

**NEGOTIATED FINANCIAL COMPENSATION AGREEMENT 2014-16
NEGOTIATED POLICIES AGREEMENT 2014-15
BETWEEN
JORDAN SCHOOL DISTRICT BOARD OF EDUCATION AND
JORDAN EDUCATION ASSOCIATION**

JORDAN EDUCATIONAL SCHOOL PROFESSIONALS ASSOCIATION

Jennifer Boehme	President of JEA
Melissa Brown	Riverton High
Tiffany Hardinger	Silver Crest Elementary
Vicki Olsen	Riverton High
Heather Reich	Majestic Elementary
Laura Black	UniServ Director

JORDAN SCHOOL DISTRICT

Anthony Godfrey, Ed.D.	Administrator of Schools
June LeMaster, Ph.D.	Administrator, Human Resources
Scott Thomas	Administrator, Auxiliary Services

JORDAN SCHOOL DISTRICT BOARD OF EDUCATION

Richard S. Osborn	President, Precinct 5
Susan Pulsipher	Vice President, Precinct 3
Janice L. Voorhies	Secretary, Precinct 6
J. Lynn Crane	Member, Precinct 1
Peggy Jo Kennett	Member, Precinct 7
Corbin White	Member, Precinct 2
Kayleen Whitelock	Member, Precinct 4

NEGOTIATED AGREEMENT

Between Jordan School District Board of Education and Jordan Education Association for the 2014-15 and 2015-16 Budget Years

The Jordan School District Board of Education and Jordan Education Association (JEA) agree to the following financial compensation for licensed employees:

1. Steps and Lanes. Qualifying licensed employees will receive steps and lanes each year of this agreement.
2. Cost of Living Adjustment (COLA). Potential COLA increases will be based on the following formula:

If the 2014 and/or 2015 Weighted Pupil Unit (WPU) percentage increases (with new money*, not money redistributed from other line items), the WPU increase will be split 50/50 between the District and the salary schedule. The District will retain fifty (50) percent of any WPU increase to help fund the following:

- a. Additional Utah Retirement System (URS) costs
- b. Lane and step costs
- c. Health insurance costs (District's share)
- d. Other District needs

*The intent is to equally share the WPU percentage increase that comes from new money, not existing money from below-the-line programs that are eliminated/consolidated, and result in an increased WPU value. Legislative expectations are that consolidated programs from below-the-line will still exist when rolled into the WPU value. The business administrator, in consultation with the JEA president, will determine the actual WPU percentage increase and the amount shared per the formula above. All parties recognize that the published WPU percentage increase may differ from the percentage actually added to the salary schedule due to the elimination/consolidation of below-the-line programs.

3. Topped-out Employees

Licensed employees at the top of the salary schedule in 2013-14 and not eligible for a step increase in 2014-15, will receive a one-time two (2) percent base pay bonus in November 2014. For this purpose, base pay will not include any stipends, salary adjustments, extra-duty, or extracurricular pay.

Licensed employees at the top of the salary schedule in 2014-15 and not eligible for a step increase in 2015-16 will receive a one-time two (2) percent base pay bonus in November

2015. For this purpose, base pay will not include any stipends, salary adjustments, extra-duty, or extracurricular pay.


4. Insurance. The District will make every reasonable attempt to avoid employee insurance premium increases in 2014-15 and/or 2015-16. If necessary and appropriate, the District will modify the program to avoid employee premium increases. However, if the District is unable to modify the insurance program to avoid an insurance premium increase, JEA and the District each agree that employees will cover fifty (50) percent of the premium increase and the District will cover fifty (50) percent of the premium increase.

5. Negotiated Policies. As per Policy A6NEG *Negotiations-Licensed and Classified*, 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 the Jordan School District Board of Education will continue to work in good faith to utilize the interest-based process established with the Joint Relations Committee.

JORDAN SCHOOL DISTRICT
BOARD OF EDUCATION

JORDAN EDUCATION ASSOCIATION

By: 
Richard S. Osborn, President

By: 
Jennifer Boehme, President

Dated: February 11, 2014

Dated: March 27, 2014

Traditional Salary Schedule "C"

TEACHER'S SALARY SCHEDULE

August 20, 2014 - June 5, 2015
 184 DAYS - Full Time
 8 Hours Per Day

HOURS REPRESENTED ON THE LANES ARE HOURS EARNED BEYOND AND AFTER BACHELOR'S DEGREE AND ORIGINAL TEACHING LICENSE

Step	A - Bachelor's			B - Bachelor's + 30 Qtr or 20 Sem			C - Bachelor's + 45 Qtr or 30 Sem		
	Base Pay	Educator Salary Adjustment*	Total Compensation	Base Pay	Educator Salary Adjustment*	Total Compensation	Base Pay	Educator Salary Adjustment*	Total Compensation
1	\$29,048	\$4,200	\$33,248	\$29,693	\$4,200	\$33,893	\$30,070	\$4,200	\$34,270
2	\$30,403	\$4,200	\$34,603	\$31,060	\$4,200	\$35,260	\$31,459	\$4,200	\$35,659
3	\$31,827	\$4,200	\$36,027	\$32,493	\$4,200	\$36,693	\$32,908	\$4,200	\$37,108
4	\$33,311	\$4,200	\$37,511	\$33,991	\$4,200	\$38,191	\$34,425	\$4,200	\$38,625
5	\$34,873	\$4,200	\$39,073	\$35,566	\$4,200	\$39,766	\$36,058	\$4,200	\$40,258
6	\$36,581	\$4,200	\$40,781	\$37,301	\$4,200	\$41,501	\$37,801	\$4,200	\$42,001
7	\$38,375	\$4,200	\$42,575	\$39,100	\$4,200	\$43,300	\$39,626	\$4,200	\$43,826
8	\$40,802	\$4,200	\$45,002	\$40,986	\$4,200	\$45,186	\$41,530	\$4,200	\$45,730
9	\$41,015	\$4,200	\$45,215	\$43,541	\$4,200	\$47,741	\$44,121	\$4,200	\$48,321
10	\$41,015	\$4,200	\$45,215	\$43,766	\$4,200	\$47,966	\$46,228	\$4,200	\$50,428
11	\$41,015	\$4,200	\$45,215	\$43,766	\$4,200	\$47,966	\$46,467	\$4,200	\$50,667
12	\$41,015	\$4,200	\$45,215	\$43,766	\$4,200	\$47,966	\$46,467	\$4,200	\$50,667
13	\$41,015	\$4,200	\$45,215	\$43,766	\$4,200	\$47,966	\$46,467	\$4,200	\$50,667
14	\$41,015	\$4,200	\$45,215	\$43,766	\$4,200	\$47,966	\$46,467	\$4,200	\$50,667
15	\$42,953	\$4,200	\$47,153	\$45,814	\$4,200	\$50,014	\$48,622	\$4,200	\$52,822

Step	D - Bachelor's + 60 Qtr or 40 Sem			E - Master's			G - Master's + 45 Qtr or 30 Sem		
	Base Pay	Educator Salary Adjustment*	Total Compensation	Base Pay	Educator Salary Adjustment*	Total Compensation	Base Pay	Educator Salary Adjustment*	Total Compensation
1	\$30,585	\$4,200	\$34,785	\$32,133	\$4,200	\$36,333	\$33,580	\$4,200	\$37,780
2	\$31,962	\$4,200	\$36,162	\$33,543	\$4,200	\$37,743	\$35,063	\$4,200	\$39,263
3	\$33,406	\$4,200	\$37,606	\$35,017	\$4,200	\$39,217	\$36,679	\$4,200	\$40,879
4	\$34,916	\$4,200	\$39,116	\$36,635	\$4,200	\$40,835	\$38,370	\$4,200	\$42,570
5	\$36,568	\$4,200	\$40,768	\$38,326	\$4,200	\$42,526	\$40,129	\$4,200	\$44,329
6	\$38,298	\$4,200	\$42,498	\$40,098	\$4,200	\$44,298	\$41,970	\$4,200	\$46,170
7	\$40,103	\$4,200	\$44,303	\$41,923	\$4,200	\$46,123	\$43,895	\$4,200	\$48,095
8	\$41,996	\$4,200	\$46,196	\$43,848	\$4,200	\$48,048	\$45,903	\$4,200	\$50,103
9	\$44,559	\$4,200	\$48,759	\$46,035	\$4,200	\$50,235	\$47,999	\$4,200	\$52,199
10	\$46,688	\$4,200	\$50,888	\$47,944	\$4,200	\$52,144	\$50,182	\$4,200	\$54,382
11	\$48,852	\$4,200	\$53,052	\$50,125	\$4,200	\$54,325	\$52,466	\$4,200	\$56,666
12	\$49,104	\$4,200	\$53,304	\$53,121	\$4,200	\$57,321	\$55,593	\$4,200	\$59,793
13	\$49,104	\$4,200	\$53,304	\$53,395	\$4,200	\$57,595	\$55,881	\$4,200	\$60,081
14	\$49,104	\$4,200	\$53,304	\$53,395	\$4,200	\$57,595	\$55,881	\$4,200	\$60,081
15	\$51,363	\$4,200	\$55,563	\$55,828	\$4,200	\$60,028	\$58,409	\$4,200	\$62,609

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

Note: This salary schedule is adopted only for the current school year. Any reference to future lane or step salary increases is advisory only and subject to further approval by the Board of Education based on availability of funds.

2014-15
JORDAN SCHOOL DISTRICT BOARD OF EDUCATION AND
JORDAN EDUCATIONAL ASSOCIATION

NEGOTIATED POLICIES AGREEMENT

This Agreement is entered by and between the Board of Education of the Jordan School District (the "Board") and Jordan Education Association ("JEA").

WHEREAS, the Board and JEA have engaged in good faith negotiations pursuant to Jordan School District policies;

WHEREAS, the Board and JEA have agreed to established meetings to openly discuss various issues, which contribute to the safety and welfare of licensed employees in accordance with District Policy A6 NEG – Negotiations – Licensed and Classified;

WHEREAS, both parties have presented this matter for final authorization by Board vote and vote of the membership of JEA; and

WHEREAS, terms of the Agreement have been accepted.

THEREFORE, it is hereby agreed as follows:

TERMS OF AGREEMENT

Items

1. Accept the proposed language changes to the District Policy A6 NEG - Negotiations – Licensed and Classified.

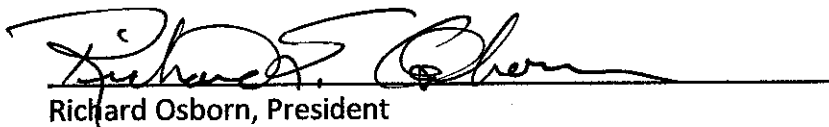
DATED this 10th day of June, 2014

JORDAN EDUCATION ASSOCIATION



Melissa Brown, Chair of Joint Relations Committee
Jordan Education Association

JORDAN SCHOOL DISTRICT BOARD OF EDUCATION



Richard Osborn, President
Board of Education

SUBJECT: Negotiations – Licensed and Classified

I. Board Policy Directive

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 (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 Administrative 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 administrative policy provisions.

Guidelines

- A. The licensed employees will be represented through the Joint Relations Committee, which will be comprised of the Board's negotiating team and the negotiating team for the licensed employee group. Team membership will be established no later than October 1 of each school year. The mission of the Joint Relations Committee is to enhance the professional employee association/District relationship by fostering open communication and a free exchange of ideas and to identify and resolve issues in a collaborative environment to allow us to provide a quality education for every child in Jordan School District.
- B. Regularly scheduled meetings (monthly) of the Joint Relations Committee (Licensed) and the District Advisory Council (Classified – Policy A3B) will be held to review and discuss policies, including compensation discussions to begin no earlier than May 1 of each contract year. Dates can be changed by mutual agreement.
- A.C. Formal negotiations meeting dates will be determined no later than May 1 of each contract year.
- D. Beginning with the first negotiating session, procedural agreements concerning negotiations will be mutually established.
- B-E. Changes in compensation and negotiated policy will be considered and finalized through the negotiation process.
- C-F. The District shall comply with Utah Code 53A-3-425 and will require reimbursement to the school district of the cost of paid association leave activities to the extent required by the Code. Employee agent group will be allowed a maximum of six (6) days to complete the negotiations process.
- D-G. After June 15, if agreement has not been reached in negotiations, the Board or the employee agent group or both parties may declare an impasse.
- E-H. 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

SUBJECT: Negotiations – Licensed and Classified

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.I.~~ F.I. 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.I.A~~ G.I.A negotiated agreement entered into by the Board will be posted on the school district's District's website within ten (10) days of ratification of the agreement.