



**Jurupa Unified School District  
Tentative Agreement  
October 17, 2023**



The Jurupa Unified School District and the National Education Association - Jurupa enter into the following Tentative Agreement on October 17, 2023, to settle negotiations for the 2023-2024 school year. The Parties have agreed to:

**Article XIV - Basic Compensation**

- An ongoing 8.38% salary increase to the salary schedule for 2023-2024, effective July 1, 2023.
- Revise Section 6.B.2:
  - Secondary ELD/English teachers who are assigned forty (40) ~~sixty (60)~~ or more designated English learners shall be provided one (1) day of release time to complete required planning and/or student progress documentation. Secondary teachers who are assigned twenty (20) ~~forty (40)~~ or more designated English learners shall be provided one-half (½) day of release time.

**Article XVII - Health & Welfare Benefits**

- Increase the Health and Welfare cap by \$800, effective July 1, 2023. This increase will establish an ongoing Health and Welfare allowance of \$13,268.

**Article VI Safety**

- Revise Section 1.G.1.L:
  - Provide all unit members with an electronically generated 'discipline report' one time per month. The 'discipline report' shall identify all students expelled, suspended, suspended by teacher, or counseled by school site administrators or counselors for qualifying offenses.

  
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10-17-23

## Article VII Hours of Duty

- Remove the following language in Section 1.K.1:
  - Full-time elementary unit members, ~~excluding kindergarten teachers but including K/1 combination class teachers~~, shall not be required to perform any supervision duties prior to afternoon recess except during inclement weather.
- The Parties agree to the following language for new section 4.C:
  - The default setting for parent conferences is in-person. Virtual parent conferences may be offered as an option to accommodate parent availability.
- The parties agreed to an MOU regarding inclusion for students on an IEP through the 2023-2024 school year.

## Article VIII: Class Size

- Revise Section 2.A.1 as follows:

○ 1. Elementary	(TK)	24
	(K-3)	32
	(4-6)	34
- The Parties agree to add the following language to Section 2.E.3.a:
  - On the 20th day of instruction, the Special Day Class (SDC) maximum class sizes shall be seventeen (17) students for elementary (K-6) and eighteen (18) students for secondary (7-12). Functional Skills maximum class size shall be fifteen (15) for grades TK-3 and seventeen (17) for grades 4-12.

## Article XI Absences and Leaves

- The Parties agree to add the following revisions to section 8.A:
  - Jury duty and official appearance leave shall be granted for purposes of regularly-called jury duty, appearance as a witness in court other than as a private litigant on non-employment related matters, to serve as a sworn-in emergency volunteer in unpaid service of a local governmental agency in response to an officially declared natural disaster or a state of emergency incident for up to five (5) days per school year, or to respond to an official order from another government jurisdiction for reasons not brought about through malfeasance of the unit member. The unit member should be prepared to provide documentation of the official order.

## Article XV: Extra Compensation

- The Parties agree to the proposed revisions to Section 13.A as follows:
  - An annual maximum stipend of 3.0% of Column BC, Step ~~1~~2 of the Basic Certificated Salary Schedule 101, shall be paid to each regular elementary classroom teacher who teaches a combination grade class for at least one (1) semester or an equivalent number of days during the regular school year. Teachers assigned to teach a combination class for less than a semester but a minimum of one (1) quarter of the regular school year will receive the prorated stipend amount for teaching a combination class.

**Article XXII: PAR-Peer Assistance and Review Program**

- The Parties agree to the revisions to Section 8.D. as follows:
  - Joint Panel members shall receive an annual stipend of 5.5% of Column C, Step 2 of the Basic Certificated Salary Schedule 101 ~~three thousand five hundred dollars (\$3,500)~~ and work an additional two (2) days; the chairperson shall receive 8% of Column C, Step 2 of the Basic Certificated Salary Schedule 101 ~~five thousand dollars (\$5,000)~~ and work an additional two (2) days.
- The Parties agree to revisions to Section 8.E. as follows:
  - Consulting Teachers shall receive a minimum yearly stipend of 7% of Column C, Step 2 of the Basic Certificated Salary Schedule 101 ~~four thousand three hundred dollars (\$4,300)~~ and shall work up to five (5) additional days each year on Program related matters as assigned by the Joint Panel.

**Inclusion & Special Education**


- Implement the MOU dated July 1, 2023, to continue to address issues regarding inclusion for students with IEPs.

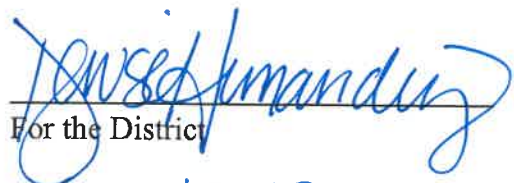
**Training**

- The District will make efforts towards continuing to offer trauma-informed, de-escalation, crisis prevention and/or other behavior intervention trainings.

**Other CBA Updates**

- Include Transitional Kindergarten (TK), when relevant.
- Update “personnel” to “Human Resources”, where appropriate.

  
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For NEA-Jurupa  
10-17-23  
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Date

  
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For the District  
10-17-23  
\_\_\_\_\_  
Date