**From:** Merklein, Trip [CO]
**Sent:** Monday, September 19, 2011 9:32 AM
**Cc:** Burkett, Kay [CO]; Docherty, Fran [CO]; 'DB'
**Subject:** Licensed Staff Contracts Clarification
**Importance:** High

Dear SVVEA Members,

I reviewed the Human Resources memo (below) prior to it being emailed to staff last Friday afternoon. It is about as clear an explanation as possible given the salary schedule confusion that has persisted since the SVVSD School Board walked away from negotiations in June 2010 and unilaterally imposed a poorly thought out salary schedule concept. Contracts issued last fall (and mistakenly dated March 12, 2010) continue to confuse teachers seeking clarification about their step placement for this year, but HR has made a good faith effort to explain what has transpired.

In a nutshell, the contracts distributed at this time last year placed teachers on the imposed schedule that granted a “step” with no salary increase (<http://svvea.org/wp-content/uploads/2012/03/Imposed-Schedule.docx> ). After returning to negotiations through mediation last September, and with ratification by members in October 2010, teachers moved back a step in November (Schedule A-1 in the Master Agreement) *but kept their same salary*. The effect: it was still a salary freeze but without a meaningless “step.” Teachers remain on that step this year, but with the 1.3% increase that went into effect in January 2011 (reflected in Schedule A-2 currently in place.)

Communications from our October 2010 ratification (<http://svvea.org/wp-content/uploads/2012/03/Tent-Agrmt-Summary-Oct-5-2010.docx>) with details about the Tentative Agreement.  It was ratified with over 70% of membership participating and 76% voting for approval. The FAQs (<http://svvea.org/wp-content/uploads/2012/03/2010-12-Tent-Agrmt-FAQs.docx>) and Tentative Agreement Summary are well worth reviewing again, particularly with a year’s hindsight to reflect on the closing commentary “The Road Ahead” in the Summary from October 5, 2010.

We still find ourselves amidst a struggling economy, continued budget cuts from the state, and a Master Agreement set to expire on June 30, 2012. Underutilized existing language and new language negotiated last spring provide tremendous opportunities for our collective voice to be heard. And it must be heard by building and district administrators and our community. Difficult times require extraordinary perseverance. Step up and help the effort to pass Proposition 103 by participating on Saturday, October 8, in the SVVEA Walk to inform our community about this essential ballot measure (see last week’s September Bridge article). Ask your AR how you can assist in your building. Help recruit new members – our Master Agreement is far too important to by lost because of those who take everything it has to offer and yet give nothing in return.

Trip Merklein

President

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**To:**            Licensed Staff Members

**From:**       Sabrina Arch, Specialist, Human Resources

                  David Burnison, Assistant Superintendent of Human Resources

**Date:**        September 16, 2011

## Re:            Licensed Staff Contracts Clarification

## Cc:            Trip Merklein, President, St. Vrain Valley Education Association (SVVEA)

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There have been a number of inquiries about the step placement listed on employment contracts for licensed staff members. Specifically, individuals are asking why their step placement this year is one lower than the employment contract issued last year. The following explanation is being shared to help answer these concerns.

* In the summer of 2010 prior to the conclusion of negotiations, the Board of Education approved and district implemented a salary schedule that granted experience steps for licensed employees by moving each eligible employee up one step from their end of 2009-10 school year level. Since no salary increase was approved at that time this advancement in steps did not include any pay increase and salaries were frozen at the 2009-10 level.
* In the fall of 2010 contracts were issued for the 2010-11 school year that indicated step increases at the same salary level according to a salary schedule developed and implemented by the District. Salary increases were granted only for licensed staff members approved for lateral movements due to increased education credits.
* Negotiations were completed in November of 2010. At that time it was agreed that the District’s previously implemented salary schedule would be replaced with one that was bargained. This salary schedule is listed in the Master Agreement as *Teachers’ Salary Schedule A-1*. (The 2009-2010 schedule.) It did not grant experience steps or include a salary increase. This action effectively nullified the District implemented step advancement without salary increases listed on the 2010-11 school year contracts.
* Negotiations also included an agreement to implement a new salary schedule (*Teachers’ Salary Schedule A-2*) that would become effective in January 2011. This salary schedule included a 1.3% increase on the base salary, but did not award experience steps for the 2010-11 school year.
* The *Teachers’ Salary Schedule A-2* is still in effect and due to additional language in the Master Agreement no experience steps were granted for the 2011-12 school year.
* The recently issued employment contracts include your placement on the currently in effect salary schedule (*Teachers’ Salary Schedule A-2*). The step placement should be listed according to the Master Agreement with no step increases since the end of the 2009-10 school year. The salary amount should represent the 1.3% increase that was implemented in January 2011 and include any approved lateral movements due to increased education.

Please refer to links to the Master Agreement and current Licensed Staff Salary Schedule at the following website:   <http://www.stvrain.k12.co.us/employment/>

Contact us should you still have questions or need additional information.