JORDAN SCHOOL DISTRICT
&
Education Support Professionals Association

Negotiated Agreement

2021-22

Negotiations Team

Jen Atwood
Anthony Godfrey, Ed.D.
John Larsen, CPA
June LeMaster, Ph.D.
Elma Scheid
David Bullock
Kevan Sprague
Robyn Bullock
Julie Dunn
Sally Forman
Tammy Horger
Lisa Denise Dallin
Jeremy Peart
Mike Bacher
Jeremiah Sniffin

Board Member, Jordan School District
Superintendent of Schools
Business Administrator
Administrator of Human Resources
District Administrative Assistant & ESP President
Inspector & Project Manager, Facility Services
Head Custodian, Mountain Ridge High
School Administrative Assistant, JATC-South
District Administrative Assistant, Nutrition Services
District Administrative Assistant, Custodial Coordinator, Nutrition Services
Transportation Support Assistant, Transportation
Head Custodian, Oquirrh Hills Middle
Programmer Analyst, Information Systems
USEA Representative

Jordan School District Board of Education

Tracy J. Miller
Bryce Dunford
Marilyn Richards
Jen Atwood
Niki George
Darrell Robinson
Matthew Young

President, Precinct 3
1st Vice President, Precinct 5
2nd Vice President, Precinct 4
Member, Precinct 7
Member, Precinct 6
Member, Precinct 1
Member, Precinct 2
Education Support Professionals Negotiated Agreement  
Final & NEG Policies  
2021-22  

Between Jordan School District Board of Education  
&  
Jordan Education Support Professionals Association

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

1) Steps will be given for education support professionals for the 2021-2022 school year.

2) A cost of living adjustment of 3.13% will be added to all steps for education support professionals.

3) 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.

4) The statement in DP344 Vacation Schedule for Twelve-Month Personnel II.B. stating: “After September 30, the vacation allowance may not exceed the days accrued for the current year” will temporarily, for the 2021-2022 year only, be adjusted to “After December 31, the vacation allowance may not exceed the days accrued for the current year.” The intent is to move the deadline of September 30th for using vacation days to December 31st for the 2021-2022 year.

5) Due to the moratorium placed on DP354B NEG – Attendance Incentive-Education Support Professionals 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.

6) DP354B NEG – Attendance Incentive-Education Support Professionals to be revised to include annual leave days in the calculation of the low absence incentive. Additionally, the policy to be changed to reflect absences allowed for the points given as follows:
   - No (0) absences for 5.5 points is now four (4) absences for 5.5 points
   - One (1) absence for 3.0 points is now five (5) absences for 3.0 points
   - Two (2) absences for 1.5 points is now six (6) absences for 1.5 points

JORDAN SCHOOL DISTRICT  
BOARD OF EDUCATION  

By:  
Tracy Miller, BOE President  
Dated: 6/8/21

JORDAN EDUCATION SUPPORT  
PROFESSIONALS ASSOCIATION

By:  
Elma Scheid, JESPA President  
Dated: 6/8/2021
# JORDAN SCHOOL DISTRICT

## EDUCATION SUPPORT PROFESSIONALS

### SALARY SCHEDULE

#### 2021 / 2022

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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.
JORDAN SCHOOL DISTRICT

Statement of

POLICY

DRAFT

SUBJECT: ATTENDANCE INCENTIVE—EDUCATION SUPPORT PROFESSIONALS

I. Board 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 District 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 administrative policy provisions:

A. Funds recouped for "no pay" days, based on average salary, shall be distributed equally to those employees
   paid on education support professionals salary schedules whose sick leave, annual leave, or no pay days during
   the contract year total zero to two four (4) to six (6) when rounded upward. These funds will be supplemented
   by an annual contribution equivalent to a 0.5 percent increase contribution of the cost of the education support
   professionals salary schedule.

B. These funds shall be distributed according to the following 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. Payment of available funds to eligible employees shall be prorated according to the number of hours
      worked per day.
   5. The use of vacation days is not calculated for the Attendance Incentive.
   6. 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 Four (4) absences 5.5 points
               - One Five (5) absences 3.0 points
               - Two Six (6) 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.

Revision history - 6/12/07

2/25/2020: Board of Education approved the term “Education Support Professionals” to replace
“Classified” to describe personnel not licensed as educators.