JESPA Bargaining
June 25, 2025
Reynolds Hall

6/25/2

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1. One year contract for 2025-2026

2. Article 19- Holidays: Add
    a. Labor day
    b. ½ day Wednesday before Thanksgiving
    c. Friday after Thanksgiving
    d. ½ day on Good Friday

3. All eligible employees will participate in step advancement
    a. $575 off schedule payment will be made in the second pay of December 2025 for those members on step 7 for the 2024-2025 school year.

4. Article 8- Leave of Absence- 11 PTO Days per year.
    a. Front Load PTO at the beginning of the school year.
    New language for 8.1.1:
    At the beginning of each school year, following one (1) day of work, teacher assistants will be credited with eleven (11) days of PTO. Teacher assistants who are hired after the start of the school year will receive a prorated amount of PTO.

    New language for 8.1.2
    Notwithstanding the front loading of PTO provided for in 8.1.1, PTO shall accrue at a rate of 1.1 days per month worked. If a teacher assistant uses more PTO than they have earned and separates from employment before accruing that time, the district may deduct the value of the unearned time from their final paycheck.

    New language for 8.1.3
    All employees may carry over unused PTO days to the next year (July 1 to June 30) and may accumulate not more than twenty (20) PTO days. If, at the end of a year, an employee has accumulated more than twenty (20) PTO days, the employee shall be paid for not more than five (5) of the accumulated days in excess of twenty (20). Any accumulated days in excess of twenty (20) for which the employee is not entitled to be paid shall be lost.

5. Article 7- Hours of work, work week, and premium pay

    a. 7.2.2 The district time recording system will be used by the individual employee to record only actual hours worked.

6. 6.2.3.6 Substitute Pay For Teacher Assistants – When Teacher Assistants substitute for special education teachers they shall be paid ten dollars ($10.00) an hour for all hours in the substitute capacity in addition to their regular hourly rate; provided, however, if a substitute for the Teacher Assistant is not available and the Teacher Assistant substitutes for a full day, Teacher Assistant will be paid **one hundred dollars ($100.00)** in addition to the regular hourly rate. Substituting for a special education teacher shall be voluntary. Substituting for a teacher does not include exclusive supervision of students.

7. Mentor Mentee language to support early career and needing support TA's.
New Article XX language:

ARTICLE XX - MENTOR TEACHER ASSISTANTS

A. Mentor Teacher Assistants

1. Each new teacher assistant shall be assigned a mentor teacher assistant during the new teacher assistant's first school year.

2. The mentor teacher assistant shall be available to provide professional support, instruction and guidance. The purpose of the mentor assignment is to provide a peer who can offer assistance, resources and information in a non-threatening collegial fashion. Participation as a mentor shall be voluntary.

3. The following shall apply to a mentor teacher assistant:

a. Mentors shall be teacher assistants with at least one (1) year of experience and a current evaluation rating of at least effective.

b. Whenever practical, mentors shall work in the same building and shall have the same job description as the new teacher assistant.

c. Mentors shall not participate in the evaluation of a new teacher assistant.

d. Each mentor shall be given the equivalent of one (1) workday each year in increments of time to observe and/or assist the mentor's mentee.

e. Each mentor shall earn two hundred ($200) stipend per trimester.

4. The Association shall be promptly notified of all mentor assignments.

8. Eliminate the four mentions of "vacation" time in the contract. Because teacher assistants follow the school-year classroom schedule, vacation time is not permitted during the academic year. Vacations should be scheduled during school closure breaks (e.g., holidays, spring) or the summer recess period.

9. All current contract language not addressed above will carry over into the 2025-2026 contract.