

Memorandum of Understanding

The Maintenance Crafts Division (MCD) and Douglas County School District No. 0001 (District) are currently parties to a collective bargaining agreement ("CBA") covering the Steamfitters (Classification 50D) which was adopted by the Board of Education on July 15, 2024 for the 2024-2026 school years.

MCD and District desire to enter into a Memorandum of Understanding amending Article 10; List Item 3 of the CBA to alter the need to hold a Steamfitter license prior to the start of employment. The Steamfitter group normally employs seven individuals. Four steamfitters are currently active on duty; one of the three existing unfilled positions has been open for over two years. MCD and District agree that any new Steamfitter hired shall have the necessary work experience (minimum of five years Journeymen experience) but is not required to hold a Steamfitter's license on the date of hire. A newly hired Steamfitter with Journeymen experience who does not have a Steamfitter's license on the date of hire shall obtain a Steamfitter's license prior to the expiration of the six (6) month probationary period. MCD and District agree that this MOU will expire at the conclusion of the current MCD collective bargaining agreement on July 31, 2026.

MCD and District agree that, other than as specifically provided herein, all other terms and conditions set forth in the 2024-26 CBA shall remain unaltered and shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this MOU in duplicate on the date set forth below.

DOUGLAS COUNTY SCHOOL DISTRICT 0001

By: Jane Erdenberger
Name/Title: Jane Erdenberger, Board President

Attest: By: Dr. Anne MacFarland
Name/Title: Dr. Anne MacFarland, Board Secretary

Date: 5/5/25

MAINTENANCE CRAFTS DIVISION

By: Lee Hanna
LEE HANNA

By: John Lang
JOHN LANG

By: Andy Marmen
ANDY MARMEN

By: Rob Repell
ROB REPELL

Name/Title: CRAFT COMMITTEE

Date: 5/01/25