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# HR News

## 2019-20 Negotiations and Compensation

### Master Agreement Negotiations

#### Featured Articles:

**Master Agreement Negotiations** 1

**Compensation** 2

On June 18, 2019, the Aurora Public Schools (APS) Board of Education approved the tentative agreements negotiated between APS and the Aurora Education Association during the spring, 2019 bargaining process. Changes to the agreement include:

- Expanding eligibility for National Board Certification Stipends for Special Services Providers. (Article 11)
- Including data from the Teaching and Learning Conditions in Colorado (TLCC) survey when a school develops a climate/culture goal as part of the Unified Improvement Plan. (Article 15)
- Requiring principals to develop testing schedules in consultation with ESS providers to ensure direct services for students are not impacted, or are impacted to the least amount possible during testing. (Article 16)
- Utilizing the IRS per diem rate when teachers are reimbursed for conference expenses. (Article 21)
- Restricting the use of student discipline data, i.e. student referrals may not be used as the sole data source evidence in an educator's evaluation. (Article 36)
- Providing a teacher who is being disciplined a "reasonable" amount of time to secure representation for a meeting. (Article 38)

The aforementioned changes to the agreement can be reviewed in their entirety online at:

<https://hr.aurorak12.org/wp-content/uploads/sites/64/2019/07/Master-Agreement-2015-20-Updated-July-16-2019.pdf>



## Compensation

As APS continues to emphasize enhancing our Human Capital Work, we again prioritized budgeting for compensation increases for all staff. On June 18, 2019, the Aurora Public Schools (APS) Board of Education approved the following increases for all contracted employees:

### Classified employees

Effective July 1, 2019 contracted classified staff will receive a 3.9% General Salary Increase (GSI) through an adjustment to the Classified Staff Salary Schedule. Also effective July 1, 2019, eligible classified staff will receive an experience step increase as outlined in policy GDBA, Classified Staff Salary Schedules.

### Licensed Employees

Effective the start of the 2019-20 contract year, the Licensed Salary Schedule will be increased by 2.05% and experience step increases will be provided to eligible licensed staff. Educational lanes will be provided to eligible licensed staff, effective the start of the 2019-20 contract year.

Further, licensed staff returning to APS for the 2019-20 school year will have the negotiated “frozen” step reinstated; those eligible for the reinstated step includes staff returning for the 2016-17 school year and new hires (2016-17 through present) with previous teaching experience who were not granted experience portability for the 2016-17 school year.

In addition, the Board of Education approved extending the MOU between APS and AEA which governs the development of a new licensed salary schedule to December 31, 2019.

### Administrative and Professional Technical Employees

Effective July 1, 2019 contracted Administrator and Professional/Technical staff will receive a 3.9% General Salary Increase (GSI) through an adjustment to the Administrator and Professional/Technical Salary Schedule. Also effective July 1, 2019, eligible Administrator and Professional/Technical staff will receive a salary increase as outlined in policy GCBB-R, Administrator and Professional/Technical Staff Compensation.