



**Jurupa Unified School District
Tentative Agreement
2018-2019 School Year**

August 15, 2018

The Jurupa Unified School District and the National Education Association – Jurupa enter the following Tentative Agreement, on August 15, 2018, to settle negotiations for the 2018-2019 school year.

Article XV – Basic Compensation

The Parties agree to an increase on the salary schedule of 2.5% effective July 1, 2018. The Parties agree to an additional 1% off-schedule payment to be paid at the pay cycle following ratification by both parties.

Article XVII – Health and Welfare Benefits

The Parties agree to increase the Health and Welfare cap effective July 1, 2018. This increase will establish an ongoing increase to the Health and Welfare allowance from \$9,500 to \$11,150.

Article VII – Hours of Duty

The Parties agree to update the elementary minimum day language to be consistent with the April 10, 2018 revision of the language in the Memo of Understanding negotiated in mediation. (See Addendum A)

The Parties agree that Psychologists, Mental Health Specialists, Behavior Specialists, and Speech and Language Pathologists shall have the option to meet during a minimum day at a district location. Employees who plan on attending must notify their supervisor.

Article VIII - Class Size

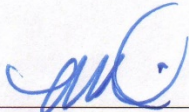
Reduce the maximum class size in AAA Academy to 24 students.

The Parties agree that TK-1 and/or K-1 SDC classes that reach the maximum class size will be allocated an additional three-hour instructional aide for toileting and communication needs.

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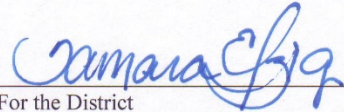
Article XII – Transfer and Reassignment

Any classroom teacher whose room assignment is changed shall, on request, receive two days of release time on campus to prepare accordingly. Any classroom teacher who is asked to pack items due to a facility modification shall, on request, receive one day of release time on campus to prepare accordingly.



For NEA-J
8/15/18

Date



For the District
Aug. 15, 2018

Date

Article II, Section 2, Subsection G shall be modified and replaced with the following language:

"Ninety (90) minutes of on-campus teacher planning/collaboration time shall be designated each week at each elementary school in the form of one minimum day per week. Except as provided in this Subsection, the division of the ninety (90) minutes of on-campus planning/collaboration time must average (on a monthly basis) forty-five (45) minutes of teacher planning/preparation time and forty-five (45) minutes for meetings, team collaboration and/or staff development time as determined by the site administrator and leadership team per minimum day. In the event a site administrator desires to deviate from this division of time and desires to use teacher planning/preparation time for meetings, team collaboration and/or staff development, he/she must provide the teachers as much notice of the deviation as possible and, within one (1) calendar month, ensure that, on average, teachers receive forty-five (45) minutes of planning/preparation time per week.

1. Except as identified below, the ninety (90) minutes of teacher planning/collaboration time shall be conducted at each unit members' assigned work site. However, ~~at its sole discretion~~, the District shall have the right to conduct District-wide professional development trainings and/or meetings at any District facility during the ninety (90) minutes of teacher planning/collaboration time on up to five (5) minimum days each year. Prior to the first day of school each year, the District shall notify the Association President of the five (5) District selected days for District-wide training. In the event the District changes the date of any of the above-described five (5) District-

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wide trainings, the District shall notify the Association President and impacted staff as ~~soon as possible~~ within two weeks of the new date. Within one (1) calendar month of conducting a District-wide professional development training and/or meeting ~~at a location other than the unit members' assigned work location~~ during the ninety (90) minutes of planning/collaboration time, each elementary school site administrator shall provide teachers with ninety (90) minutes of planning/preparation time on a minimum day established by this Subsection.

2. The first minimum day of each school year and the Wednesday prior to Winter Break will be designated for teacher planning/preparation time.

3. The District retains the right to conduct District-wide professional development trainings and/or meetings at any time prior to the commencement of the ninety (90) minutes of teacher planning/collaboration time identified in this Subsection.

4. When establishing the minimum days, daily bell schedules ~~the District~~ must assure that every student continues to receive sufficient instructional minutes to qualify the District for state incentive money for longer day/longer year and shall not require additional non-budgeted District expenditures for staffing, busing, supplies, materials, or equipment. In order to implement the minimum days outlined in this Subdivision, the limit of 300 instructional minutes outlined in Section 1(E) will be increased to 325. Kindergarten teachers must also be scheduled for team collaboration and planning time. The purpose of the minimum day is to provide teachers with scheduled team collaboration and planning time during the regular school day to focus on high-quality instruction, ~~and~~ student work, and student learning goals with the goal of improving student achievement. It is permissible to skip minimum days during shortened

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weeks. The Parties agree that the District may cancel a minimum day, and/or discontinue the minimum day at one or more sites upon mutual agreement by both Parties."

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