

~~# 87001~~
800419

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

**Jordan Education Association
Negotiated Agreements
1996-97**

SALARY

1. **Salary Settlement** 4.404%

It is agreed that for the 1996-97 school year the salary schedule will be increased by 4.404%.

2. **Increments, Longevity, and Lane Changes** 2.102%

It is agreed that the increment and lane change salary categories will be funded as follows:

Regular Increments	1.534%
Longevity Increments	0.136%
Lane Changes	0.432%

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. **Sick Leave (Certificated)—DP324 NEG (Revised)**
(See Attachment #1)

It is agreed to amend the Sick Leave Policy—DP324 NEG to provide that employees with a continuous service date beginning July 1, 1977, shall be allowed sick leave according to the following schedule:

Year 1 through 5	10 days per year
Year 6 through 10	11 days per year
Year 11 through 15	12 days per year
Year 16 and up	13 days per year

These days may be accumulated to a maximum as follows:

176 and 184 day contract employees (9 months)	180 days
220 to 233 day contract employees (11 months)	220 days
245 day contract employees (12 months)	240 days

It was further agreed to modify the sick leave allowance for critical family illness to provide that the Sick Leave Bank Review Committee

JAN 22 1997

6/30/97

may authorize additional days of leave equal to the number of unused emergency days available at the beginning of the 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 of a long-term substitute.

3. **Half-Time Employee Salary Schedule** 0.090%
Salary Guidelines—DP309 NEG (Revised)
(See Attachment # 2)

It is agreed that the half-time employee salary schedule shall be one-half of salary schedule C (full time employee salary schedule), and to amend the Salary Guidelines Policy—DP309 NEG to specify that an employee's salary shall be based upon percent of contract and placement on the salary schedule. Placement on the salary schedule shall be determined by the number of full- or part-time years of teaching experience. Teachers teaching at least half-time during the school year and the number of days worked is equal to or greater than one-half of the number of work days shall be given one year experience credit. Teachers working less than one-half the number of work days receive no experience credit.

4. **Sabbatical Leave—DP333 NEG (Revised)**
(See Attachment #3)

It is agreed to amend the Sabbatical Leave Policy—DP333 NEG to indicate that a maximum of four (4) full-time equivalent employees per year can be selected to receive sabbatical leave, that any certificated employee who has completed seven (7) years of continuous service may be granted sabbatical leave, and that remuneration for approved sabbatical leaves will be paid at one-half of the annual salary for the year in which the leave is granted, or in the case of a part-time employee one-half of the full-time equivalent step on the salary schedule.

5. **Bereavement Leave—DP330 NEG (Revised)**
(See Attachment # 4)

It is agreed to amend the Bereavement Leave Policy—DP330 NEG to prorate bereavement leave for job share and part-time employees at the same percentage their contract is of a full-time employee contract.

6. Hours of Work—DP342 (Revised)
(See Attachment #5)

It is agreed to amend the Hours of Work Policy—DP342 to prorate required hours of work on special assignments for job share and part-time employees to the same percentage their contract is of a full-time employee contract.

7. Leave of Absence (Personal—15 days) Certificated—DP337 NEG (Revised)
(See Attachment #6)

It is agreed to amend the Leave of Absence (Personal—15 days) Certificated Policy—DP337 NEG and the "Guidelines for Extended Contract Employees" in the Year-round Operations Manual to outline the requirements for extended contract employees when requesting and revising proposed days to be taken as unpaid personal leave. It is further agreed that the ten days of unpaid personal leave that year-round extended contract teachers may take is in addition to the 15 days provided under Policy DP337 NEG. The policy is also amended to prorate leave of absence for job share and part-time employees at the same percentage their contract is of a full-time employee contract.

8. Adoption Leave—Certificated—DP355 NEG (Revised)
(See Attachment #7)

It is agreed to amend the Adoption Leave—Certificated Policy—DP355 NEG to prorate adoption leave for job share and part-time employees at the same percentage their contract is of a full-time employee contract.

9. Provisional and Probationary Certificated Personnel—DP313 (Revised)
(See Attachment # 8)

It is agreed to amend the Provisional and Probationary Certificated Personnel Policy—DP313 to provide that full or half-time provisional employees who work fifty percent or more of the required contract days in a year shall receive credit for one year of provisional service. The policy was also amended to indicate that provisional educators who "Met Standard" on the Jordan Performance Appraisal System (JPAS) for four consecutive evaluations (two per year for two years) shall receive contract status.

10. **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.

11. **Retirement—Certificated—DP319 NEG (Revised)** 0.031%
(See Attachment # 9)

It is agreed to amend the Retirement—Certificated Policy—DP319 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 25% of the employee's current lane and step using the standard 184-day contract. It was further agreed that the per year service award will be increased from \$50 to \$75.

12. **Retirement—Purchasing Service Credit—DP368 (Revised)**
(See Attachment # 10)

It is agreed to amend the Retirement—Purchasing Service Credit Policy—DP368 to include, in addition to the employee's sick leave bonus, the use of the employee's personal leave bonus to purchase additional service credit.

13. **Early Retirement Incentive for Teachers—DP321 NEG (Revised)**

It is agreed that beginning September 1, 1997, the percentage of difference for eligible retiring employees between Step 1, Lane 1, of the teachers' C salary schedule and the lane and step which the employee is on at the time of early retirement will be increased by 2%. The cost to fund this increase will be part of the 1997-98 salary settlement and is calculated to be approximately 0.068%.

14. **Personal Leave—Certificated—DP335 NEG (Revised)**
(See Attachment #11)

It is agreed to amend the Personal Leave—Certificated Policy—DP335 NEG to indicate that the method for determining the number of eligible employees who may be granted personal leave the day before or the day after a school holiday, with no salary deduction, will be based upon the formula of one personal day for each 200

certificated employees to a maximum of 17 employees for the 1996-97 school year. It is further agreed that any unused personal leave shall count towards the sick leave/personal leave bonus retirement benefit.

15. Discipline of Students and School Expulsions—AS67 NEG (Revised)
(See Attachment #12)

It is agreed to amend the Discipline of Students and School Expulsions Policy—AS67 NEG to include guidelines and directions regarding right-to-know and proper notification procedures and guidelines. It is further agreed to include as dangerous and disruptive conduct, under this policy, the fabrication of sexual harassment charges with the malicious intent to defame character.

16. Student Sexual Harassment—AS94
(See Attachment # 13)

It is agreed to amend the Student Sexual Harassment Policy—AS94 to include the provision that malicious or frivolous complaints of sexual harassment by students will be subject to disciplinary action in accordance with Policy AS67 NEG.

17. Special Education Teacher Contracts and Work Schedules
(See Attachment #14)

It is agreed that the memorandum entitled "Procedure for Scheduling Special Education Teachers in YRS," from J. Calvin Evans and dated February 22, 1996, will be used as the guidelines for developing the work schedule for special education teachers assigned to year-round schools.

18. Elementary Planning Time "Mini-Grant" Program 0.139%

It is agreed to fund year two of the elementary planning time "mini-grant" program using the operational procedures and minimum standards outlined in the negotiated agreement dated March 18, 1996.

19. School Nurses
(See Attachment #15)

It is agreed that a task force will be formed comprised of two representatives from JEA, two representatives from the district administration, and one representative each from the district nursing staff, the PTA, the Jordan area health services community, and the Salt Lake County Health Department. The purpose of the

committee is to review the cost and options for increasing the number of school nurses within the district. The task force is to report its findings to the district administration and the JEA negotiations team on or before November 1, 1996.

20. **Emergency Communications Task Force**
(See Attachment #16)

It is agreed that the Jordan School District and the JEA will establish a task force to study the feasibility of improving emergency communications within the district. The task force will consist of three representatives chosen by the Superintendent and three representatives chosen by the JEA President. The task force may also include a non-voting liaison person from the district as well as one from the JEA. The task force is to report the results of its study to the district administration and the JEA negotiations team on or before January 31, 1997.

Total Percentage 8.924%

JORDAN SCHOOL DISTRICT
 Dr. Barry L. Newbold - Superintendent of Schools
 Sandy, Utah

TEACHER SALARY SCHEDULE
 August 23, 1996 to June 6, 1997

TRADITIONAL
 SALARY SCHEDULE "C"
 184 DAYS - Full Time
 8 Hours Per Day

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

BACHELOR'S PLUS 90 = LANE D + \$500 - DOCTORATE = LANE G + \$1,200

STEP	Bachelor's	Graduate and/or Approved Credit Earned After Bachelor's Degree			Master's Degree	45 GraduateHrs and/or Apprvd Credit Earned After Master's
	LANE A (B)	LANE B (B+30)	LANE C (B + 45)	LANE D (B + 60)	LANE E (M)	LANE G (M + 45)
1	21,921	22,410	22,695	23,081	24,253	25,345
2	21,921	22,410	22,695	23,081	24,253	25,345
3	21,921	22,410	22,695	23,081	24,253	25,345
4	22,946	23,442	23,743	24,123	25,317	26,462
5	24,020	24,523	24,836	25,214	26,431	27,626
6	25,142	25,655	25,982	26,353	27,595	28,840
7	26,320	26,838	27,178	27,545	28,808	30,107
8	27,554	28,072	28,433	28,791	30,078	31,432
9	28,845	29,368	29,745	30,087	31,397	32,817
10	30,592	30,722	31,114	31,451	32,783	34,260
11	30,592	32,563	32,978	33,294	34,358	35,768
12	30,592	32,563	34,495	34,825	35,728	37,340
13	30,592	32,563	34,495	36,381	37,297	38,982
14	30,592	32,563	34,495	36,381	39,453	41,232
15	30,592	32,563	34,495	36,381	39,453	41,232
16	30,592	32,563	34,495	36,381	39,453	41,232
17	31,205	33,214	35,184	37,108	40,244	42,056
18	31,205	33,214	35,184	37,108	40,244	42,056
19	31,205	33,214	35,184	37,108	40,244	42,056
20	31,205	33,214	35,184	37,108	40,244	42,056
21	31,205	33,214	35,184	37,108	40,244	42,056
22	31,205	33,214	35,184	37,108	40,244	42,056
23	31,205	33,214	35,184	37,108	40,244	42,056
24	31,205	33,214	35,184	37,108	40,244	42,056
25	31,816	33,866	35,875	37,836	41,032	42,882

JORDAN SCHOOL DISTRICT
 Dr. Barry L. Newbold - Superintendent of Schools
 Sandy, Utah

TEACHER SALARY SCHEDULE
 August 23, 1996 to June 6, 1997

TRADITIONAL
 SALARY SCHEDULE "B"
 184 DAYS - Half Time
 4 Hours Per Day

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

BACHELOR'S PLUS 90 = LANE D + \$250 - DOCTORATE = LANE G + \$600

STEP	Bachelor's	Graduate and/or Approved Credit Earned After Bachelor's Degree			Master's Degree	45 GraduateHrs and/or Apprvd Credit Earned After Master's
	LANE A (B)	LANE B (B+30)	LANE C (B + 45)	LANE D (B + 60)	LANE E (M)	LANE G (M + 45)
1	10,960	11,205	11,348	11,540	12,127	12,673
2	10,960	11,205	11,348	11,540	12,127	12,673
3	10,960	11,205	11,348	11,540	12,127	12,673
4	11,473	11,721	11,871	12,061	12,658	13,231
5	12,010	12,262	12,418	12,607	13,215	13,813
6	12,571	12,828	12,991	13,176	13,798	14,420
7	13,160	13,419	13,589	13,772	14,404	15,053
8	13,777	14,036	14,217	14,396	15,039	15,716
9	14,422	14,684	14,872	15,044	15,699	16,409
10	15,296	15,361	15,557	15,725	16,391	17,130
11	15,296	16,281	16,489	16,647	17,179	17,884
12	15,296	16,281	17,248	17,413	17,864	18,670
13	15,296	16,281	17,248	18,190	18,649	19,491
14	15,296	16,281	17,248	18,190	19,727	20,616
15	15,296	16,281	17,248	18,190	19,727	20,616
16	15,296	16,281	17,248	18,190	19,727	20,616
17	15,603	16,607	17,592	18,554	20,122	21,028
18	15,603	16,607	17,592	18,554	20,122	21,028
19	15,603	16,607	17,592	18,554	20,122	21,028
20	15,603	16,607	17,592	18,554	20,122	21,028
21	15,603	16,607	17,592	18,554	20,122	21,028
22	15,603	16,607	17,592	18,554	20,122	21,028
23	15,603	16,607	17,592	18,554	20,122	21,028