RESOLUTION

RECOGNIZING JESPA’S REPRESENTATION OF NON-LICENSED EARLY CHILDHOOD EDUCATORS AND AUTHORIZING BARGAINING

WHEREAS, Jefferson County Public Schools R-1 Board of Education ("the Board") believes engaging our community, including our employees, is essential to preserving a strong system of public education;

WHEREAS, one form of engagement the Board has historically provided is to collectively bargain with recognized labor organizations regarding the terms and conditions of employment for the employee groups they represent;

WHEREAS, District policy HA Labor Relations provides that following a successful certification election, the District will recognize an employee organization as an exclusive bargaining agent;

WHEREAS, the District and JESPA jointly organized a certification election between May 26 and June 2, and the results demonstrate 66% of non-licensed early childhood educators support joining the JESPA and authorizing the JESPA to serve as their exclusive bargaining agent;

WHEREAS, District policy HA Labor Relations provides that district representatives are authorized to conduct negotiations and enter into contractual relationships with individuals and recognized labor organizations with the approval of the Board;

WHEREAS, pursuant to CBA Article 3-2-2, the District and the JESPA are currently negotiating annually exchanged language openers and compensation matters, none of which involve the membership of non-licensed early childhood educators or terms and conditions of their employment;

NOW, THEREFORE, BE IT RESOLVED that the Board formally recognizes a majority of the non-licensed early childhood educator workgroup voted to join JESPA and recognizes JESPA as the exclusive bargaining agent for this workgroup;

BE IT FURTHER RESOLVED that the Superintendent and/or her designees will conclude the 2020-21 negotiations items as scheduled;

BE IT FURTHER RESOLVED that the Superintendent and/or her designees will extend as a mutual opener for the successive negotiating season the terms and conditions of employment accorded to non-licensed early childhood educators on or before August 1, 2021;

BE IT FURTHER RESOLVED that the Superintendent and/or her designees will diligently work towards a tentative agreement regarding non-licensed early childhood educators on or before January 1, 2022.
Adopted, signed and approved this 3rd day of June, 2021.

(SEAL)

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Susan Harmon
President, Board of Education

ATTEST:

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Stephanie Schooley
Secretary, Board of Education