



**Jefferson Elementary School District (JESD) and
Jefferson Teachers Association (JTA)
2023-2024 School Year**

**Negotiations Update
January 19, 2024**

In accordance with Board Policy 4143(a), Jefferson School District seeks to :

- Negotiate in good faith.
- Responsibly represent the public's interest.
- Balance the needs of staff and the priorities of the district in order to provide students with high-quality instructional programs.

[Board Policy 4143\(a\)](#)

The bargaining teams from Jefferson Elementary School District (JESD) and the Jefferson Teachers Association (JTA) met on January 19, 2024 to begin negotiations. Articles opened are coded as follows: **JESD**, **JTA**, **JESD/JTA**.

Article 4 - Organizational Security/Payroll Deduction

4.1.3 - Association unit members list **ONGOING**

Article 5 - Negotiations Process

5.2.1 - Negotiations Opening Date **DROPPED**

Article 6 – Hours/Working Conditions

6.1.3 - Additional Duties - **ONGOING**

6.2.1- Adjunct Duties - **DROPPED**

6.3.3 – Substitute on Preps - **ONGOING**

6.3.3.1 – Prep coverage rate **ONGOING**

6.4 - In Service **ONGOING**

6.5.1 - Calendar - Clarification/add/update language **ONGOING**

Article 7 – Evaluation -

7.6.1 – Classroom aide direction **DROPPED**

7.6.3 – Classroom aide assignment **ONGOING**

Article 8 - Vacancies, Transfer, Assignments

8.4.4 - Involuntary Transfers **DISCUSSION**

8.6 - Notification of Assignment **AGREED**

- Title change for SDC and RSP teachers to "Education Specialist"

Article 9 - Leaves

9.2.1 - Sick Leave allocation **ONGOING**

9.2.1.5 - Deductible sick leave **DROPPED**

9.3 - Extended Sick Leave **DROPPED**

9.4.5.1 - Discretionary Leave **AGREED**

- An increase to five (5) unit members at a time

9.8 - Bereavement Leave **AGREED**

- JESD will update language to reflect most recent changes in the law.

Article 10 - Safety

10.2 - In-House suspension **DISCUSSION/DROPPED**

Article 11 - Association Rights

11.4.3 - Association information updates **AGREED**

- The requested information will be provided twice yearly on October 15 and April 15.

Article 15 - Health and Welfare Benefits

15 - Benefits Contribution - Retirees **ONGOING**

Article 16 - Salaries

16.1 - Salary Schedule **ONGOING - Tabled until next meeting**

16.4.1 - Error on salary schedule placement **ONGOING**

16.5.1 - Masters Stipend **ONGOING**

Article 18 - Concerted Activities

18.1.2 - **ONGOING**

Article 21 - Class Size

21.2 - Distribution of students **ONGOING**

21.4 - Additional Compensation **DROPPED**

Article 23 - Summer school **ONGOING**

Article 24 - Special Education

Addition of new article **ONGOING - Tabled until next meeting**

Appendix B

Instructional Calendar **ONGOING**

Appendix C

Evaluation Forms **DROPPED** (Revisit upon new CSTPs)

Appendix D

Salary Schedule **ONGOING**

[Appendix E](#)

Extra-Duty Stipend Schedule **ONGOING**

[Appendix F](#)

MOU Lesson Plans **DROPPED**

[Appendix G](#)

MOU Additional Day **AGREED**

- Clerical changes and updates made.

[Appendix H](#)

MOU Virtual Half Day (Expired) **ONGOING**

[Appendix I](#)

MOU Summer School Teaching Hours (Expired) **ONGOING** (in conjunction with Article 23)

[Appendix L](#)

MOU Class Size **ONGOING**