

For the 20-21 year, JEA negotiated for you:

SALARY AND BENEFITS:

- Salary level increases
- Educational enhancements
- COLA increase of \$625 - starting salary will be \$48,625
- No insurance increase
- Annual Leave: combined annual allocation of Sick Leave, Family Sick Leave, and Personal Leave
 - Current accumulated Sick Leave and Personal Leave balances will be retained for employee use in addition to Annual Leave
 - The usage of Personal Leave days (up to 5 a year) will remain in place until all employees exhaust accumulated days
 - Unused Annual Leave will accumulate as Sick Leave
- Maternity Leave of 6 weeks will be granted without employee using accumulated leave/Sick Bank
- Paternity Leave of 2 weeks will be granted without employee using accumulated leave

POLICY CHANGES:

- DP370 NEG Alternative Leave Day - Licensed: will be eliminated
- DP354 NEG Attendance Incentive - Licensed: placed on moratorium and will be reviewed again for the 2021-22 school year. Money collected this year that would have been put towards this incentive will be used to help secure substitutes for the 2020-21 school year.
- DP327 NEG Reduction in Licensed Staff: for all changes, see JSD website for MOU version from March 2020
 - Principals issuing a RIS may be asked to hold an exit conference with the RIS employee and provide suggestions and resources
- DP337 NEG Leave of Absence - Licensed: removed school dismissal section
- DP335 NEG Personal Leave - Licensed: removed school dismissal section
- DP324 NEG Sick Leave - Licensed: cleaned-up, simplified, and reorganized for greater clarity



For more information about the specifics of these negotiated items, please contact your building representative or call JEA (801) 262-2449.