



## JCEA 2025-26 Collective Bargaining Agreement Highlights

Article	Topic	Key Points
Article 5	Time Management (TOSAs/TOSA Coordinators)	<ul style="list-style-type: none"> <li>Contracts: TOSAs - 185 days, Coordinators - 195 days</li> <li>Up to 5 alternative days <b>optional</b></li> <li>First day paid <b>per diem</b>, next 4 days offset by <b>comp time</b></li> <li>Dispute resolution with Labor Relations</li> </ul>
	District-wide Non-Contact Days	<ul style="list-style-type: none"> <li>Non-contact days <b>reduced</b> from 14 to 12</li> <li><b>Oct 13 &amp; Feb 13</b> become <b>non-workdays</b> without pay impact</li> </ul>
Article 8	Licensed Educators, Resources & Class Size/Case Loads	<ul style="list-style-type: none"> <li>Collaborative process for resource adoption</li> <li>Training &amp; support</li> <li>ALT approval required</li> <li>ALT responsibilities for schools on Accountability Clock</li> </ul>
Article 13	Leaves	<ul style="list-style-type: none"> <li>Transition to <b>General Leave</b></li> <li>11 days/year (7 sick, 4 personal)</li> <li>Advance notice required</li> <li>Restrictions near holidays</li> <li>Responsible planning</li> <li>Eligible sick/personal leave payouts <b>PERA includable</b></li> </ul>
Article 17	Compensation	<ul style="list-style-type: none"> <li>Add pay rate <b>\$32/hour</b></li> <li>Stipends for <b>CCC-SLP/DORA</b> licensed staff</li> <li><b>Dual language</b> stipend <b>expanded</b></li> <li>Concurrent enrollment stipend <b>\$150/course</b></li> <li>Dual enrollment stipend (2025-26 only)</li> </ul>

Article 18	Special Education	<ul style="list-style-type: none"> <li>Quarterly CoP sessions</li> <li>Up to <b>3 days/year</b> for <b>IDEA duties</b></li> <li>Ensure duty-free lunch/plan time</li> </ul>
Article 23	Remote & Virtual Education	<p><b>JRLP:</b> Primarily synchronous</p> <ul style="list-style-type: none"> <li><b>OLT</b> schedules; event calendar for 22.5 hrs/year</li> <li>In-person support optional</li> <li><b>ALT</b> sets grading</li> <li>Virtual option for events</li> </ul> <p><b>JVA:</b> Primarily asynchronous</p> <ul style="list-style-type: none"> <li>Synchronous/in-person support as needed</li> <li>Virtual option for events</li> <li><b>OLT</b> schedules; event calendar for 22.5 hrs/year</li> <li><b>Work hours</b> 40/week</li> <li>ALT sets grading</li> </ul>
Appendix B	Additional Performance Pay - Coaches/Activity Sponsors	<ul style="list-style-type: none"> <li>Stipend adjustments for <b>Lanes 4-6</b></li> <li>Correct placement &amp; retro pay</li> <li>Art/music/theater stipends - <b>Lane 1, Step 1</b></li> <li>New stipends for art/middle school competitive CTSO</li> <li>Extra stipend for multiple performances/schools</li> <li>Outside activities paid hourly</li> </ul>
Appendix C	Benefits	<ul style="list-style-type: none"> <li>Employer contribution <b>\$650/month</b></li> <li><b>\$50 subsidy</b> for child(ren)/family coverage</li> <li>HSA contribution difference between employer contribution &amp; premium</li> </ul>
Appendix D	Sick Leave Bank	<ul style="list-style-type: none"> <li>Join during open enrollment/hire</li> <li>Membership recurring unless opt-out</li> </ul>
Appendix E	Post-Retirement Employment	<ul style="list-style-type: none"> <li>Rehired retirees stay on <b>same step</b></li> <li>Eligible for COLA adjustments</li> </ul>

## ARTICLE 5

### TIME MANAGEMENT (TOSAs/TOSA Coordinators)

- **Contracts:** All TOSAs work 185 days; TOSA Coordinators work 195 days
- **Alternate Days:** May work up to 5 extra days beyond contract if requested. Participation is **optional**.
  - **First day:** Paid at per diem rate
  - **Next 4 days:** Offset by mutually agreed comp time during the school year
- If agreement on comp time cannot be reached, the TOSA and supervisor meet with the Executive Director of Labor Relations and JCEA for resolution.

### DISTRICT-WIDE NON-CONTACT DAYS

For the 2025–26 school year, the total number of student non-contact days will decrease from fourteen (14) to twelve (12). The two eliminated non-contact days—**October 13 and February 13**—will now be designated as days off for all licensed educators. While educators will not report to work on these dates, their days worked year calendar in ESS and pay will remain unchanged.

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## ARTICLE 8 - LICENSED EDUCATORS, RESOURCES, & CLASS SIZE/CASE LOADS

- Outlines the collaborative process, per policies **GP-07** and **IJ**, for reviewing, adopting, and developing new core instructional resources with educator involvement.
  - Provides follow-up support and training, clear communication protocols for rollouts, and release time or compensation for participating educators.
  - Requires school-level resource decisions to be approved by the **Academic Leadership Team (ALT)**, in line with **Article 10** and policy, considering school capacity and competing initiatives.
  - Outlines **ALT responsibilities** for schools on the **Accountability Clock**, including:
    - Improvement planning
    - Annual review of resource effectiveness
    - Possible district recalibration after 2 years without progress
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## ARTICLE 13 - LEAVES

### Transition to General Leave

Until the new ERP system is implemented, ESS will still display **sick** and **personal leave**, but all leave should be treated as **general leave**.

- **Accrual:** 11 days per year (7 sick, 4 personal), allocated as 7 days by **Sept 30** and 4 days by **Jan 31**. Prorated for part-time educators.
  - **Use:** May be taken for personal or family illness, medical care, or personal reasons. Advance notice and documentation are required for extended or non-illness-related absences.
  - **Timing Restrictions:** Leave immediately before/after holidays, major breaks, or professional learning days requires prior approval unless due to illness or emergency. Extended personal leave (more than 2 days) also requires notification, as well as nature and duration of the leave
  - **Instructional Impact:** Educators must plan responsibly, provide complete lesson plans, and minimize disruption to students. Significant life events (e.g., weddings, graduations) may be approved case by case.
  - **Payouts:** Eligible sick/personal leave payouts (20+ years) are **PERA includable**.
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## ARTICLE 17 - COMPENSATION

- **Add pay:** Educators who work outside of their regular contract position will be paid at a rate of **\$32** per hour.
  - **Annual Stipends: Speech-Language Pathologists** (CCC-SLP) and **Occupational and Physical Therapists** (DORA) who hold these licenses/certifications are now eligible for this annual stipend.
  - **Dual language:** Language has been added to include educators who *instruct, plan, co-teach, co-plan, and/or provide mental health or instructional support in Spanish*, and now includes **counselors, instructional coaches, and CLDE resource teachers**.
  - **Concurrent enrollment:** Educators who teach a concurrent enrollment course are eligible to receive a stipend of **\$150** for **each approved course** they teach each year.
    - **Dual enrollment:** For **2025-26** only, educators who teach a dual enrollment course will be eligible to receive the **\$150 stipend** for **each** approved course they teach.
      - Beginning in the **2026-27** school year, educators are **only eligible** to receive a stipend for a dual enrollment course if a **concurrent enrollment course is not offered** by our community college partners.
    - If an educator is teaching a course that qualifies as **both concurrent and dual enrollment**, they will only be eligible to receive **one stipend** for that course.
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## ARTICLE 18 - SPECIAL EDUCATION

- Special education staff will be offered quarterly Communities of Practice (CoP) sessions, with content based on staff input,

providing dedicated time for collaboration, peer learning, and role-specific professional development.

- Special education educators may request up to **3 days per year** for educator-directed time to complete IDEA-related duties, scheduled in collaboration with administration to ensure alignment with school needs and no disruption to student services.
  - If a provider's daily or weekly schedule does not allow for an allocated **duty free lunch** and/or plan time, they need to meet with and problem-solve with their building leader to ensure their schedule allows for this.
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## ARTICLE 23 - REMOTE & VIRTUAL EDUCATION

### Jeffco Remote Learning Program (JRLP)

- **Instructional Delivery:** Primarily synchronous remote instruction for K-12 students, with asynchronous or in-person support as needed, determined collaboratively and per state law.
- **Scheduling:** The OLT develops a consistent schedule based on staff input, attendance, academic/test data, and student/family preferences.
- **In-Person Support:** Educators may provide in-person support at the JCRL (8:00 am–4:00 pm) if it fits their teaching schedule and has prior student/parent approval. Support outside agreed terms or OLT decisions is **not required**.
- **Grading Periods:** The **ALT** selects the format (semesters, trimesters, quarters, or hexters) to meet student needs and allow flexible enrollment.
- **On-Site Attendance:** If an educator is unable to attend an in-person event, due to an unforeseen weather, family, or health issue they may attend virtually, if a virtual option is available. Otherwise, **leave must be used** unless an approved accommodation applies or a virtual option cannot be provided.
- **Events Calendar:** The **OLT** will collaboratively create an event calendar for the **22.5 hours** educators may be asked to work per Article 5, coordinating with parent organizations. In-person expectations are set before the first workday and may be adjusted with prior notice.

### Jeffco Virtual Academy (JCA)

- **Instructional Delivery:** Primarily asynchronous virtual instruction, with synchronous or in-person support provided as needed for student interventions. All delivery methods and schedules are collaboratively developed by the OLT, considering *staff input, attendance, academic data, student/family preferences, and state law*.
- **On-Site Attendance:** If an educator is unable to attend an in-person event, due to an unforeseen weather, family, or health issue they may attend virtually, if a virtual option is available. Otherwise, **leave must be used** unless an approved

accommodation applies or a virtual option cannot be provided.

- **Events Calendar:** The OLT creates a collaborative event calendar within the 22.5-hour work requirement, coordinating with parent organizations. In-person expectations are communicated before the first workday and may be adjusted with prior notice.
- **Work Hours: Asynchronous** instruction typically occurs between **7 am-10 pm**; **synchronous** support is between **7 am-8 pm** on **weekdays**. JVA educators work **40 hours/week** within these timeframes.
- **Grading Periods:** The ALT determines grading periods (semesters, trimesters, quarters, or hexters) to best meet student needs and maintain flexible enrollment options.

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## APPENDIX B - ADDITIONAL PERFORMANCE PAY - ATHLETIC COACHES/ACTIVITY SPONSORS

- **Phase 2 Stipend Schedule Adjustments:** Lane 4 (6.5% to 7.25%), Lane 5 (7.65% to 8.83%), and Lane 6 (8.45% to 10.23%).
- Educators who sponsor co-curricular activities will be placed on the schedule on the step that aligns with their years of experience in the role. For the 2025-26 school year, all educators who sponsor co-curricular activities will be appropriately **re-placed** on the schedule in accordance with their years of experience and receive **retroactive compensation** for any lost pay resulting from incorrect placement during the 2024-25 school year.
  - **\*NEW\*** Competitive CTSO advisor added to the High School schedule assignments (Lane 4).
- K-12 visual art, K-8 and middle school music, and middle school theater educators who meet the criteria outlined in Appendix B are eligible to receive a stipend equal to **Lane 1, Step 1** of the stipend schedule.
  - **\*NEW\*** Middle school educators with a competitive CTSO program that engage students in at least 2 competitive events are also eligible.
- **\*NEW\*** K-12 art educators who participate in the annual Jeffco Art Show and also plan, organize, and prepare student artwork for at least one additional show each year – such as a community art show or school showcase – will receive a **\$400 stipend**.
- Educators who work across multiple schools or conduct multiple performances, as outlined in Appendix B, may be eligible to receive **two (2) stipends**—either for meeting **high performance volume** or for serving **multiple school assignments**, depending on their role and level.
- Educators will collaborate with building leaders of the schools they serve to develop a clear understanding of the expectations for student performances. Such performances will generally be scheduled outside of regular work hours so families can attend.
- All coaches and activity sponsors, regardless of level, can only receive the specified performance pay stipends outlined in Appendix B; any other activities must be paid at the current hourly rate in accordance with Article 17.

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## APPENDIX C - BENEFITS

- **Employer contribution:** \$650 per month (\$10/month increase)
- **\$50 subsidy:** Employee+Children **or** Employee+ Family (\$700 per month)
- **Employer HSA Contribution:** HDHP II is the difference between employer contribution and premium for EMPLOYEE only coverage
- **Employer HSA Contribution (Kaiser HDHP II only):** Difference between employer contribution and premium for EMPLOYEE only coverage

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## APPENDIX D - SICK LEAVE BANK

Employees can join the sick bank during open enrollment or at hire, and starting spring 2025, membership is recurring unless the employee opts out.

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## APPENDIX E - POST-RETIREMENT EMPLOYMENT OF JCEA EMPLOYEES

Retired educators rehired on post-retirement contracts do not advance steps or lanes but remain **on their current step** and receive any applicable cost-of-living adjustments during their post-retirement employment.

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**Questions?** Please contact Labor Relations at [LaborRelations@jeffco.k12.co.us](mailto:LaborRelations@jeffco.k12.co.us)