

# Press Release

## for immediate release

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## Jeffco Public Schools and Jefferson County Education Association Reach Compensation Agreement

**Golden, CO (August, 16, 2019, updated)** – Jeffco Public Schools (Jeffco) announced that it has reached a negotiated agreement with Jefferson County Education Association (JCEA) to increase compensation for educators and resolve other employment considerations. Teams representing each organization reconvened on August 14 in an effort to finalize outstanding negotiated items remaining from spring 2019 bargaining sessions.

Jeffco and JCEA recognize that hiring and retaining qualified, experienced educators is critical to both parties, and offering competitive salaries is an important contributor toward accomplishing this goal. In addition, the parties acknowledge and appreciate the sacrifices JCEA members and all other staff made when they incurred pay freezes from 2010-2013 in order to allow the District to maintain full employment.

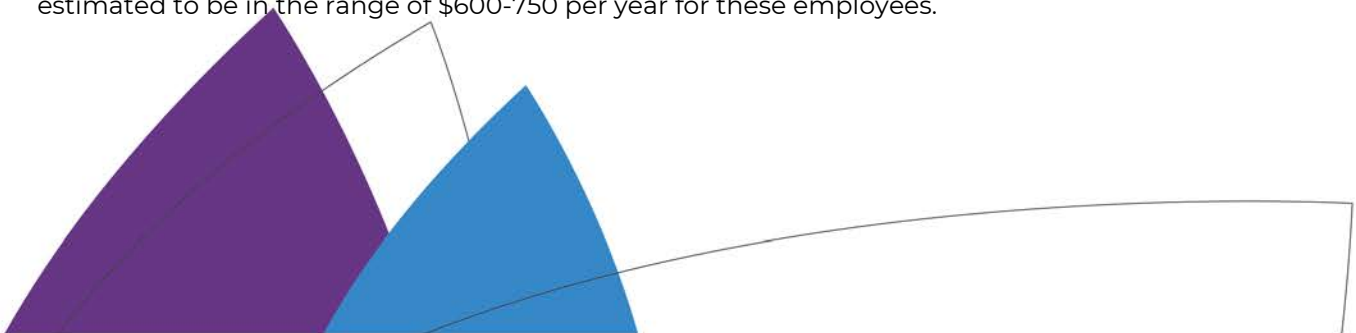
Compensation for educators was the focus of the August 14 session. After reviewing tentative agreements and recapping the many hours of negotiations in the spring months, the team began considering options for compensation change for the 2019-20 school year.

The negotiating teams reached an agreement including:

- Step increase to eligible bargaining unit members - a step increase is a standard salary schedule driven increase.
- Educational achievement level change to eligible bargaining unit members - from earning a degree or additional graduate credit hours.
- A cost of living adjustment (COLA) of 2.5% to all eligible bargaining unit members - applied to each salary value of the 4-lane, 29-step salary schedule. Once approved, Jeffco's new educator entry salary rate will be \$42,014, an increase of \$2,091 over the entry rate for 2018-19. The maximum salary also increases to \$90,696.
- The implementation of longevity compensation to honor past pay freezes incurred by educators. The District will distribute \$3,000,000 (salary and benefits) evenly to current educators who incurred pay freezes between FY2011 and FY2013. The longevity increase will be an ongoing salary component for the duration of employment as long as the employee position is part of the JCEA agreement. One need not be a JCEA member to qualify for the longevity pay, simply in a position covered by the JCEA agreement.

Over the past three years, Jeffco has provided increases in steps and levels as well as COLA. In addition, thanks to Jefferson County voter approval of ballot measure 5A - a mill levy override in 2018 - the District was able to provide all employees (with the exception of senior administration) with a 2.67% salary increase in April 2019. Educators received an average step and level increase of 8.7% over the last three years with an additional 10.17% COLA (including the 2.67% from 5A funds) that went to all educators.

Additionally, the 2019-2020 school year will see the start of a longevity increase for approximately 3000 educators who have stayed with the district since the 2011-2013 years. This amount is estimated to be in the range of \$600-750 per year for these employees.



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	Start of 2017-18	Start of 2018-19	Start of 2019-20
<b>Step/Lane</b>	2.9%	2.9%	2.9%
<b>COLA</b>	2%	3%	2.5%
<b>5A-funded Salary Increases</b>			2.67%
<b>Ongoing Longevity</b>			.5%
<b>3-Year Increases</b> Total Average Step/Lane Salary Increase – 8.7% Total COLA Increase - 7.5% Total 5A-funded Salary Increase – 2.67% Total Ongoing Longevity Increase – .5%			
<b>Total Average Salary Increase over the past three years - 19.37%</b>			

Implementation of the latest salary increases will begin immediately following ratification by the members of JCEA and the subsequent approval by the Board of Education at their meeting on August 22. The appropriate salary increases are effective at the start of this contract year and will appear in the first annual paycheck on September 30.

Additional items impacting employee benefits, planning time, and class sizes are also in the agreement. These include sick days provided twice yearly, rather than earned monthly (effective start of 2020-21 school year), protected teacher planning time three days a week, and an update to the staffing and class size process for elementary Art, Music, and PE.

This agreement will also positively affect the agreement reached last May with the Jeffco Education Support Professionals Association (JESPA). JESPA employees will receive a 2.5% COLA increase instead of the 1.5% increase they had previously negotiated on behalf of their membership.

JCEA members will vote on the negotiated agreement between August 19-21. When ratified, the agreement will be presented for approval to the Jeffco Public Schools Board of Education at a special meeting on August 22.

## About Jeffco Public Schools

Jeffco Public Schools has been providing educational excellence for 70 years. The district serves over 85,000 students at 155 schools. Jeffco Public Schools is dedicated to changing the classroom experience through Readiness for Learning, Conditions for Learning, and Learning as outlined in the [Jeffco Strategic Plan](#). Find [Jeffco Public Schools](#) on [Facebook](#), [Twitter](#), and [YouTube](#).

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