

Juneau Education Support Staff (JESS) Collective Bargaining Agreement July 1, 2025 - June 30, 2028

Highlights:

3 Year Contract

FY26 - \$2.00 increase per hour in all classifications

FY27 - 3% increase

FY28 - 3% increase

Health Insurance Employer contribution:

FY26 \$1724

FY27 \$1744

FY28 \$1764

Added days for 9-month JESS employees to begin 3 days before the first student day for Professional Development.

Article	Summary of changes - See Full Collective Bargaining Agreement for exact language changes.
Article 1, Definition of Terms	9 month employees work year begins 3 days prior to the first day of school for students
Article 6, Employee Status	Language regarding training and probationary period
Article 13, Wages	FY26 - \$2.00 for all ranges FY27 - 3.0% per cell FY28 - 3.0% per cell National Board Certification of School Nurses
Article 14, Working Conditions	Payday change around holidays Programmatic Reassignment of Non-District-Wide Employees, one-time stipend
Article 19, Sick Leave	Unused Sick Leave compensation for 9 & 10 month and 12 month employees Donation of unused sick leave for terminating bargaining unit members, up to seventy-five hours to the sick leave bank.
Article 22, Other Leave	Removed language - district will be liable for any overtime pay during professional leave.
Article 24, Physical Examination	Removed language related to physical re-examination

Article 25, Health and Life Insurance	Health Insurance Employer contribution: FY26 \$1724 FY27 \$1744 FY28 \$1764 District will make a one-time payment to APEA/AFT Health and Welfare Trust of \$22,500 for July1 - December 31, 2025 for premium increase. District will make a one-time payment to APEA/AFT Health and Welfare Trust of \$200,000 upon ratification of this agreement.
Article 29, Vandalism and Personal Property Damage	Change in staff title for clarity of process - Finance Department and Chief Financial Officer
Article 30, Allowances	Steel toe footwear allowance of \$200 for Maintenance staff. Equipment Allowance clarity on snow or rain boots
Article 41, Term of Agreement	3 year contract - July 1, 2025 - June 30, 2028
Appendices	Salary Schedules reflect the changes in Article 13, Wages. Addition of separate range for Lead Nurse, Nurse Range D.