



NEGOTIATED AGREEMENT

Between the

JUNEAU EDUCATION ASSOCIATION

And the

BOARD OF EDUCATION

on behalf of the

CITY AND BOROUGH OF JUNEAU SCHOOL DISTRICT

July 1, 2006 - June 30, 2009

Table of Contents

Article 1: Recognition.	1
Section 1: Introduction	1
Section 2: General Recognition/Exclusive Representation.	1
Section 3: Non-interference	1
Section 4: Verification of Representation	1
Article 2: Principles	2
Article 3: Management Rights	2
Article 4: Maintenance of Standards	2
Article 5: Supplemental Agreements	2
Article 6: Negotiations	3
Section 1 General Procedures	3
Section 2 Inaugurating Negotiations.	3
Section 3 Conducting Negotiations Sessions	3
Section 4 Agreements	4
Section 5 Ratification	4
Section 6 Impasse Resolution	4
Section 7 Minutes	4
Article 7: Savings Clause	4
Article 8: School Year and School Day	4
Section 1 School Year	4
Section 2 School Day	5
Article 9: Work Schedule	5
Section 1 Prep Time	5
Section 2 Break Time	5
Section 3 Supervision	5
Section 4 Non-teaching duties	5
Section 5 Changes in Work Schedule	5
Article 10: Extra Duty Assignment	6
Section 1 Determination of Activities and Positions	6
Section 2 Selection of Advisors and Coaches	6
Section 3 Compensation.	7

Article 11: Personnel Changes	7
Section 1 Transfers	7
Section 2 Certificated Employee Exchange and Job Share	9
Section 3 Building Closures	10
Section 4 Reductions in Certificated Personnel	10
Section 5 Seniority Rights	10
Section 6 Rights of RIFed Certificated Employees	11
Article 12: Academic Freedom	11
Article 13: Non-Discrimination	12
Article 14: Personnel File	12
Article 15: Disciplinary Action for Just Cause	13
Article 16: Physical Exams	13
Article 17: Health and Life Insurance	13
Section 1 Health Insurance	13
Section 2 Life Insurance	14
Section 3 Travel Insurance	14
Article 18: Sick Leave	14
Section 1 Sick Leave	14
Section 2 Sick Leave Bank	15
Article 19: Personal Leave	15
Article 20: Association Leave	16
Section 1 NEA-Alaska/NEA Office Leave	16
Section 2 JEA Leave	16
Section 3 Other Association Leave	16
Article 21: Sabbatical Leave	17
Article 22: Leave of Absence	18
Section 1 Regular Leave of Absence	18
Section 2 Public Office Leave	18
Article 23: Emergency Leave	18
Article 24: Parental Leave	19
Section 1 Family Medical Leave	19
Section 2 Family Leave	19

Article 25:	Temporary Military Leave	19
Article 26:	Legal Leave	19
Article 27:	Professional Leave	20
Article 28:	Civic Leave	20
Article 29:	Vandalism and Personal Property Damage	20
Article 30:	Association Representation	21
Section 1	District Committees	21
Section 2	Right to Research	21
Article 31:	District and Building Committees	21
Article 32:	Safety	21
Article 33:	Grievance Procedure	22
Section 1	Definitions	22
Section 2	Procedure	23
Section 3	Personnel Files	24
Section 4	No Reprisals	24
Section 5	Implementation	24
Article 34:	Teacher Evaluation	24
Article 35:	Association Security	25
Section 1	Payroll	25
Section 2	Use of School Facilities and Equipment	25
Section 3	Association Right to the Board Agenda	25
Section 4	Agency Fee	25
Article 36:	Miscellaneous Fringe Benefits	27
Section 1	Telephones	27
Section 2	Vending Machines	27
Section 3	Parking	27
Section 4	Mileage	27
Section 5	Association Business	27
Section 6	Discretionary Funds	27
Section 7	Per Diem	27

Article 37: Contracts	28
Section 1 Terms of Contract	28
Section 2 Issuing Contracts	28
Section 3 Mid-Year Adjustment	28
Section 4 Limitations of Teacher Contracts	28
Section 5 Horizontal Advancement	28
Article 38: Substitutes	29
Article 39: Cost and Distribution of Agreement	29
Article 40: Wages	29
Article 41: Duration	30
Article 42: No Child Left Behind	30
Article 43: Execution Signatures	31
Appendices	
A. Definitions	32
B. 2006-2007 Salary Schedule	33
C. 2007-2008 Salary Schedule	34
D. 2008-2009 Salary Schedule	35
E. Salary Placement Statement	36
F. Certified Employees' Contract	37
G. Extra-Duty Contract	38
H. Extra-Duty Assignment Pay Schedule	39
I. Horizontal Movement Criteria	40
J. Authorization to Deduct JEA Dues	45
Memorandum of Agreement - JEA/District Meetings	45