



HR News

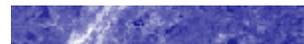
Master Agreement Negotiations

Featured Articles:

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| Master Agreement Negotiations | 1 | 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: |
| Compensation | 2 | <ul style="list-style-type: none">• Expanding eligibility for National Board Certification Stipends for Special Services Providers. (Article 11) |
| National Board Stipends for Special Service Providers | 3 | <ul style="list-style-type: none">• 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) |
| Benefits Deduction Changes for 2019-2020 | 4 | <ul style="list-style-type: none">• 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) |
| Benefits Coverage Dates | 4 | |
| Acupuncture and Chiropractic Care | 5 | <ul style="list-style-type: none">• Utilizing the IRS per diem rate when teachers are reimbursed for conference expenses. (Article 21) |
| Kaiser-DispatchHealth | 6 | <ul style="list-style-type: none">• 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) |
| Sun Life | 7 | <ul style="list-style-type: none">• 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.



National Board Stipends for Special Service Providers

Effective the 2019-20 school year, a one-time stipend of \$2,300 will be provided to Special Service Providers that hold or obtain a professional National Certification or Colorado Department of Regulatory Agency (DORA) Licensure. In addition a \$1,000 stipend will be paid annually for maintaining such certification.

Special Service Providers that qualify for compensation are as follows:

School Audiologist - Board Certification in Audiology (American Board of Audiology) or Certificate of (Clinical Competence in Audiology)

School Nurse - Nationally Certified School Nurse (National Board for Certification of School Nurses)

School Occupational Therapist - Occupational Therapist Registered (National Board for Certification in Occupational Therapy)

School Orientation and Mobility Specialist - Certified Orientation and Mobility Specialists (Academy for Certification of Vision Rehabilitation and Education Professionals)

School Physical Therapist - National Certification (Federation of State Boards of Physical Therapy)

School Psychologist - Nationally Certified School Psychologist (National Association of School Psychologists)

School Speech-Language Pathologist - Certificate of Clinical Competence in Speech Language Pathology (American Speech-Language-Hearing Association)

Clinical Social Workers, Professional Counselors, Psychologists, and Physical Therapists who are licensed by the Colorado Department of Regulatory Agencies shall receive a one-time stipend of \$2,300, and shall be paid \$1,000 each year after for which they maintain such licensure.

To receive compensation please provide the appropriate certification to the contacts provided below by the end of the month, these contacts will work with the Compensation Office in order to provide payment for the following month.

School Audiologist- Christie McGovern- cmmcgovern@aurorak12.org

School Nurse- Danette Lippman- dllippman@aurorak12.org

School Occupational Therapist- Tricia Williams- tmwilliams@aurorak12.org

School Orientation and Mobility Specialist- Dan Wright -daniel.wright@aurorak12.org

School Physical Therapist- Tricia Williams- tmwilliams@aurorak12.org

School Psychologist- Jessica O'Muireadhaigh- jdomuireadhaigh@aurorak12.org

School SLP- Gwynn Brownell gmbrownell@aurorak12.org and/or Jodi LeGray

jlegray@aurorak12.org

Social Workers- Jessica O'Muireadhaigh- jdomuireadhaigh@aurorak12.org

Counselors- Jessica O'Muireadhaigh- jdomuireadhaigh@aurorak12.org



Benefits Deduction Changes for 2019-2020

Effective the start of the new healthcare plan year, July 1, 2019, payroll deductions for healthcare coverage will occur for the same month of coverage. For example, healthcare coverage for the month of July will be paid through deductions from the July paycheck. Previously, the deductions for coverage were made one month ahead, ex. July healthcare coverage was paid through a deduction from the June paycheck.

As a result of this change, employees who elected to have benefits for the July 1, 2019, plan year will not have benefits premiums deducted from their June 2019 paycheck.

There will be no changes to when deductions are made for employees who resign/retire, are paid on an accrual basis, and have elected benefits for the remainder of their contract year; deductions for healthcare will continue to be made one month in advance, ex. the June payroll deduction will pay for July healthcare benefit coverage, etc.

Dollars allocated for Flex Spending Accounts (FSAs) and/or Health Savings Accounts (HSAs) for the 2019-20 plan year will continue to be deducted beginning with the June 2019 payrolls.

Should you have questions, please contact the Benefits Department at 303-344-8060.

Benefits Coverage Dates

Coverage for new employees who enroll in APS' benefits plans will begin the month following the official employment start date. For example, benefits coverage will begin September 1 for an employee who begins working for APS at any time during the month of August.

The ending of benefits coverage for year round employees and those who terminate employment prior to their final contract date will occur the same month as their final work day. For example, benefits coverage will end on August 31st for an employee whose final work day occurs anytime during the month of August.

Non - year round employees who complete their contract year and are paid throughout the summer months will continue to be covered under APS' benefits plans through the summer months - generally, August or September.

To view our current benefits plans please visit our website at <https://hr.aurorak12.org/benefits/>

Acupuncture and Chiropractic Care

New for the 2019-20 plan year, APS employees have access to ten (10) acupuncture and ten (10) chiropractic care visits as a component of the Kaiser Permanente healthcare plan. These services are subject to a copay or copay after meeting plan deductibles.

Acupuncture

When clinically appropriate, your acupuncture benefit covers treatment of:

- Neuromusculoskeletal pain due to injury or illness; or
- Allergies, asthma, nausea and/or vomiting

Your treatment may include:

- Acupuncture by manual stimulation
- Electro-acupuncture applied to inserted needles
- Acupressure
- Cupping or moxibustion- covered only in lieu of electrical stimulation

For more information view the [Acupuncture Benefit](#)

Chiropractic

Your chiropractic care benefit covers:

- Evaluation and management
- Lab services and x-rays required for such services
- Manual manipulators

For more information view the [Chiropractic Care Benefit](#)



Kaiser- DispatchHealth



Kaiser has contracted with DispatchHealth to offer urgent healthcare at home for members in the Denver/Boulder and Colorado Springs area. This service is designed to reduce emergency room visits for non-emergencies and ensure that patients receive the care they need in a timely manner so they can then return to primary care quickly and conveniently.

HMO members will pay an urgent care copay; members with deductible plans may incur additional charges as determined by the fee schedule.

Services can be requested directly from the website at [dispatchhealth.com](https://www.dispatchhealth.com), through the mobile app or by calling the following numbers:

- Denver/Boulder– 303-500-1519
- Colorado Springs– 719-270-0805

For more information visit the DispatchHealth website at <https://www.dispatchhealth.com/>



Sun Life

Sun Life has now replaced Cigna as APS' Life Insurance and supplemental insurance provider. Sun Life will continue to offer the same benefits as Cigna plus additional benefits to help plan and maintain your health, well-being and sense of security. Benefits that are being offered through Sun Life include:

- Accidental Injury Insurance - Sun Life's accidental insurance helps manage costs due to accidental injuries.
- Voluntary Life and Accidental Death and Dismemberment - Sun Life gives employees additional financial protection when faced with sudden and catastrophic circumstances.
- Long Term Disability - For disabilities lasting longer than six months, Sun Life offers replacement income and support services for eligible employees.
- Critical Illness Insurance - Sun Life offers a lump-sum cash payment to help cover the costs of a variety of covered conditions
- Emergency Travel and Identity Theft - For eligible participants in Sun Life's Life or Accident insurance. For medical emergencies and identify theft, Sun Life is connected to Assist America professionals who can advise you 24/7

For questions regarding Sun Life or any other benefits offered by Aurora Public Schools please visit our website at <https://hr.aurorak12.org/benefits/> or email our benefits team at benefitshr@aurorak12.org

