

# **JORDAN SCHOOL DISTRICT**

**Barry L. Newbold, Ed.D., Superintendent of Schools**

## **Jordan Classified Professional Association Negotiated Agreement 2009-10**

### **Jordan Classified Professional Association (JCPA) Negotiation Team:**

Gary Martensen	JCPA President / Glazier / Maintenance
Dawna Troyer	Elementary Head Secretary / Jordan Ridge Elementary
Angie Floyd	Bus Driver / Transportation
Freyja Robinson	Paraeducator / Jordan Valley School
Charlotte Graham	Elementary Head Secretary / East Midvale Elementary
Bryan L. Sprague	UniServ Director / Utah School Employees Association (USEA)

### **Jordan School District Negotiating Team:**

Barry L. Newbold, Ed.D.	Superintendent of Schools
D. Burke Jolley	Deputy Superintendent, Business Services
June LeMaster, Ph.D.	Executive Director, Human Services

### **Jordan School District Board of Education**

Peggy Jo Kennett	President – Precinct 7
Carmen R. Freeman	Vice president – Precinct 1
Rick Bojak	Member – Precinct 4
Randy S. Brinkerhoff	Member – Precinct 2
J. Dale Christensen, Ed.D.	Member – Precinct 3
Richard S. Osborn	Member – Precinct 5
Leah Voorhies, Ph.D.	Member – Precinct 6

**2009-2010  
Jordan School District  
Classified Employee  
Group Contract**

THIS AGREEMENT made effective the 1<sup>st</sup> day of July 2009, between the Board of Education of the Jordan School District and the Jordan Educational Support Professionals Association (JESPA), in behalf of members who are now or may hereafter become employees of the District, hereinafter called the "Classified Association."

The term "Classified Personnel" as used herein shall refer to all persons who are employed by the District to provide services that are of an educational support nature and are paid from the classified salary schedule.

The Board recognizes the Classified Association as the exclusive bargaining agent and employee agent group for all Classified Personnel as defined in District Policy A6 NEG.

This agreement will serve as the legal document between the District and the Classified Association. Said agreement will bind the Classified Association, the Classified Personnel, and the District to the terms of this Group Contract, which include the items, agreed upon during negotiations between the Classified Association and the District.

The provisions of our agreement will be effective upon ratification by both parties and will continue to remain in full force and effect through June 30, 2010.

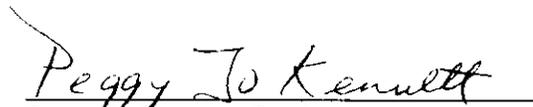
Now, therefore, in consideration of the mutual promises, the parties hereto agree as follows:

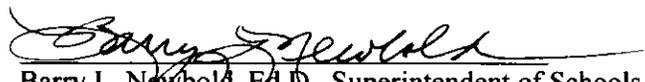
1. That the District hereby employs the Classified Personnel to perform services for the public schools of said District for the contract year 2009-2010 on the appropriate step of the negotiated salary schedules and under the conditions and stipulations above.

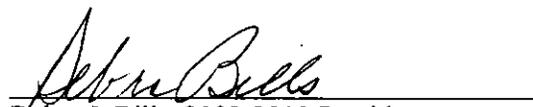
If the services of a Classified Employee are terminated prior to the completion of a contract year, the balance of money earned to the date of termination shall be payable at the next regular payday.

2. This Contract is valid when signed by the authorized representatives.

IN WITNESS WHEREOF, the parties have duly executed this Contract as witnessed below.

  
Peggy Jo Kennett, President  
Jordan School District Board of Education

  
Barry L. Newbold, Ed.D., Superintendent of Schools  
Jordan School District

  
Debra J. Bills, 2009-2010 President  
Jordan Educational Support Professionals Association

# JORDAN SCHOOL DISTRICT

## Jordan Classified Professional Association Negotiated Agreement 2009-10

<u>SALARY</u>	<u>COST</u>	<u>PERCENT</u>
<b>1. Salary Settlement (Attachment #1)</b>		
<b>a. COLA &amp; Steps</b> There is no provision for COLA & Steps. However, if such an agreement is made with other employee groups, then this item will be re-negotiated with JCPA.	\$0	0.000%
<b>b. Insurance</b> The District agrees to fund 100% of the increased insurance costs for the 2009-10 year. For the 2010-11 year, it is agreed that employees will share (50% / 50%) any increase in health insurance costs with the District.	\$432,000	0.704%
	_____	_____
<b>TOTAL</b>	<b><u>\$432,000</u></b>	<b><u>0.704%</u></b>

## **CHANGES TO NEGOTIATED POLICIES:**

### **1. Negotiations – Certificated and Classified: A6 NEG (Attachment #2)**

The Jordan School District Board of Education agrees to change policy A6 NEG - by changing the word “certificated” to “licensed” and adding the following legislative language:

*II.G. “A negotiated agreement entered into by the Board will be posted on the school district’s Web site within ten (10) days of ratification of the agreement.”*

### **2. Negotiated Policies – Classified: A6B NEG (Attachment #3)**

The Jordan School District Board of Education agrees to change policy A6B NEG – by adding the following legislative language:

*II.B. “A negotiated agreement entered into by the Board will be posted on the school district’s Web site within ten (10) days of ratification of the agreement.”*

# CLASSIFIED SALARY SCHEDULE 2009 / 2010

STEP	Credits 1 - 16		Credits 17 - 24		Credits 25 +	
	LANE 1A	LANE 1B	LANE 1A	LANE 1B	LANE 1A	LANE 1B
1	9.65	9.84	10.88	11.09	12.31	12.55
2	9.69	9.89	10.93	11.15	12.37	12.61
3	10.17	10.37	11.46	11.68	12.97	13.22
4	10.67	10.88	12.02	12.26	13.62	13.89
5	11.26	11.48	12.65	12.90	14.34	14.64
6	12.39	12.63	13.97	14.25	15.79	16.11
STEP	LANE 5A	LANE 5B	LANE 6A	LANE 6B	LANE 7A	LANE 7B
1	14.72	15.02	15.63	15.95	16.42	16.75
2	14.79	15.10	15.71	16.02	16.51	16.83
3	15.50	15.80	16.44	16.78	17.28	17.63
4	16.28	16.60	17.28	17.63	18.15	18.52
5	17.16	17.50	18.20	18.56	19.12	19.50
6	18.91	19.29	20.08	20.48	21.08	21.50
STEP	LANE 9A	LANE 9B	LANE 10A	LANE 10B	LANE 11A	LANE 11B
1	18.56	18.93	20.41	20.82	21.09	21.51
2	18.66	19.03	20.51	20.92	21.20	21.62
3	19.55	19.95	21.48	21.91	22.20	22.65
4	20.54	20.95	22.60	23.05	23.32	23.78
5	21.63	22.06	23.79	24.28	24.57	25.05
6	23.86	24.33	26.21	26.72	27.10	27.64
STEP	LANE 13A	LANE 13B	LANE 14A	LANE 14B	LANE 15A	LANE 15B
1	24.49	24.97	25.89	26.42	27.41	27.95
2	24.60	25.10	26.03	26.54	27.54	28.10
3	25.70	26.22	27.20	27.74	28.78	29.36
4	26.99	27.52	28.56	29.13	30.19	30.80
5	28.61	29.18	30.26	30.87	32.03	32.67
6	31.47	32.10	33.29	33.96	33.83	34.50
STEP	LANE 17A	LANE 17B	LANE 18A	LANE 18B	LANE 19A	LANE 19B
1	30.67	31.28	32.45	33.10	34.32	35.01
2	30.82	31.44	32.60	33.26	34.49	35.19
3	32.21	32.85	34.07	34.76	36.05	36.76
4	33.82	34.49	35.77	36.49	37.71	38.46
5	35.85	36.56	37.92	38.67	39.72	40.52
6	39.43	40.22	41.72	42.55	43.70	44.57
STEP	LANE 21A	LANE 21B	LANE 22A	LANE 22B	LANE 23A	LANE 23B
1	24.49	24.97	25.89	26.42	27.41	27.95
2	24.60	25.10	26.03	26.54	27.54	28.10
3	25.70	26.22	27.20	27.74	28.78	29.36
4	26.99	27.52	28.56	29.13	30.19	30.80
5	28.61	29.18	30.26	30.87	32.03	32.67
6	31.47	32.10	33.29	33.96	33.83	34.50
STEP	LANE 25A	LANE 25B	LANE 26A	LANE 26B	LANE 27A	LANE 27B
1	28.61	29.18	30.26	30.87	32.03	32.67
2	28.66	29.23	30.31	30.92	32.08	32.72
3	29.55	30.15	31.20	31.81	32.97	33.62
4	30.54	31.15	32.19	32.80	33.96	34.62
5	31.63	32.24	33.28	33.89	35.05	35.71
6	33.86	34.47	35.70	36.31	37.69	38.31
STEP	LANE 29A	LANE 29B	LANE 30A	LANE 30B	LANE 31A	LANE 31B
1	24.49	24.97	25.89	26.42	27.41	27.95
2	24.60	25.10	26.03	26.54	27.54	28.10
3	25.70	26.22	27.20	27.74	28.78	29.36
4	26.99	27.52	28.56	29.13	30.19	30.80
5	28.61	29.18	30.26	30.87	32.03	32.67
6	31.47	32.10	33.29	33.96	33.83	34.50
STEP	LANE 33A	LANE 33B	LANE 34A	LANE 34B	LANE 35A	LANE 35B
1	28.61	29.18	30.26	30.87	32.03	32.67
2	28.66	29.23	30.31	30.92	32.08	32.72
3	29.55	30.15	31.20	31.81	32.97	33.62
4	30.54	31.15	32.19	32.80	33.96	34.62
5	31.63	32.24	33.28	33.89	35.05	35.71
6	33.86	34.47	35.70	36.31	37.69	38.31
STEP	LANE 37A	LANE 37B	LANE 38A	LANE 38B	LANE 39A	LANE 39B
1	24.49	24.97	25.89	26.42	27.41	27.95
2	24.60	25.10	26.03	26.54	27.54	28.10
3	25.70	26.22	27.20	27.74	28.78	29.36
4	26.99	27.52	28.56	29.13	30.19	30.80
5	28.61	29.18	30.26	30.87	32.03	32.67
6	31.47	32.10	33.29	33.96	33.83	34.50
STEP	LANE 41A	LANE 41B	LANE 42A	LANE 42B	LANE 43A	LANE 43B
1	28.61	29.18	30.26	30.87	32.03	32.67
2	28.66	29.23	30.31	30.92	32.08	32.72
3	29.55	30.15	31.20	31.81	32.97	33.62
4	30.54	31.15	32.19	32.80	33.96	34.62
5	31.63	32.24	33.28	33.89	35.05	35.71
6	33.86	34.47	35.70	36.31	37.69	38.31
STEP	LANE 45A	LANE 45B	LANE 46A	LANE 46B	LANE 47A	LANE 47B
1	24.49	24.97	25.89	26.42	27.41	27.95
2	24.60	25.10	26.03	26.54	27.54	28.10
3	25.70	26.22	27.20	27.74	28.78	29.36
4	26.99	27.52	28.56	29.13	30.19	30.80
5	28.61	29.18	30.26	30.87	32.03	32.67
6	31.47	32.10	33.29	33.96	33.83	34.50
STEP	LANE 49A	LANE 49B	LANE 50A	LANE 50B	LANE 51A	LANE 51B
1	28.61	29.18	30.26	30.87	32.03	32.67
2	28.66	29.23	30.31	30.92	32.08	32.72
3	29.55	30.15	31.20	31.81	32.97	33.62
4	30.54	31.15	32.19	32.80	33.96	34.62
5	31.63	32.24	33.28	33.89	35.05	35.71
6	33.86	34.47	35.70	36.31	37.69	38.31
STEP	LANE 53A	LANE 53B	LANE 54A	LANE 54B	LANE 55A	LANE 55B
1	24.49	24.97	25.89	26.42	27.41	27.95
2	24.60	25.10	26.03	26.54	27.54	28.10
3	25.70	26.22	27.20	27.74	28.78	29.36
4	26.99	27.52	28.56	29.13	30.19	30.80
5	28.61	29.18	30.26	30.87	32.03	32.67
6	31.47	32.10	33.29	33.96	33.83	34.50
STEP	LANE 57A	LANE 57B	LANE 58A	LANE 58B	LANE 59A	LANE 59B
1	28.61	29.18	30.26	30.87	32.03	32.67
2	28.66	29.23	30.31	30.92	32.08	32.72
3	29.55	30.15	31.20	31.81	32.97	33.62
4	30.54	31.15	32.19	32.80	33.96	34.62
5	31.63	32.24	33.28	33.89	35.05	35.71
6	33.86	34.47	35.70	36.31	37.69	38.31
STEP	LANE 61A	LANE 61B	LANE 62A	LANE 62B	LANE 63A	LANE 63B
1	24.49	24.97	25.89	26.42	27.41	27.95
2	24.60	25.10	26.03	26.54	27.54	28.10
3	25.70	26.22	27.20	27.74	28.78	29.36
4	26.99	27.52	28.56	29.13	30.19	30.80
5	28.61	29.18	30.26	30.87	32.03	32.67
6	31.47	32.10	33.29	33.96	33.83	34.50
STEP	LANE 65A	LANE 65B	LANE 66A	LANE 66B	LANE 67A	LANE 67B
1	28.61	29.18	30.26	30.87	32.03	32.67
2	28.66	29.23	30.31	30.92	32.08	32.72
3	29.55	30.15	31.20	31.81	32.97	33.62
4	30.54	31.15	32.19	32.80	33.96	34.62
5	31.63	32.24	33.28	33.89	35.05	35.71
6	33.86	34.47	35.70	36.31	37.69	38.31
STEP	LANE 69A	LANE 69B	LANE 70A	LANE 70B	LANE 71A	LANE 71B
1	24.49	24.97	25.89	26.42	27.41	27.95
2	24.60	25.10	26.03	26.54	27.54	28.10
3	25.70	26.22	27.20	27.74	28.78	29.36
4	26.99	27.52	28.56	29.13	30.19	30.80
5	28.61	29.18	30.26	30.87	32.03	32.67
6	31.47	32.10	33.29	33.96	33.83	34.50
STEP	LANE 73A	LANE 73B	LANE 74A	LANE 74B	LANE 75A	LANE 75B
1	28.61	29.18	30.26	30.87	32.03	32.67
2	28.66	29.23	30.31	30.92	32.08	32.72
3	29.55	30.15	31.20	31.81	32.97	33.62
4	30.54	31.15	32.19	32.80	33.96	34.62
5	31.63	32.24	33.28	33.89	35.05	35.71
6	33.86	34.47	35.70	36.31	37.69	38.31
STEP	LANE 77A	LANE 77B	LANE 78A	LANE 78B	LANE 79A	LANE 79B
1	24.49	24.97	25.89	26.42	27.41	27.95
2	24.60	25.10	26.03	26.54	27.54	28.10
3	25.70	26.22	27.20	27.74	28.78	29.36
4	26.99	27.52	28.56	29.13	30.19	30.80
5	28.61	29.18	30.26	30.87	32.03	32.67
6	31.47	32.10	33.29	33.96	33.83	34.50
STEP	LANE 81A	LANE 81B	LANE 82A	LANE 82B	LANE 83A	LANE 83B
1	28.61	29.18	30.26	30.87	32.03	32.67
2	28.66	29.23	30.31	30.92	32.08	32.72
3	29.55	30.15	31.20	31.81	32.97	33.62
4	30.54	31.15	32.19	32.80	33.96	34.62
5	31.63	32.24	33.28	33.89	35.05	35.71
6	33.86	34.47	35.70	36.31	37.69	38.31
STEP	LANE 85A	LANE 85B	LANE 86A	LANE 86B	LANE 87A	LANE 87B
1	24.49	24.97	25.89	26.42	27.41	27.95
2	24.60	25.10	26.03	26.54	27.54	28.10
3	25.70	26.22	27.20	27.74	28.78	29.36
4	26.99					

**Jordan School District  
MISCELLANEOUS SALARY SCHEDULE - CLASSIFIED EMPLOYEES  
2009-2010**

Salary Matrix	MIS"A"	MIS"B"	MIS"C"	MIS"D"	MIS"E"	MIS"F"	MIS"G"
Step	LANE A	LANE B	LANE C				
1	\$7.25	\$8.17	\$9.65	\$14.72	\$15.50		\$9.65
2	\$7.37	\$8.84	\$9.69				
3	\$7.90	\$9.43	\$10.17				

\* Positions in these lanes do not increase in step.

**Position Lane Assignment:**

Sweepers	Night Watering Custodian	Family Ed Center Custodian	South Valley Student Trainee (through age 22)	Substitute Adult Night Supv.
Student Assistant	Lifeguard	AP Reading Assistant	(100% of lane 5 step 1)	Lunch Custodian
Summer Maintenance	Computer Aide (work release)	Trim Crew/Gang Mower Crew	(100% of lane 5 step 3)	Substitute Nutrition Workers
			In compliance with policy DA 168 NEG.	

Key:

Custodial Services
Schools
Maintenance Services
Nutrition Services

Salaries for positions not shown on the Miscellaneous Salary Schedule are determined by the department/school.
Temporary / Intermittent assistants
Community school
Alarm Responders
Elementary Music Instructor (paid beginning teacher hourly rate)

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SUBJECT: NEGOTIATIONS—~~CERTIFICATED~~ LICENSED AND CLASSIFIED

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**I. Board Policy**

The Board recognizes the importance of an orderly process to arrive at negotiated settlements with the recognized exclusive representatives and bargaining agents of employee groups (~~certificated~~ licensed and classified, excluding administrators). The Board, therefore, delegates to the Administration the responsibility of conducting good faith negotiations within the parameters set by the Board and reporting those negotiations to the Board.

**II. Administration Policy**

The employee agent group is defined as the professional employee association with the largest membership based on full-time equivalent employees. The Administration will recommend to the Board a negotiating team to represent the Board in conducting negotiations with recognized employee groups according to approved guidelines.

Guidelines

- A. Formal negotiations meeting dates will be determined no later than May 1 of each contract year.
- B. Beginning with the first negotiating session, procedural agreements concerning negotiations will be mutually established.
- C. Employee agent group members will be provided a maximum of six (6) days to complete the negotiation process.
- D. After June 15, if agreement has not been reached in negotiations, the Board or the employee agent group or both parties together may declare an impasse.
- E. Immediately after declaration of impasse by either party, the Board will invite the employee agent group to participate in mediation using the services of the Federal Mediation and Conciliation Service. The role of the mediator will be to facilitate communication. All costs associated with mediation will be shared equally by the Board and the employee agent group.
- F. If mediation is not completed or otherwise terminated within forty-five (45) days after the appointment of a mediator, further mediation may continue at the discretion of the Board.
- G. A negotiated agreement entered into by the Board will be posted on the school district's Web site within ten (10) days of ratification of the agreement.

SUBJECT: NEGOTIATED POLICIES—CLASSIFIED

**I. Board Policy**

The Board of Education has statutory authority over all issues relating to the effective and efficient operation of the school district (Utah Code Title 53A Chapter 03). Locally elected Board of Education members should retain the right to operate the school district without undue influence or control from outside groups, organizations, associations, political parties, or special interests.

**II. Administration Policy**

**A.** The Board of Education recognizes the need to negotiate with employee issues relating to wages, hours, and working conditions. Effective immediately, only the following policies will remain as negotiated polices:

- DP370B NEG                      Alternative Leave Day—Classified
- DA168 NEG                      Assignment of Bus Drivers and Bus Attendants
- DP353 NEG                      Assault or Abuse of Employees
- DP330B NEG                      Bereavement Leave—Classified
- DP315B NEG                      Grievance Procedure—Classified
- DP 336B NEG                      Leave of Absence (1 Year)—Classified
- DP 337B NEG                      Leave of Absence—(Personal-15 Days)—Classified
- DP 335B NEG                      Personal Leave—Classified
- A6 NEG                              Negotiations—~~Certificated~~ Licensed and Classified
- A6B NEG                              Negotiated Policies—Classified
- DP354B NEG                      Attendance Incentive—Classified
- DP347 NEG                        Protection of Employees
- DP348 NEG                        Reduction in Force—Provisional Employees
- DP349 NEG                        Reduction in Force—Contract Classified Employees
- A5B NEG                              Released Time for Classified Employee Agent Group President
- DP326 NEG                        Sick Leave—Classified
- DP314 NEG                        Provisional and Probationary Classified Personnel
- DP343 NEG                        Hours of Work—Classified

NOTE: Any other policies or specific aspects of certain policies where negotiation with employee groups is stipulated by state or federal law.

**B.** A negotiated agreement entered into by the Board will be posted on the school district’s Web site within ten (10) days of ratification of the agreement.