

# **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

# 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

	Credits 1 - 16	Credits 17 - 24	Credits 25 +
STEP	LANE 1A	LANE 1B	LANE 1C
1	9.65	9.84	10.03
2	9.69	9.89	10.08
3	10.17	10.37	10.58
4	10.67	10.88	11.09
5	11.26	11.48	11.71
6	12.39	12.63	12.88

Credits 1 - 16	Credits 17 - 24	Credits 25 +
LANE 2A	LANE 2B	LANE 2C
10.88	11.09	11.31
10.93	11.15	11.37
11.46	11.68	11.91
12.02	12.26	12.51
12.65	12.90	13.16
13.97	14.25	14.53

Credits 1 - 16	Credits 17 - 24	Credits 25 +
LANE 3A	LANE 3B	LANE 3C
12.31	12.55	12.80
12.37	12.61	12.86
12.97	13.22	13.48
13.62	13.89	14.16
14.34	14.64	14.92
15.79	16.11	16.42

Credits 1 - 16	Credits 17 - 24	Credits 25 +
LANE 4A	LANE 4B	LANE 4C
13.67	13.94	14.23
13.74	14.02	14.29
14.39	14.68	14.96
15.12	15.41	15.72
15.93	16.24	16.57
17.56	17.90	18.26

STEP	LANE 5A	LANE 5B	LANE 5C
1	14.72	15.02	15.32
2	14.79	15.10	15.39
3	15.50	15.80	16.12
4	16.28	16.60	16.93
5	17.16	17.50	17.85
6	18.91	19.29	19.67

LANE 6A	LANE 6B	LANE 6C
15.63	15.95	16.26
15.71	16.02	16.34
16.44	16.78	17.10
17.28	17.63	17.98
18.20	18.56	18.92
20.08	20.48	20.87

LANE 7A	LANE 7B	LANE 7C
16.42	16.75	17.07
16.51	16.83	17.16
17.28	17.63	17.98
18.15	18.52	18.88
19.12	19.50	19.89
21.08	21.50	21.92

LANE 8A	LANE 8B	LANE 8C
17.40	17.75	18.09
17.48	17.84	18.19
18.31	18.68	19.04
19.25	19.64	20.01
20.25	20.66	21.06
22.34	22.79	23.24

STEP	LANE 9A	LANE 9B	LANE 9C
1	18.56	18.93	19.30
2	18.66	19.03	19.40
3	19.55	19.95	20.34
4	20.54	20.95	21.36
5	21.63	22.06	22.49
6	23.86	24.33	24.80

LANE 10A	LANE 10B	LANE 10C
20.41	20.82	21.22
20.51	20.92	21.34
21.48	21.91	22.34
22.60	23.05	23.50
23.79	24.28	24.75
26.21	26.72	27.25

LANE 11A	LANE 11B	LANE 11C
21.09	21.51	21.93
21.20	21.62	22.05
22.20	22.65	23.09
23.32	23.78	24.26
24.57	25.05	25.55
27.10	27.64	28.18

LANE 12A	LANE 12B	LANE 12C
22.26	22.70	23.14
22.37	22.82	23.27
23.45	23.92	24.38
24.62	25.12	25.61
25.92	26.44	26.96
28.60	29.17	29.74

STEP	LANE 13A	LANE 13B	LANE 13C
1	24.49	24.97	25.46
2	24.60	25.10	25.59
3	25.70	26.22	26.73
4	26.99	27.52	28.06
5	28.61	29.18	29.76
6	31.47	32.10	32.73

LANE 14A	LANE 14B	LANE 14C
25.89	26.42	26.93
26.03	26.54	27.07
27.20	27.74	28.29
28.56	29.13	29.69
30.26	30.87	31.47
33.29	33.96	34.62

LANE 15A	LANE 15B	LANE 15C
27.41	27.95	28.51
27.54	28.10	28.64
28.78	29.36	29.93
30.19	30.80	31.40
32.03	32.67	33.31
33.83	34.50	35.19

LANE 16A	LANE 16B	LANE 16C
28.99	29.57	30.15
29.13	29.72	30.30
30.44	31.05	31.66
31.95	32.59	33.23
33.87	34.56	35.23
37.26	38.01	38.76

STEP	LANE 17A	LANE 17B	LANE 17C
1	30.67	31.28	31.90
2	30.82	31.44	32.06
3	32.21	32.85	33.50
4	33.82	34.49	35.18
5	35.85	36.56	37.29
6	39.43	40.22	41.01

LANE 18A	LANE 18B	LANE 18C
32.45	33.10	33.75
32.60	33.26	33.92
34.07	34.76	35.44
35.77	36.49	37.21
37.92	38.67	39.44
41.72	42.55	43.38

LANE 19A	LANE 19B	LANE 19C
34.32	35.01	35.70
34.49	35.19	35.88
36.05	36.76	37.49
37.71	38.46	39.22
39.72	40.52	41.32
43.70	44.57	45.44

LANE 20A	LANE 20B	LANE 20C
36.32	37.05	37.78
36.51	37.23	37.97
38.15	38.90	39.67
40.05	40.85	41.65
42.45	43.30	44.15
46.69	47.63	48.56

**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	LANE D*	LANE E*	LANE F*	LANE G*
1	\$7.25	\$8.17	\$9.65	\$14.72	\$15.50		\$9.65
2	\$7.37	\$8.84	\$9.69	* Positions in these lanes do not increase in step.			
3	\$7.90	\$9.43	\$10.17				

Position Lane Assignment:

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

Key:

Custodial Services
Schools
Maintenance Services
Nutrition Services
Transportation

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 policies:

- 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.