



**Jurupa Unified School District
Tentative Agreement
May 21, 2021**

The Jurupa Unified School District and the National Education Association - Jurupa enter the following Tentative Agreement on May 21, 2021, to settle negotiations for the 2020-2021 and 2021-2022 school years, except as outlined herein.

Article XIV - Basic Compensation

- The Parties agree to an additional one-time, off schedule 2% payment for the 2020-2021 school year. This makes a total of 4% one-time, off-schedule payments for the 2020-2021 school year. The additional 2% will be paid to unit members on June 30, 2021.
- The Parties agree to an ongoing 4% increase to the salary schedule for 2021-2022 effective July 1, 2021. If the District receives a COLA above the Governor's proposed increase (as of May 19, 2021), the Parties will meet and negotiate compensation.

Article XVII - Health and Welfare

- The Parties agree to increase the Health and Welfare cap by \$200 effective July 1, 2021. This increase will establish an ongoing Health and Welfare allowance of \$11,700. If the District receives a COLA above the Governor's proposed increase (as of May 19, 2021), the Parties will meet and negotiate compensation.

Article IV - Association Rights

- The Parties agree to additional language under a new section 12 as follows:
 - Section 12 - Public Records Requests. The Association shall be notified within three business days, when practicable, following a release of information responsive to a Public Records Act request pertaining to membership information regarding an active unit member.
- The District will advise site administrators of the requirements of Board Policy regarding selection of Instructional Council and School Site Council Representatives.
- The District will provide clear notification regarding third-party vendors with whom the District has agreements in accordance with the Section 125 Plan.

Article VII - Hours of Duty

- The Parties have agreed to revise Section 1.A as follows:
 - A. The regular work day for classroom teachers and nurses is seven (7) hours and fifteen (15) minutes including lunch. Effective July 1, 2014, the regular work day for classroom teachers, special education teachers, and nurses is seven (7) hours and thirty (30) minutes including lunch. The fifteen (15) minute increase to the regular work day will be used to provide unit members preparation time, to be used at each unit member's discretion at the school site. At the request of Association site representatives, the choice shall be made by a vote of unit members at each site for the following school year no later than the second full week of May. The vote will determine where the 15 minutes shall be allocated within the workday and shall be irreversible except as provided in Section 2 of this Article. The principal may temporarily adjust a unit member's schedule to permit attendance at faculty or other meetings (e.g. Student Study Team, IEP conferences) when other time arrangements are not possible. Other unit members shall work an 8-hour day including lunch.
- The Parties have agreed to revise Section 1.E as follows:
 - No unit member will be regularly assigned to teach more than 300 minutes per day, exclusive of student supervision and other duties, except to implement the minimum day plan at the elementary level outlined in Section 2(G) of this article. During state testing, no secondary unit member will be assigned to teach more than an average of 300 minutes per day. However, this does not prohibit a unit member from voluntarily teaching more than 300 minutes upon receiving written approval from the Deputy Superintendent Personnel Services.
- The Parties have agreed to revise Section 1.G as follows:
 1. No regular classroom teacher at the secondary level (grades 7-12) will be required to teach more than five (5) regular instructional periods per day, excluding advisory or homeroom periods.
 - A. In the event that a secondary school chooses to provide an Advisory/Homeroom program, the following guidelines shall apply:
 1. Advisory/Homeroom shall routinely be utilized for the purpose of sharing school information, making announcements, distributing school related paperwork to students, and collecting such paperwork from students, and facilitating activities that support and connect students to school. Teachers will not be required to prepare for, grade or assess assignments, or record grades for activities conducted in Advisory/Homeroom. Administration may provide Advisory/Homeroom teachers with required materials and/or activities at various times. Advisory/Homeroom time will

Article VII - Hours of Duty (cont.)

generally be under the teachers' professional discretion to choose activities that support students. Unless mutually agreed upon, or in instances of teacher misconduct, a teacher's implementation of Advisory/Homeroom will not be a component of a teacher's formal evaluation.

2. The total number of minutes scheduled for Advisory/Homeroom shall not exceed 92 minutes per week, with no individual session to exceed 23 minutes. Advisory/Homeroom shall not be conducted on Late Start or Minimum Days.

- The Parties have agreed to revise Section 2.O as follows:
 - 1. Staff meetings shall be scheduled on an as-needed basis by administration. All regularly scheduled staff meetings planned by administration shall be limited to no more than 45 minutes.

Contract "Clean-Up"

- Following negotiations, the Parties agree to update contract language to include previous agreements where applicable.

2021-2022 Negotiations

- If the District receives a COLA above the Governor's proposed increase (as of May 19, 2021), the Parties agree to meet and negotiate compensation.
- The Parties agree that both Parties retain the option to reopen up to four non-compensation articles for 2021-2022 negotiations.



For NEA-Jurupa

5/21/2021

Date



For the District

05/21/2021

Date