

**JORDAN SCHOOL DISTRICT  
&  
Jordan Education Association  
Licensed Negotiated Agreement**

**2022-23**

**Negotiations Team**

Anthony Godfrey, Ed.D.	Superintendent of Schools
John Larsen, CPA	Business Administrator
Carol Ramsay	Silver Crest Elementary School
Jacob Rollins	Copper Hills High School
Erik Wieben	Sunset Ridge Middle School
Kristi Critchlow	UniServ Director

**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

**Licensed Negotiated Agreement  
Final & NEG Policies  
2022-2023**

**Between Jordan School District Board of Education  
&  
Jordan Education Association**

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

- 1) Salary Level increases (previously "steps") will be given for licensed employees for the 2022-2023 school year.
- 2) Continuing Education Advancement (previously "lanes") will be given for qualifying licensed employees for the 2022-2023 school year.
- 3) All salary levels on the traditional licensed salary schedule will be increased \$2,580 (base salary of \$53,080).
- 4) Paid Professional Hours for Educators will be paid in June 2023 in accordance with HB396 for a percentage (dependent on the funding provided to the District from the State) of their hourly rate up to 32-hours of performed activities allowable under Utah Code 53F-7-202.
- 5) 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 2022-2023 contract year.

JORDAN SCHOOL DISTRICT  
BOARD OF EDUCATION

By: Tracy J. Miller  
Tracy Miller, President

Dated: 6/14/22

JORDAN EDUCATION ASSOCIATION

By: Janet Sanders  
Janet Sanders, JEA President

Dated: 6/15/2022

# Teacher Salary Schedule

(C Schedule) Traditional (187 Days – 8 Hours/Day)

August 10, 2022 – June 5, 2023

Salary Level	Base Pay	Educator Salary Adjustment*	Lane Z Annual Salary
1	\$48,880	\$4,200	\$53,080
2	\$49,755	\$4,200	\$53,955
3	\$50,630	\$4,200	\$54,830
4	\$51,505	\$4,200	\$55,705
5	\$52,380	\$4,200	\$56,580
6	\$53,255	\$4,200	\$57,455
7	\$54,130	\$4,200	\$58,330
8	\$55,005	\$4,200	\$59,205
9	\$55,880	\$4,200	\$60,080
10	\$56,755	\$4,200	\$60,955
11	\$57,630	\$4,200	\$61,830
12	\$58,505	\$4,200	\$62,705
13	\$59,380	\$4,200	\$63,580
14	\$60,255	\$4,200	\$64,455
15	\$61,130	\$4,200	\$65,330
16	\$62,005	\$4,200	\$66,205
17	\$62,880	\$4,200	\$67,080
18	\$63,755	\$4,200	\$67,955
19	\$64,630	\$4,200	\$68,830
20	\$65,505	\$4,200	\$69,705
21	\$66,380	\$4,200	\$70,580
22	\$67,255	\$4,200	\$71,455
23	\$68,130	\$4,200	\$72,330
24	\$69,005	\$4,200	\$73,205
25	\$69,880	\$4,200	\$74,080
26	\$70,755	\$4,200	\$74,955
27	\$71,630	\$4,200	\$75,830
28	\$72,505	\$4,200	\$76,705
29	\$73,380	\$4,200	\$77,580
30	\$74,255	\$4,200	\$78,455
31	\$75,130	\$4,200	\$79,330
32	\$76,005	\$4,200	\$80,205
33	\$76,880	\$4,200	\$81,080
34	\$77,755	\$4,200	\$81,955
35	\$78,630	\$4,200	\$82,830
36	\$79,505	\$4,200	\$83,705
37	\$80,380	\$4,200	\$84,580
38	\$81,255	\$4,200	\$85,455
39	\$82,130	\$4,200	\$86,330
40	\$83,005	\$4,200	\$87,205
41	\$83,880	\$4,200	\$88,080
42	\$84,755	\$4,200	\$88,955
43	\$85,630	\$4,200	\$89,830
44	\$86,505	\$4,200	\$90,705
45	\$87,380	\$4,200	\$91,580

New-Hire Placement (1 <sup>st</sup> year educator)	
Education Attainment	Level
Bachelor's Degree	1
Bachelor's Degree plus 20 Semester Credits	3
Bachelor's Degree plus 40 Semester Credits	5
Master's Degree	6
Master's Degree plus 30 Semester Credits	8
Doctorate Degree	10

New hires with teaching experience shall receive full credit for years of service up to the established maximums as outlined in DP 309 NEG

Continuing Education Advancement		
Education Attainment	Level Increase	Total Levels
Bachelor's Degree plus 20 Sem. Credits	Add 2 Levels	2 Levels
Bachelor's Degree plus 40 Sem. Credits	Add 2 Levels	4 Levels
Master's Degree	Add 1 Level	5 Levels
Master's Degree plus 30 Sem. Credits	Add 2 Levels	7 Levels
Doctorate Degree	Add 2 Levels	9 Levels

Educational Attainment are hours earned beyond and after Bachelor's Degree and original Teaching license

Associate or Alternative Level License	
License	Maximum Level Increase
Associate or Alternative Level License	4

After initial placement, underqualified educators may only advance one level per year (based on negotiations) to the maximum listed above, until receiving a professional License.

## NOTES:

- 1) Educators with a current educator National Board Certification will receive an annual stipend of \$2,400 per year based on their FTE.
- 2) This salary schedule is adopted only for the current school year. Any reference to future step salary increases is advisory only and subject to further approval by the Board of Education based on availability of funds.
- 3) Per Utah Code 53G-11-518, advancement on this schedule may be held back depending on the annual educator effectiveness rating.
- 4) Per Utah Code 53F-2-405, the Educator Salary Adjustment\* may be awarded only to an educator who has received a satisfactory rating or above on the educator's most recent evaluation.
- 5) The difference between steps is \$875.

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