

**JORDAN SCHOOL DISTRICT
&
Jordan Education Association
Licensed Negotiated Agreement**

2021-22

Negotiations Team

Anthony Godfrey, Ed.D.	Superintendent of Schools
John Larsen, CPA	Business Administrator
June LeMaster, Ph.D.	Administrator of Human Resources
Amanda Parker	Copper Mountain Middle School
Carol Ramsay	Silver Crest Elementary School
Megan Ruff	Heartland Elementary
Kerry Simi	Eastlake Elementary
Jessica Dunn	UniServ Director

Jordan School District Board of Education

Tracy J. Miller	President, Precinct 3
Bryce Dunford	1st Vice President, Precinct 5
Marilyn Richards	2nd Vice President, Precinct 4
Jen Atwood	Member, Precinct 7
Niki George	Member, Precinct 6
Darrell Robinson	Member, Precinct 1
Matthew Young	Member, Precinct 2

**Licensed Negotiated Agreement
Final & NEG Policies
2021-22**

**Between Jordan School District Board of Education
&
Jordan Education Association**

The Jordan School District Board of Education and Jordan Education Association (JEA) agree to the following:

- 1) Salary Level increases (previously “steps”) will be given for licensed employees for the 2021-2022 school year.
- 2) Continuing Education Advancement (previously “lanes”) will be given for qualifying licensed employees for the 2021-2022 school year.
- 3) All salary levels on the traditional licensed salary schedule will be increased \$1,875 (base salary of \$50,500).
- 4) Employees will cover fifty (50) percent of any future insurance premium increase and the District will cover fifty (50) percent of any future insurance premium increase; however, there is no insurance premium increase for the 2021-2022 contract year.
- 5) Teacher Legislative funds will be distributed at a standard rate per qualifying teacher regardless of years of service or the school level of the employee.
- 6) Notification from Human Resources will be sent on October 1 and February 1 informing applicable employees that a seventh period has been authorized and approved but is subject to change.
- 7) The 187th contract day will remain as a flexible work day, not specified on the calendar but must be worked by Thanksgiving of each year.
- 8) Due to the moratorium placed on DP354 NEG – Attendance Incentive-Licensed last year for the current year, the funds normally used for this incentive were instead used to pay those individuals who would not have otherwise qualified for the State COVID Stipend. As a result, no attendance incentives will be paid in July 2021.
- 9) DP304 NEG Teacher Transfer policy suspended through September 30, 2020.

10) Policy Revisions

As per District Policy A6NEG Negotiations – Licensed, negotiations concerning NEG policies will move forward over the course of this Agreement through the Joint Relations Committee. Proposed policy changes will be ratified by JEA membership and approved by the Board of Education. JEA and Jordan School District Board of Education will continue to work in good faith to utilize the interest-based process established by the Joint Relations Committee.

All parties agree to the following policy changes as recommended and accepted by the Joint Relations Committee for the 2021-2022 school year.

a. DP354 NEG Attendance Incentive revised to:

- Remove personal leave days from the calculation for the low absence incentive
- Include annual leave days in the calculation of the low absence incentive
- Move the point distribution to be between 4 and 6 days instead of 0 and 2 days as follows:
 1. No (0) absences for 5.5 points is now four (4) absences for 5.5 points
 2. One (1) absence for 3.0 points is now five (5) absences for 3.0 points
 3. Two (2) absences for 1.5 points is now six (6) absences for 1.5 points

b. A5 NEG Released Time for Licensed Employee Agent Group President revised for:

- Clarifications and updates to reflect current practices

JORDAN SCHOOL DISTRICT
BOARD OF EDUCATION

By: Tracy Miller
Tracy Miller, President

Dated: 6/8/21

JORDAN EDUCATION ASSOCIATION

By: Kelly Giffen
Kelly Giffen, JEA President

Dated: 8 June 2021

Teacher Salary Schedule

(C Schedule) Traditional (187 Days – 8 Hours/Day)

August 9, 2021 – June 6, 2022

Salary Level	Base Pay	Educator Salary Adjustment*	Lane Z Annual Salary
1	\$46,300	\$4,200	\$50,500
2	\$47,175	\$4,200	\$51,375
3	\$48,050	\$4,200	\$52,250
4	\$48,925	\$4,200	\$53,125
5	\$49,800	\$4,200	\$54,000
6	\$50,675	\$4,200	\$54,875
7	\$51,550	\$4,200	\$55,750
8	\$52,425	\$4,200	\$56,625
9	\$53,300	\$4,200	\$57,500
10	\$54,175	\$4,200	\$58,375
11	\$55,050	\$4,200	\$59,250
12	\$55,925	\$4,200	\$60,125
13	\$56,800	\$4,200	\$61,000
14	\$57,675	\$4,200	\$61,875
15	\$58,550	\$4,200	\$62,750
16	\$59,425	\$4,200	\$63,625
17	\$60,300	\$4,200	\$64,500
18	\$61,175	\$4,200	\$65,375
19	\$62,050	\$4,200	\$66,250
20	\$62,925	\$4,200	\$67,125
21	\$63,800	\$4,200	\$68,000
22	\$64,675	\$4,200	\$68,875
23	\$65,550	\$4,200	\$69,750
24	\$66,425	\$4,200	\$70,625
25	\$67,300	\$4,200	\$71,500
26	\$68,175	\$4,200	\$72,375
27	\$69,050	\$4,200	\$73,250
28	\$69,925	\$4,200	\$74,125
29	\$70,800	\$4,200	\$75,000
30	\$71,675	\$4,200	\$75,875
31	\$72,550	\$4,200	\$76,750
32	\$73,425	\$4,200	\$77,625
33	\$74,300	\$4,200	\$78,500
34	\$75,175	\$4,200	\$79,375
35	\$76,050	\$4,200	\$80,250
36	\$76,925	\$4,200	\$81,125
37	\$77,800	\$4,200	\$82,000
38	\$78,675	\$4,200	\$82,875
39	\$79,550	\$4,200	\$83,750
40	\$80,425	\$4,200	\$84,625
41	\$81,300	\$4,200	\$85,500
42	\$82,175	\$4,200	\$86,375
43	\$83,050	\$4,200	\$87,250
44	\$83,925	\$4,200	\$88,125
45	\$84,800	\$4,200	\$89,000

New-Hire Placement (1 st year educator)	
Education Attainment	Level
Bachelor's Degree	1
Bachelor's Degree plus 20 Semester Credits	3
Bachelor's Degree plus 40 Semester Credits	5
Master's Degree	6
Master's Degree plus 30 Semester Credits	8
Doctorate Degree	10

New hires with teaching experience shall receive full credit for years of service up to the established maximums as outlined in DP 309 NEG

Continuing Education Advancement		
Education Attainment	Level Increase	Total Levels
Bachelor's Degree plus 20 Sem. Credits	Add 2 Levels	2 Levels
Bachelor's Degree plus 40 Sem. Credits	Add 2 Levels	4 Levels
Master's Degree	Add 1 Level	5 Levels
Master's Degree plus 30 Sem. Credits	Add 2 Levels	7 Levels
Doctorate Degree	Add 2 Levels	9 Levels

Educational Attainment are hours earned beyond and after Bachelor's Degree and original Teaching license

Alternative Pathway License	
License	Maximum Level Increase
Alternative Route to Licensure (ARL)	4
Alternative Teaching Preparation (ATP)	
Letter of Authorization (LOA)	3
Academic Pathway to Teaching (APT)	

After initial placement, educators may only advance one level per year (based on negotiations) to the maximum listed above, until receiving a Level 2 License.

NOTES:

- 1) Educators with a current National Board Certification will receive an annual stipend of \$2,400 per year based on their FTE.
- 2) This salary schedule is adopted only for the current school year. Any reference to future step salary increases is advisory only and subject to further approval by the Board of Education based on availability of funds.
- 3) Per Utah Statute 53G-11-518, advancement on this schedule may be held back depending on the annual educator effectiveness rating.
- 4) The difference between steps is \$875.

* The Educator Salary Adjustment is included in all hourly, daily, and extra duty rates.

SUBJECT: ATTENDANCE INCENTIVE—LICENSED

I. Board Policy Directive

The Board recognizes that it is in the best interest of students to have employees on the job each contract day, and delegates to the administration responsibility for administering an Attendance Incentive policy for qualifying employees.

II. Administrative Policy

The Attendance Incentive policy shall be administered according to the following guidelines administrative policy provisions:

Guidelines

A. ~~A.~~ Funds recouped for “no pay” days, based on average salary less the cost of substitutes, shall be distributed to those employees paid on teacher salary schedules whose sick leave, ~~personal-annual~~ leave, or “no pay” days during the contract year total between ~~0-2-~~ four (4) to six (6) days when rounded upward.

B. These funds shall be distributed according to the following guidelines requirements:

1. Employees must complete a full contract year to be eligible.
2. Only those employees eligible for fringe benefits can be the recipients of this program.
3. Payment will be made on the regular July check based upon “no pay” days used from July through June.
4. The following method will be used for calculating the dollar value of this incentive for each eligible employee:
 - a. Employees will be assigned a point value based on the total number of absences: ~~according to the following:~~

No <u>Four (4)</u> absences	5.5 points
One <u>Five (5)</u> absences	3.0 points
Two <u>Six (6)</u> absences	1.5 points
 - b. Total funds available shall be divided by the total points earned, which shall result in a dollar value per point.

A5 NEG – Released Time for Licensed Employee Agent Group President

- Effective: 5/24/1977
- Revision: ~~8/11/2009~~ ~~3/8/2021~~ [4/30/2021](#)
- Reviewed: 4/26/13

I. Board Policy

The Board authorizes the release of the licensed employee agent group president as specified below and directs the Administration to allow such absences according to the following provisions:

II. Administration Policy

The following guidelines shall be followed in administering this policy:

Guidelines

- A. The employee agent group president, when serving on a full-time or half-time basis, will be released from ~~his/her/their~~ teaching position for the equivalent amount of time. The employee agent group will reimburse the District the comparable salary and benefits for such released time.
- B. The released-time president will declare by February 15 ~~of the final year of their term~~ whether it is ~~his/her/their~~ intention to return to ~~a full-time-the~~ teaching assignment, ~~previously held. If so, at the completion of his/her term of office, the employee agent group president will be returned to the school building where previously assigned. The assignment will be in the major and/or minor field of certification. The right of return will not include reassignment of extra-curricular or appointed positions previously held.~~
- C. ~~For a full-time president, the~~ right of return to the same position, school and grade/subject, will exist for a maximum of two (2) years. If a request is made for ~~additional-second~~ two-year periods, the president will be guaranteed a return to the District in a position for which ~~he/she/they are~~is qualified. The assignment will be in the major and/or minor field of certification. The return after four (4) ~~or more~~ years may not necessarily be in the same building from which the president left. ~~The right of return will not include reassignment reinstatement of extra-curricular or appointed positions previously held.~~
- D. ~~For a half-time president, the right of return to the same position, school and grade/subject, in a full-time position exists as long as the half-time president has remained at the same school and grade/subject they held prior to becoming the employee agent group president. If a half-time president has not remained at the same school and grade/subject held prior to becoming president, the president will be guaranteed a return to the District in a full-time position for which they are qualified. The right of return will not include reassignment reinstatement of extra-curricular or appointed positions previously held.~~

~~For Reduction in Staff purposes, a secondary half-time president will be considered a full-time employee.~~

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- ~~1. An elementary partnership job share in which a half-time president is working is not considered a job share and cannot be dissolved; however a new job share partner can be selected.~~

~~C.F. The released time employee agent group president cannot be a Reduction in Staff.~~

~~F. If appropriate, the individual(s) replacing the full-time or half-time released-time president will be advised that the placement is for a limited term; they do not have the expectation of continued employment.~~

- ~~1. The position may be posted and interviewed for, using standard District procedures.~~

~~D.2. For an elementary partnership in which a half-time president is working, the president will assist with the selection of the partner.~~

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~~E.G. Time served as released-time employee agent group president will be counted for purposes of experience credit on the District salary schedule. The released-time president will accrue all sick leave, personal annual leave and other leave benefits allowed by District policy.~~

~~If the employee agent group president is not serving on a full-time or half-time basis, the following provisions will apply:~~

- ~~1. The employee agent group shall be allowed up to twenty-five (25) days per year for its president to perform employee agent group business.~~
- ~~2. The employee agent shall pay appropriate salary and benefit costs for days used up to twenty-five (25) days.~~
- ~~3. For continuity of the teaching programs, the same substitute shall be used whenever possible.~~
- ~~4. The normal notification procedure released-time president shall follow notification procedures -used for leave and request a substitutes shall be followed if needed.~~

~~H. The released time employee agent group president is subject to all other District policies.~~

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