



**Jefferson Elementary School District (JESD) and
Jefferson Teachers Association (JTA)
2023-2024 School Year & 2024-2025 School Year**

**Negotiations Update
April 5, 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 **AGREED**

Article 6 - Hours/Working Conditions

6.1.3 - Additional Duties - **AGREED**

6.3.3 - Substitute on Preps - **DROPPED - ADMINISTRATIVE**

6.3.3.1 - Prep coverage rate **AGREED**

- \$42.50 full period, \$21.25 for less than 15 minutes

6.4 - In Service **DROPPED**

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

- Calendar board approved February 13, 2024
- Full day paid for completion of Keenan courses

Article 7 - Evaluation -

7.6.3 - Classroom aide assignment **DROPPED - ADMINISTRATIVE**

Article 9 - Leaves

9.2.1 - Sick Leave allocation **AGREED**

- No additional sick days will be provided. Clarification will be given with regard to what constitutes a "sick" day.

Article 15 – Health and Welfare Benefits

15 – Benefits Contribution - Retirees **AGREED**

- No to Retiree Benefits

15.2.1 - Benefits Contribution

- \$800 increase to the CAP (\$11,000) Effective July 1, 2024.

Article 16 - Salaries

16.1 – Salary Schedule **AGREED**

- 8% ongoing beginning the 2024-2025 school year
- 8% one time retention bonus in lieu of retro to anyone employed this year to be paid at current step/column

16.4.1 - Error on salary schedule placement **DISCUSSION/DROPPED**

16.5.1 - Masters Stipend **DROPPED**

Article 18 - Concerted Activities

18.1.2 - **DISCUSSION/DROPPED**

Article 21 - Class Size

21.2 - Distribution of students **DISCUSSION/DROPPED**

Article 23 - Summer school **DROPPED**

Article 24 - Special Education

Addition of new article **DROPPED**

Appendix B

Instructional Calendar **AGREED**

- Calendar approved at February 13, 2024 Board meeting

Appendix D

Salary Schedule **AGREED**

- See Article 16, Salary Schedule

Appendix E

Extra-Duty Stipend Schedule **AGREED**

Appendix H

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

Appendix I

MOU Summer School Teaching Hours (Expired) **AGREED**

There will be no General Education Summer School for 2023-2024. Appendix I will be updated to reflect ESY information for the 2023-2024 school year.

Appendix L

MOU Class Size **AGREED**

Previous Negotiations Updates: [Update #1](#)