



## Juneau Education Association

P. O. Box 22631  
Juneau, AK  
99802

November 8, 2025

Dear JSD Negotiations Team:

The Juneau Education Association received your email letter dated 5:37 pm, November 6, 2025.

We are appalled that a significant decision such as this would be made without any attempt to engage in a conversation. A unilateral decision like this, made by the District and School Board, continues to erode the collaborative relationship that JEA and the previous administration spent years building. This behavior also does not show a commitment to a “fair and respectful bargaining process” as stated in your letter.

We strongly disagree with your view that the mediation process has been exhausted. JSD’s behavior did not indicate that it was seeking a change to our process. We received an email just this week, Wednesday (11/5 at 1:45 pm), confirming six (6) future dates when both teams would be available.

The federal government shut down, and therefore, the FMCS mediator is on furlough and is directed not to work at all. According to the Alaska Labor Relations Agency’s Pamphlet 900 and the training we have received from NEA-Alaska, mediation has not been exhausted. However, other options remain available to both teams.

- Return to the table without the FMCS mediator on November 14th at 8:00 am, so JEA can present the prepared counteroffer we have spent hours developing since our last meeting, as JSD agreed.
- Wait for the Federal Government to open and return to the mediation process we are currently in the middle of.
- Move to another mediator.

Selecting an arbitrator at this time is premature, as a conversation and mutual agreement has not occurred between both teams.

We look forward to hearing from you if the proposed November 14th date and time are confirmed. After confirmation, we can mutually decide on a meeting venue.

Jeannette Sleppy, JEA Spokesperson