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Jeffco Schools and Jefferson County Education Association Agree to Contract
Innovative agreement encourages efficient, collaborative and professional relationships

GOLDEN, Colo. (August 6, 2015) – A Negotiated Agreement, developed after hours at the bargaining table, will move forward for ratification by the Jefferson County Education Association (JCEA) and, then, will be submitted to the Board of Education for adoption.

“This innovative contract is a result of nearly 150 hours at the negotiating table by the negotiating team as well as a commitment to collaboration by the JCEA and Jeffco School Board,” said Jeffco Schools Superintendent Dan McMinimee. “While both sides compromised on contract components, we believe this agreement is good for Jeffco students and Jeffco teachers. I am looking forward to its implementation during this next school year.”

The new contract for the 2015-16 has as its foundation school-level and District-level collaboration. The negotiating teams started with a blank piece of paper and crafted a negotiated agreement for the 21st century that is one-third the length of the prior document.

Other positive features of the new contract include:

- An emphasis on school-level collaborative planning and decision-making around class sizes, class configurations, and the use of planning time;
- Updates to the evaluation processes to ensure alignment with Educator Effectiveness requirements from the state;
- Provisions to ensure that performance drives compensation increases;
- A streamlined appeals process focused on problem-resolution;
- A continuation of the District and JCEA partnership at the school and District level; and
- Plans for a current leave account to address the individual needs of teachers who must be out of the classroom due to illness.



Building Bright Futures

The JCEA will submit this approved agreement to its membership to begin the process of ratification at a meeting on August 21. Upon ratification of the agreement by the membership of the JCEA, representatives of the Jeffco Schools negotiating team will present the ratified agreement to the Jeffco Board of Education for its consideration and approval at the August 27 Board meeting.

The collaboration outlined in the contract is reflective of the efforts by the negotiating team to develop a respectful and transparent process. For the first time, the negotiations were live streamed in real time as well as archived on the Jeffco Public Schools website. Negotiations sessions can be viewed here: <http://livestream.com/accounts/10429076/events/3542310>.

About Jeffco Public Schools

Jeffco Public Schools has been providing educational excellence for more than 60 years. Approximately nine percent of all the K-12 students in Colorado attend a Jeffco School. Our mission is to provide a quality education that prepares all children for a successful future. The district has 155 schools on 168 campuses. Additional information about Jeffco Public Schools can be found at JeffcoPublicSchools.org.

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