

Southern Plains Education Cooperative Education Association
And Southern Plains Education Cooperative
2021-23 Agreement

1. Updated dates throughout
2. Added “as per policy” to Long Term Disability policy to be in compliance with the policy
3. Cleaned up 403(b) language added last time allowing staff to “cash out” sick leave days and deposit into their 403(b) after 115 days. It will now be required that all days over 115 will be put into their 403(b) as per IRS requirements.
4. Added the Telework MOU to the contract.
5. Adding that 403b match can start at the first year of employment:

Old Language:

Starting Year	Matching Contribution
4 & 5	\$250
6 & 7	\$500
8, 9, & 10	\$1,000
11 or more	\$1,500

New Language:

Starting Year	Matching Contribution
1, 2, & 3	\$250
4, 5, & 6	\$500
7, 8, & 9	\$1,000
10 or more	\$1,500

6. 2021-22 Increase of 2.75% and \$750 on health insurance
7. 2022-23 Increase of 2.5%