

**JORDAN SCHOOL DISTRICT
&
Education Support Professionals Association**

Negotiated Agreement

2021-22

Negotiations Team

Jen Atwood	Board Member, Jordan School District
Anthony Godfrey, Ed.D.	Superintendent of Schools
John Larsen, CPA	Business Administrator
June LeMaster, Ph.D.	Administrator of Human Resources
Elma Scheid	District Administrative Assistant & ESP President
David Bullock	Inspector & Project Manager, Facility Services
Kevan Sprague	Head Custodian, Mountain Ridge High
Robyn Bullock	School Administrative Assistant, JATC-South
Julie Dunn	District Administrative Assistant, Nutrition Services
Sally Forman	District Administrative Assistant, Custodial
Tammy Horgner	Coordinator, Nutrition Services
Lisa Denise Dallin	Transportation Support Assistant, Transportation
Jeremy Peart	Head Custodian, Oquirrh Hills Middle
Mike Bacher	Programmer Analyst, Information Systems
Jeremiah Sniffin	USEA Representative

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

**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

JORDAN EDUCATION SUPPORT
PROFESSIONALS ASSOCIATION

By: Tracy J. Miller
Tracy Miller, BOE President

By: Elma Scheid
Elma Scheid, JESPA President

Dated: 6/8/21

Dated: 6/8/2021

**JORDAN SCHOOL DISTRICT
EDUCATION SUPPORT PROFESSIONALS
SALARY SCHEDULE
2021 / 2022**

STEP	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	LANE 8	LANE 9	LANE 10	STEP
1	13.31	14.25	16.00	17.68	18.94	20.07	21.03	22.23	23.66	25.91	1
2	13.63	14.61	16.42	18.11	19.44	20.60	21.56	22.79	24.27	26.58	2
3	13.99	14.97	16.82	18.56	19.92	21.10	22.12	23.40	24.87	27.29	3
4	14.34	15.38	17.26	19.06	20.45	21.64	22.69	23.98	25.52	27.97	4
5	14.70	15.74	17.69	19.54	20.95	22.19	23.27	24.60	26.18	28.68	5
6	15.06	16.14	18.13	20.03	21.50	22.76	23.86	25.24	26.84	29.42	6
7	15.44	16.55	18.58	20.53	22.04	23.36	24.48	25.88	27.55	30.20	7
8	15.82	16.96	19.07	21.06	22.62	23.95	25.12	26.56	28.26	30.99	8
9	16.21	17.40	19.55	21.61	23.20	24.57	25.74	27.25	28.98	31.78	9
10	16.60	17.82	20.06	22.15	23.78	25.20	26.42	27.95	29.74	32.59	10
11	17.04	18.30	20.56	22.72	24.41	25.84	27.11	28.66	30.51	33.47	11
12	17.47	18.74	21.09	23.33	25.03	26.51	27.79	29.40	31.31	34.32	12

STEP	LANE 11	LANE 12	LANE 13	LANE 14	LANE 15	LANE 16	LANE 17	LANE 18	LANE 19	LANE 20	STEP
1	26.73	28.18	30.90	32.59	34.47	36.40	38.44	40.63	42.92	45.36	1
2	27.43	28.90	31.70	33.46	35.35	37.33	39.45	41.67	44.04	46.54	2
3	28.15	29.64	32.52	34.32	36.28	38.30	40.47	42.76	45.17	47.76	3
4	28.87	30.41	33.36	35.23	37.22	39.31	41.53	43.90	46.36	49.03	4
5	29.60	31.21	34.24	36.14	38.21	40.34	42.62	45.06	47.58	50.30	5
6	30.38	32.01	35.14	37.09	39.21	41.41	43.75	46.23	48.83	51.62	6
7	31.18	32.85	36.04	38.03	40.21	42.49	44.89	47.44	50.11	52.99	7
8	31.98	33.69	36.98	39.05	41.26	43.61	46.08	48.68	51.44	54.40	8
9	32.82	34.58	37.95	40.08	42.36	44.74	47.29	49.97	52.79	55.81	9
10	33.66	35.47	38.94	41.12	43.45	45.91	48.52	51.27	54.17	57.28	10
11	34.54	36.42	39.96	42.18	44.61	47.11	49.81	52.63	55.61	58.80	11
12	35.44	37.35	41.00	43.28	45.78	48.36	51.11	54.02	57.06	60.33	12

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.

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. ~~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.