INFORMATION SHEET FOR 04.06.2023 TRUSTEES' MEETING

TO: James W. Bridges

FOR: Board of Trustees

FROM: Emily Stroup

ISSUE: Tentative Agreement between Jefferson Elementary School District and Jefferson Teacher's Association for the 2022-2023 school year

BACKGROUND:

The District has reached a Tentative Agreement with the Jefferson Teacher's Association for the 2022-2023 school year.

RECOMMENDATION: Approval of the Tentative Agreement between Jefferson Elementary School District and Jefferson Teacher's Association for the 2022-2023 school year

February 8, 2023

TO: JENIENE CRUZ –JTA President
JENNIFER GATES, ANNE CORBISER & PATTI CANNON - JTA Bargaining Team

FROM: JIM BRIDGES, SUPERINTENDENT,
EMILY STROUP, DIRECTOR OF HUMAN RESOURCES,
CELLI COEVILLE, CBO -Jefferson School District Negotiating Team
TESSA BUNCH -Jefferson School District Negotiating Team

ISSUE: JTA Contract for 2020 - 2023

Red – Tentative Agreements
BLACK – *CURRENT CONTRACT LANGUAGE*

Jefferson Elementary School District
This is only representing articles to be negotiated

ARTICLE 6 HOURS/WORKING CONDITIONS

6.3.3.2 In the event that a classroom has to be split due to a lack of available substitute coverage, the unit members to whom the students are distributed will be paid as follows.
The daily sub rate of $250 distributed equally amongst the unit members taking on additional students, at a fixed rate of:

Number of Unit Members	Daily Split Coverage Rate
2 Unit Members	$125.00
3 Unit Members	$83.33
4 Unit Members	$62.50

- Retroactive to July 1, 2022

6.5 Work Year

6.5.1 Unit members shall provide instruction for 180 days per year. In addition, there shall be two (2) full teacher workdays, one and a half (1 ½) prior to the first day of student instruction and one half (1/2) after the last day of student instruction. In addition, there shall be one (1) non-student day for parent conferences. On the first day prior to instruction, teachers will be given time to work in their classrooms. The scheduling of such work days for each school year shall be set forth in Appendix B, "School Calendar." DRAFT CALENDAR

ARTICLE 15 HEALTH AND WELFARE BENEFITS

15.2 Benefits Contribution

15.2.1 The district shall provide a maximum of ~~$10,100~~ $10,200 per year to each unit member for health and welfare benefits, starting on July 1, 2023.

ARTICLE 16 SALARIES 111

16.1 Salary Schedule

16.1.1 ~~For 2020-2021, the district shall offer a $2750 one-time payment to anyone who was in paid status as of January 1, 2021 and continued through May 27, 2021. This shall be prorated for less than full time unit members.~~

For ~~2021-2022~~ 2022-2023, the district shall offer a ~~4%~~ 10% ongoing salary increase beginning July 1, 2022 ~~July 1, 2021~~. In addition, the district shall offer an additional 1% ongoing salary increase beginning at Step 15, an additional 2% ongoing salary increase beginning at Step 19, and an additional 1% ongoing salary increase beginning at Step 22, all beginning July 1, 2022.

~~In addition, for the 21-22 school year, there will be up to 3.75 hours of additional online training that will be available on July 1, 2021 and will need to be completed by September 30, 2021~~.

At the bottom of the salary schedule, the following language will be ~~added~~ amended to read: Longevity Stipend of 2% at 30 years of service and 35 years of service.

16.5 Master's Degree Stipend

16.5.1 Unit members who have earned a Masters ~~and are below 75 units~~ shall receive, in addition to his/her regular scheduled salary, an annual stipend of ~~$1500~~ $2000. (This section shall result in no retroactive adjustment. The new stipend amount will be effective April 1, 2023)

16.7 Special Education Stipend

16.7.1 A stipend of ~~$1500~~ $3000 will be paid to Special Education teachers, (RSP and SDC). (This section shall result in no retroactive adjustment in salary. The new stipend amount will begin July 1, 2023) ~~(in original proposal, still had 2018 date~~)

Appendix E – Extra-Duty Stipend Schedule
Jefferson Elementary

Extra-Curricular Athletics		
Grade(s)	Activity	Stipend
5th – 8th	Athletic Coach*	$650
5th – 8th	Athletic Referee**	$30 per game
5th – 8th	Athletic Director***	$2,000 per school year
5th – 8th	Athletic Supply Budget	$2,500 per school year

Extra-Curricular Music		
Grade(s)	Activity	Stipend
5th – 8th	Band Director	$650
5th – 8th	Marching Band Director	$650
5th – 8th	Band Supply Budget	$2,500 per school year

Extra-Curricular Other		
Grade(s)	Activity	Stipend
6th	Science Camp	~~$100~~ $125 per day
	Yearbook	~~$650~~ $1000 per site
	PLC Grade Level Lead	$2250
	Middle School ASB Leadership ***	$1000
TK - 8	Induction/Mentor Teacher	$1200

*Maximum of 15 paid stipends per school per year
**Maximum of 50 paid stipends per school per year
***Maximum of ~~4~~ 2 paid stipend per school per year

- Effective July 1, 2022

Appendix H

Memorandum of Understanding – Virtual Half Day

This provision shall be attached as an appendix to the Agreement.

Per Article 6.5.1, there are 1 ½ work days prior to the first day of student instruction. The district and JTA agree, for the ~~2022-2023~~ 2023-2024 school year, to designate ~~August 5, 2022~~ August 2, 2023 to be a virtual ½ day for all unit members to complete the required Keenan Courses. These courses shall be available beginning July 1, ~~2022~~ 2023 and must be completed before 8:00 AM on ~~August 5, 2022~~ August 4, 2023, or the unit member will be docked ½ day of sick leave. The unit member will still be required to complete the courses prior to ~~September 30, 2022~~ September 29, 2023 with no compensation. The district and JTA will discuss the results of course completion and determine if this MOU will be extended.

JSD and JTA agree to extend the MOU expiration date to June 30, ~~2023~~ 2024.

Appendix I

Memorandum of Understanding – Summer School Teaching Hours

The Jefferson Elementary School District ("District") and Jefferson Teachers Association ("Association") enter this Memorandum of Understanding ("MOU") regarding the teacher hours outlined below for Summer School2023. This will be revisited after summer school is completed to determine if it will be continued for future years.

DATES:	May 31 - June 1, 2023 (Planning day, no students)
WORK HOURS:	8:00 a.m. – 3:30 p.m. (7.5 hours/day)
DATES:	June 2 - June 28, 2023 (Students)
WORK HOURS:	7:30 a.m. – 2:00 p.m. (hours/day) (Students from 8:00 to 1:30, Teacher planning time from 1:30 to 2:00) (6.5 hours/day)
DATES:	June 29 - June 30, 2023 (Students from 8:00 to 1:30, Teacher wrap up from 1:30 to 3:00)
WORK HOURS:	7:30 a.m. – 3:00 p.m. (7.5 hours/day)

Shall be compensated at a rate of $70 per hour.

4 days @ 7.5 hour hours:	$2,100.00
18 days @ 6.5 hours:	$8,190.00
	$10,290.00

This MOU expires on July 1, ~~2022~~ 2023.

Appendix L

Memorandum of Understanding – Class Size

This provision shall be attached as an appendix to the Agreement.

The District and JTA agree to the following for the 2022-2023 and 2023-2024 school years:

Jefferson Elementary School District shall maintain an average class enrollment for each school site, for kindergarten and grades 1 to 3, inclusive, of not more than 28 pupils. The district shall balance classes in relationship to the needs of the instructional program, provided prudent fiscal management can be maintained.

Additional Compensation shall be granted for 26 or more students in Kindergarten through 3rd Grade.

The district will pay $300 per month to teachers, Kindergarten through 3rd Grade, excluding music, who had 26 or more students for at least 50% of the school days of each school month; with the exception of August and June. An overage form must be submitted each month to the payroll office. Effective July 1, 2022.

The district will pay $500 per month to RSP teachers, Kindergarten through 8th Grade, who agree to a Resource Specialist Caseload Waiver and are actively carrying a caseload between 29 and 32 students. An overage form must be submitted each month to the payroll office. Effective March 1, 2023.

The district will pay $50 per month, per period, to teachers, excluding PE and music, who had more than 32 students in a given period for at least 50% of the school days of each school month; with the exception of August and June. An overage form must be submitted each month to the payroll office. Effective March 1, 2023.

The district will pay $50 per month, per period, to 4th through 8th grade PE teachers who had more than 37 students across a given period for at least 50% of the school days of each school month; with the exception of August and June. An overage form must be submitted each month to the payroll office. Effective March 1, 2023.

The district will pay $50 per month, per period, to TK through 8th grade Music teachers who had more than 45 students across a given period for at least 50% of the school days of each school month; with the exception of August and June. An overage form must be submitted each month to the payroll office. Effective March 1, 2023.

This MOU expires on July 1, 2024.

Appendix M

Memorandum of Understanding – Period Coverage

This provision shall be attached as an appendix to the Agreement.

Per Article 6.3.3.1, effective March 1, 2023, for the duration of the 2022-2023 school year, Unit members who substitute during their preparation periods shall be paid $50.00 per period. If the unit member substitutes less than 15 minutes they shall be paid $25.00.

This MOU expires on July 1, 2023.

For the District:

James W. Bridges, Ed.D., Superintendent _____

Emily Stroup, Director of Human Resources _____

Celli Coeville, CBO _____

Tessa Bunch, District Representative _____

Dated:

For the Association:

Jeniene Cruz, JTA Representative _____

Jennifer Gates, JTA Representative _____

Anne Corbiser, JTA Representative _____

Patti Cannon, JTA Representative _____

Dated:

DRAFT - 2022-2023 Certificated Salary Schedule (183 Days)

Step	Class A	Class B	Class C	Class D	Class E	Class F	
	BA	BA + 24	BA + 30	BA + 45	BA + 60	BA + 75	
1	59,107	59,107	59,107	59,107	59,107	61,027	
2			59,107	59,579	61,396	63,317	
3			60,242	61,963	63,779	65,696	
4			62,721	64,916	66,256	68,176	
5			65,295	67,014	68,830	70,754	
6			67,976	69,693	71,513	73,433	
7			70,763	72,478	74,298	76,218	
8			73,663	75,920	77,740	79,659	
9			76,674	79,026	80,846	82,764	
10			79,808	81,529	83,347	85,265	10%
11				84,857	86,674	88,591	11%
12				84,857	86,674	92,203	13%
13				84,857	86,674	95,959	14%
14				84,857	87,517	96,890	
15				85,628	88,312	97,770	
16				86,985	89,685	99,147	
17				86,985	89,685	99,147	
18				86,985	89,685	99,147	
19				88,552	91,301	100,933	
20				89,937	92,700	102,330	
21				89,937	92,700	102,330	
22				90,732	93,520	103,235	
23				90,732	93,520	103,235	
24				92,131	94,925	104,644	
25				93,974	96,823	106,737	

*** Adjusted minimum salary is equal to Class E BA + 60 for all unit members with less than 30 semester units above a BA or with an emergency, intern**

Article 16.5.1 Unit members who have earned a Masters shall receive, in addition to their regular scheduled salary, an annual stipend of $2000.

Article 16.7.1 An annual stipend of $3000 will be paid to Special Education teachers, (RSP and SDC).

Longevity Stipend: 2% at 30 years of service
2% at 35 years of service

Health Benefits CAP: $10,200.00

2022-2023: 10% increase on-going, plus an additional 1% on-going beginning at Step 15, an additional 2% on-going at Step 19, and an additional 1% on-going at Step 22; Retroactive to July 1, 2022.

Board Approved: TBD
Effective: TBD

DRAFT - Jefferson School District

2023 - 2024 Instructional Calendar

JULY

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

AUGUST

M	T	W	TH	F
	1	2	3	4
7*	8	9	10	11
14*	15	16	17	18
21*	22	23	24	25
28*	29	30	31	

SEPTEMBER

M	T	W	TH	F
				1
4	5	6	7	8
11*	12	13	14	15
18*	19	20	21	22
25	26**	27**	28**	29**

OCTOBER

M	T	W	TH	F
2*	3	4	5	6
9	10	11	12	13
16*	17	18	19	20
23*	24	25	26	27
30*	31			

NOVEMBER

M	T	W	TH	F
		1	2	3
6*	7	8	9	10
13*	14	15	16	17
20	21	22	23	24
27*	28	29	30	

DECEMBER

M	T	W	TH	F
				1
4*	5	6	7	8
11*	12	13	14	15
18	19	20*	21	22
25	26	27	28	29

JANUARY

M	T	W	TH	F
1	2	3	4	5
8*	9	10	11	12
15	16	17	18	13
22*	23	24	25	26
29*	30	31		

FEBRUARY

M	T	W	TH	F
			1	2
5*	6	7	8	9
12*	13	14	15	16
19	20	21	22	23
26*	27	28	29	

MARCH

M	T	W	TH	F
				1
4*	5	6	7	8
11	12	13	14	15
18*	19	20	21	22
25*	26	27	28	29

APRIL

M	T	W	TH	F
1	2	3	4	5
8*	9	10	11	12
15*	16	17	18	13
22*	23	24	25	26
29*	30			

MAY

M	T	W	TH	F
		1	2	3
6*	7	8	9	10
13*	14	15	16	17
20*	21	22	23	24
27	28	29	30*	31

JUNE

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

Total Instructional School Days

August	19
September	19
October	17
November	16
December	14
January	19
February	19
March	15
April	21
May	21
	180

Holidays	
Students First Day	
Students Last Day	
Minimum Day (1:30 pm Release)	*
Minimum Day (2 pm Release)	**
Teachers First/Last Work Day	Full day
Teachers First/Last Work Day	Half day
End of First/Second Trimester	
P/T Conference (no students)	
Professional Development Day (MOU) (no students)	