

**Tentative Agreement the  
Jackson Education Association, MEA/NEA  
And The  
Jackson Public Schools  
June 30, 2011**

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1. **Duration:** 2 year agreement expiring June 30, 2013
2. **Salary:** 1% increase on the salary schedule for each year of the agreement. No step increase. No makeup steps. Eliminate lane 6.
3. **Insurance:** MESSA Choice II, \$20 office visit/\$25 urgent care/\$50 emergency room, Saver Rx prescription card, \$500/\$1,000 deductible effective September 1, 2011 and 20% employee contribution. The Association reserves the right to re-open the contract for insurance carrier/plan changes.
4. **Merit Pay:** (now required by law) Teachers will receive \$100 for "*exemplary*" or "*highly effective*" rating and \$50 for "*proficient*" or "*effective*" rating.
5. **Evaluation:** (per new legislation) The parties will collaborate to develop an evaluation process that will give preference to the Jackson County model and be subject to approval by the Board on or before August 15, 2011. No new process will be implemented until a joint in-service is held for teachers and administrators.
6. **FAPE/Homebound positions:** Positions offered first to teacher of record. Then positions will be offered to JEA members in the building first, based upon seniority, certification and qualification. If certification and qualification are equal, seniority will be the deciding factor. JEA members may only work one (1) position per marking period. JEA members who are involved in disciplinary actions against a student may not provide FAPE or Homebound service to said student. Pay rate will be \$32.79 or grant rate, whichever applies.
7. **Co-Teaching:** Current contract language remains intact. New language: master schedules will not reflect co-taught classrooms and the number of special education students in regular education classroom will not exceed state guideline (student count) for resource rooms.

8. **Article VI-H.2. Elementary 2 for 1 language: Paragraph is eliminated.**  
**Class size:** 3<sup>rd</sup> grade max. 26 (beginning in 2012-13)  
4<sup>th</sup> and 5<sup>th</sup> grade max. 29
9. **Supplemental Assignments:** Current contract language remains intact (the District wants to privatize Schedule B/C positions)
10. **Elementary Specials and Kindergarten Classes:** Letter of Agreement remains intact:  
**Also includes:**
  - \*Kindergarten "B" teachers are now JEA members, have static rate of pay at level 1-1, no benefits
  - \* Maximum Kdg class size: 25
  - \*Specials positions: same as last 2 years, will discuss incorporating planning time during the day
11. **Other Letters of Agreement (LOA):** delete as agreed in 2009 and incorporate into PNA as appropriate. **Parkside Letter of Agreement remains.**
12. **JPS Board of Education will offer a \$15,000 early retirement incentive to employees who qualify for the Terminal Payment Plan and retire between July 1, 2011 and August 31, 2011.**
13. **August Professional Development (outside the traditional start of school PD):**  
Teachers may earn up to \$1,000 for each year of the contract, funded by Title II-A and included in School Improvement Plans.
  - **This means the District will plan an additional 3 days of PD in August that teachers may attend to earn \$40 per hour for up to 25 hours of training. This will be a Letter of Agreement and not in the PNA.**