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JORDAN SCHOOL DISTRICT
Dr. Raymond W. Whittenburg, Superintendent of Schools

**Jordan Classified Employees' Association
Negotiated Agreements
1996-97**

SALARY

1. **Salary Settlement** 4.650%
(See Attachment #1)

It is agreed that for the 1996-97 school year the salary schedule will be increased by 4.650%

2. **Increments** 1.884%

It is agreed that the increment categories will be funded as follows:

Regular Increments 1.823%
Longevity Increments 0.061%

BENEFITS

1. **Health and Accident Insurance** 1.321%

It is agreed that the current level of health, accident, and other insurance coverage will be maintained without additional cost to the employee.

2. **Retirement** 0.837%

It is agreed that the 1.02% increase in retirement costs required by the state retirement system would be funded as part of the negotiations settlement. The funds for this required increase were provided by the legislature.

3. **Retirement—Classified—DP319B NEG (Revised)** 0.067%
(See Attachment # 2)

It is agreed to amend the Retirement—Classified Policy—DP319B NEG to add a 15-year full time equivalent step and to provide 3.5 years of insurance coverage for employees retiring with 15 years of service, and to provide that employees at the time of retirement, may be paid for unused personal leave days based upon 29% of the employee's daily rate at the time of retirement. It was further agreed that

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the per year service award will be increased from \$50 to \$75.

4. Inservice Training Fund 0.011%

It is agreed that an Inservice Training Fund of \$4,000 will be established to be jointly administered by the President of the JCEA and the Superintendent of Schools to provide appropriate inservice training opportunities for classified employees. It is also agreed that a planning and calendar committee will be established to include representatives from the district administration and the classified association. The purpose of the committee is to identify appropriate inservice programs and activities for classified personnel and to study possible inclusion of funds for inservice training in individual department budgets rather than a negotiated cost item.

5. Sick Leave (Classified)—DP326 NEG (Revised)
(See Attachment #3)

It is agreed that the Sick Leave (Classified) Policy—DP326 NEG will be amended to provide 2 days of sick leave allowance during the third year of employment for classified hourly employees who work between 10 and 19.99 hours per week. It was further agreed to modify the sick leave allowance for critical family illness to provide that the Sick Leave Bank Review Committee may authorize additional days of leave equal to the number of unused emergency days available at the beginning of the critical illness; may authorize employees with 180 days of accumulated sick leave to use up to a maximum of 12 of these days for a critical family illness; or in cases where all personal, sick, and emergency leave days have been exhausted, the review committee may authorize one day of leave for each year of service in the district up to a maximum of 12 days and the only expense to the individual would be the cost equivalent to 40% of the employee's daily rate.

6. Assignment of Bus Drivers and Bus Attendants—DA168 (Revised)
(See Attachment #4)

It is agreed to amend the Assignment of Bus Drivers and Bus Attendants Policy—DA168 to provide that vacancies which occur for bus routes which require an employee to work 30 or more hours per week will be bid.

7. Confidential Evaluations of Classified Personnel
(See Attachment #5)

It is agreed that the use of confidential evaluations for classified employees seeking a transfer or promotion will be discontinued. In its place, the classified employee, when seeking a transfer or promotion, will request a "Classified Candidate Recommendation" from the immediate supervisor which is to be attached and submitted with the request for transfer or application for new position.

8. Annual Financial Support for Classified Job Study **0.393%**

It is agreed that salary increases associated with successful job appeals during the 1995-96 school year will become effective July 1, 1996. It was also agreed that the job study for food services personnel will be paid out of the food services budget. It was further agreed to budget \$25,000 for the 1996-97 school year to provide retroactive payment for successful job appeals based upon the date of the appeal. Any unspent portion of the budgeted \$25,000 will be carried forward to the following year and an amount equal to the unused balance will be matched up to a maximum of \$25,000.

9. School Lunch Study Committee

It is agreed that a committee of principals and lunch managers will be formed to determine the alternatives that are available for supervising students in the lunch room. At present, difficulties have been encountered where lunch managers are assigned to supervise both the kitchen and the discipline of students.

10. Custodial Committee Recommendations **0.135%**

It is agreed to budget \$50,822 to begin to staff the new custodial staffing formula with the intent that the district begin to implement the long-range staffing formula.

TOTAL **9.298%**

1996-97 CLASSIFIED MASTER SALARY SCHEDULE

Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7	Lane 8	Lane 9
2	6.89	7.77	8.79	9.77	10.52	11.17	11.73	12.43	13.26
3	7.27	8.18	9.26	10.28	11.07	11.75	12.35	13.08	13.97
4	7.62	8.59	9.73	10.80	11.63	12.35	12.97	13.75	14.67
5	8.04	9.04	10.25	11.38	12.25	13.00	13.66	14.47	15.45
6	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
7	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
8	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
9	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
10	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
11	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
12	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
13	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
14	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
15	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
16	8.85	9.98	11.28	12.54	13.51	14.34	15.06	15.96	17.04
17	9.04	10.18	11.53	12.79	13.77	14.64	15.37	16.29	17.39
18	9.04	10.18	11.53	12.79	13.77	14.64	15.37	16.29	17.39
19	9.04	10.18	11.53	12.79	13.77	14.64	15.37	16.29	17.39
20	9.04	10.18	11.53	12.79	13.77	14.64	15.37	16.29	17.39
21	9.04	10.18	11.53	12.79	13.77	14.64	15.37	16.29	17.39
22	9.04	10.18	11.53	12.79	13.77	14.64	15.37	16.29	17.39
23	9.04	10.18	11.53	12.79	13.77	14.64	15.37	16.29	17.39
24	9.04	10.18	11.53	12.79	13.77	14.64	15.37	16.29	17.39
25	9.21	10.36	11.74	13.03	14.02	14.91	15.66	16.61	17.71

NOTE: Longevity increments at Step 17 and Step 25 will be implemented only for those employees who have completed Step 6 of the salary schedule and have served more than 16 years in the educational system.

1996-97 CLASSIFIED MASTER SALARY SCHEDULE

Steps	Lane 10	Lane 11	Lane 12	Lane 13	Lane 14	Lane 15	Lane 16	Lane 17	Lane 18
2	14.58	15.07	15.90	16.50	17.46	18.03	19.53	20.68	21.88
3	15.35	15.86	16.75	17.30	18.28	19.36	20.47	21.65	22.92
4	16.14	16.66	17.59	18.15	19.20	20.32	21.50	22.73	24.07
5	17.00	17.55	18.52	19.25	20.34	21.53	22.78	25.28	25.48
6	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
7	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
8	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
9	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
10	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
11	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
12	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
13	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
14	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
15	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
16	18.72	19.36	20.43	21.19	22.41	23.69	25.08	26.54	28.07
17	19.12	19.76	20.85	21.62	22.87	24.18	25.60	27.07	28.63
18	19.12	19.76	20.85	21.62	22.87	24.18	25.60	27.07	28.63
19	19.12	19.76	20.85	21.62	22.87	24.18	25.60	27.07	28.63
20	19.12	19.76	20.85	21.62	22.87	24.18	25.60	27.07	28.63
21	19.12	19.76	20.85	21.62	22.87	24.18	25.60	27.07	28.63
22	19.12	19.76	20.85	21.62	22.87	24.18	25.60	27.07	28.63
23	19.12	19.76	20.85	21.62	22.87	24.18	25.60	27.07	28.63
24	19.12	19.76	20.85	21.62	22.87	24.18	25.60	27.07	28.63
25	19.48	20.11	21.23	22.05	23.32	24.68	26.11	27.61	29.22

NOTE: Longevity increments at Step 17 and Step 25 will be implemented only for those employees who have completed Step 6 of the salary schedule and have served more than 16 years in the educational system.

Additional pages which are part of the original collective bargaining agreement contain private employee information and have been removed from the online version.