



**Jurupa Unified School District
Tentative Agreement
November 14, 2025**



The Jurupa Unified School District and the National Education Association - Jurupa enter into the following Tentative Agreement on November 14, 2025, to settle negotiations for the 2025-2026 school year. The Parties have agreed to:

Article XIV - Basic Compensation

- An ongoing **2.20%** salary increase to the salary schedule for 2025-2026, effective July 1, 2025.
- A one-time **1.25%** off-schedule payment based on the current 2025-2026 salary schedule.
- The retroactive payment will be paid on February 27, 2026 (8M).

Article XVII - Health & Welfare Benefits

- Increase the Health and Welfare cap by **\$350**, effective July 1, 2025. This increase will establish an ongoing Health and Welfare allowance of **\$14,600**.

Article VII - Hours of Duty

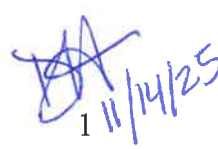
- The Parties agree to revise the language in Section 1.F as follows:

~~The instructional day for teachers of kindergarten and transitional kindergarten classes, including any supervision of kindergarten and transitional kindergarten students and instructional assistance in other primary classes, shall not exceed 300 minutes per day.~~

Kindergarten and transitional kindergarten teachers shall not be required to supervise non-kindergarten and non-transitional kindergarten students.

- The Parties agree to remove language in Section 2.F as follows:

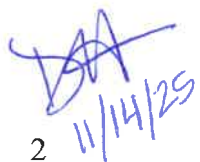
~~Kindergarten and transitional kindergarten teachers who have been assigned to team teach in another classroom shall not be assigned to substitute for another unit member during that time except in emergencies.~~

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- The Parties agree to revise language in Section 2.H as follows:

H. A minimum day schedule shall be established for the Friday prior to the day that report cards are sent home for each trimester of the school year for each elementary school. In addition, the last day of the school year shall also be designated as a minimum day for each elementary school. Recommendations from each staff for a workable and appropriate schedule for each of the four (4) minimum days may be submitted if sufficient time for consideration is given. If the school receives busing services, the recommendation must take into consideration the availability of these services. Unless recommended differently or the recommendation is not workable or appropriate, efforts shall be made to have instruction end at its regular time so that non-instructional time will be available in the morning. Unit members assigned at each site shall complete their regularly-assigned day. ~~Kindergarten teachers shall meet with their assigned class but shall not be required to assist with the adjoining session's classes. It may be necessary to combine morning and afternoon kindergarten classes on these days. Time normally used for instruction by classroom teachers shall be used as teacher-determined-on-campus preparation time which may include parent conferences and report card completion. During the first trimester of the school year, the minimum day shall be scheduled prior to the two (2) scheduled parent-teacher conference days. It is agreed that instructional minutes may be increased on other instructional days to allow the District to continue to receive state incentive money for a longer day/longer year. This will require the addition of up to two (2) minutes of instruction on average for each of the remaining days. Therefore, to implement the minimum day schedule during the duration of this Agreement, all references to a limitation of 300 minutes of teaching time shall be increased to 302 minutes as it applies to TK-6 elementary teachers at sites, if necessary, to schedule the minimum days.~~


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Article XI - Absences and Leaves

- The Parties agree to revise the language in Section 3.A as follows:

A. A leave of absence without loss of pay, to be used within one year of the date of loss, shall be authorized for five (5) days because of a death in the immediate family of a unit member or a relative for whom a unit member is the closest surviving relative. An exception to using bereavement leave within one year may be granted with the approval of the Assistant Superintendent of Human Resources, with an additional two (2) days when 250 miles of travel, one-way, from Jurupa Valley, is required. If travel of two hundred fifty (250) one-way miles from Jurupa Valley is required, an additional two (2) days will be granted. Members of the unit member's immediate family are defined as mother, mother-in-law, stepmother, father, father-in-law, stepfather, husband, wife, registered domestic partner, son, stepson, son-in-law, daughter, stepdaughter, daughter-in-law, brother, ~~stepbrother.~~ brother-in-law sister, stepsister, ~~brother-in-law,~~ sister-in-law, aunt, uncle, niece, nephew, grandmother, great-grandmother, grandfather, great-grandfather, grandchild, or great-grandchild of the unit member. Any person living in the immediate household of the unit member is also included. ~~The miscarriage of one's child shall also qualify a unit member for this leave.~~ A unit member who suffers a miscarriage, or whose spouse or domestic partner suffers a miscarriage, shall also qualify for this leave.

- The Parties agree to add new language in Section 3.B. as follows:

B. The unit member shall also be responsible for notifying the Human Resources Office, supervisor, or Principal preceding Bereavement Leave whenever possible. Upon request, the unit member shall provide the District notification of the specific qualifying relationship and the date of death of the deceased when requesting bereavement leave.

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Article XXVI - Completion of Meet and Negotiation

- The Parties agree to revise the language in Section 4 as follows:

Section 4 – Printing and Distribution After ratification of this Agreement by both Parties, the District will print one hundred fifty (150) copies and deliver them to the Association. ~~enough copies for each member of the bargaining unit and an additional seventy-five (75) copies for Association use. The Association will deliver a copy of the Agreement as ratified to each unit member. The Association President may request~~ additional copies in quantities of fifty (50) from the District, as needed. Each unit member will be entitled to a maximum of one printed copy of the Agreement, if requested.

Inclement Weather

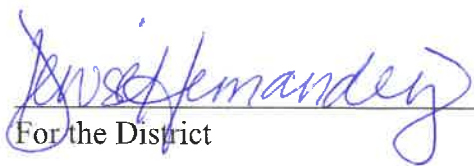
- NEA-J and the District agree that upon ratification of a tentative agreement, the District will recommend that the Board of Education update Board Policy 5142.4 to increase the Heat Alert to occur when temperatures exceed 95 degrees Fahrenheit.



For NEA-Jurupa

11-14-25

Date



For the District

11-14-2025

Date