS, on November 6, 2020, the District bargaining team declared impasse after the parties were unable to make process toward a compensation agreement for ESPs;

WHEREAS, as provided in the CBA, the parties participated in mediation and arbitration which culminated in a Fact Finder issuing a non-binding recommendation that: (1) the District implement its proposal for a one-time payment of 3%; (2) the parties finalize the details of their agreement to reopen negotiations should there be an increase or decrease of >\$10million in revenue for the current year; (3) the parties meet to finalize the details of those items largely agreed to, but not yet finalized.

WHEREAS, in compliance with the recommendation of the Fact Finder, the parties met to discuss the outstanding items and finalized agreement in the Tentative Agreement;

WHEREAS, the membership of JESPA ratified the Tentative Agreement;

NOW, THEREFORE, IT IS HEREBY RESOLVED that the modifications to Articles 2, 4, 7 and 10, the compensation agreement for the 2020-2021 school year, and other provisions captured in the Tentative Agreement are approved.

Adopted this 6th day of May 2021.

Member Schooley moved the adoption of the foregoing Resolution. The motion to adopt the foregoing Resolution was then duly seconded by Member Rupert, put to a vote, and carried on the following recorded vote:

Those voting "aye": Harmon, Miller, Rupert, Rush, Schooley

Those voting "nay":

Susan Harmon
President, Board of Education

(SEAL)

ATTEST:

Stephanie Schooley
Secretary, Board of Education