

Licensed Employee Compensation Task Force

Report of Findings and Recommendation

JORDAN SCHOOL DISTRICT & JORDAN EDUCATION ASSOCIATION

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Authored by: Melissa Brown, M.Ed., NBCT

Licensed Employee Compensation Task Force

Report of Findings and Recommendation

TASK FORCE MEMBERS

JSD

Jen Atwood – Board Secretary
Kim Baker – retired Principal
Janice Voorhies (co-chair) – Board President
Matthew Young – Board Vice President
Dr. Anthony Godfrey – Associate Superintendent of Schools

JEA

Jennifer Black – Silver Crest Elementary
Melissa Brown (co-chair) – Riverton High
Katherine Manousakis – Bingham High
Vicki Olsen – JEA President
Amanda Parker – Copper Mountain Middle
Jessica Dunn (Secretary) – JEA UniServ Director

MISSION

The JEA Negotiations Team and the Jordan School Board propose that a Licensed Employee Compensation Task Force (LECTF) be formed to create and recommend an alternate compensation structure which includes but is not limited to:

1. *Compensate* teachers for their years of service and level of education.
2. *Encourage* teachers to stay in the classroom.
3. *Retain* quality educators.
4. *Reward* teachers for increasing their knowledge and professional skills.
5. *Recognize* teachers' role in increasing and meeting student achievement goals.
6. *Enhance* mentoring opportunities for all teachers.
7. *Value* teachers' collegial participation in and productive contributions to successful Professional Learning Communities.

MEETING DATES

- August 3, 2016
- August 11, 2016
- August 29, 2016
- September 12, 2016
- September 26, 2016
- October 10, 2016
- November 7, 2016
- November 28, 2016
- December 19, 2016 (all day)
- January 9, 2017
- January 30, 2017
- February 13, 2017
- February 27, 2017

Approximately 30 hours of meeting time

SURVEY DATA

Demographics

1373 teachers responded to surveys

- 656 YRE and Traditional Elementary
- 316 Middle School
- 328 High School
- 73 Special School

Work Experience

- 20.47% – less than 5 years
- 22.65% – 6 to 10 years
- 16.10% – 11 to 15 years
- 40.79% – over 15 years

Results

447 pages of comments generated highlighting following issues

- Monetary
- Benefit
- Classroom/Work Environment
- Professional development
- Additional Assignments
- Recognition

ACCOMPLISHMENTS

- Updated Licensed Employee Job Description
- Identified areas of concern to refer to appropriate committees/departments
- Recommendation to adopt new salary schedule and Quality Teacher Enhancement Fund monies
- Determined additional funds to be awarded as a one-time bonus for teachers who are on step 15 of the current salary schedule and have worked continually for Jordan School District for at least 15 years

RECOMMENDATION- NEW SINGLE LANE SALARY SCHEDULE

Benefit of new salary schedule

- Starting salary raised to \$40,000
 - Starting salary more attractive to new hires
- New schedule provides a minimum salary increase of \$875 per year.
- No longer a salary cap
 - Continual movement up the salary schedule as long as you work for JSD
 - Increasing life-time earnings
 - More teachers may stay in the classroom instead of wanting to move to administration simply because of salary
- Award credit for years with JSD when steps were frozen
 - Rewards employees for being loyal to JSD
- Creation of Quality Teacher Enhancement Fund – allocates additional funds yearly to teachers who:
 - Perform additional duties beyond their teaching duties
 - Improve and enhance student learning experiences
- Rewards teachers for increasing their knowledge and skills

IMPLEMENTATION

1. Upon recommendation from the JSD Board of Education the new salary schedule would be referred to JEA for consideration and ratification by its members through the negotiations process as outlined in policy A6 NEG – Negotiations Licensed and Classified
2. If ratified by JEA and JSD Board of Education the salary conversion process will commence
3. Salary Conversion Worksheet for Employees to assist employees in identifying their placement on the new salary schedule
4. Official Notification of Salary Placement sent to all employees
 - a. Window for teachers to call District to clarify placement issues
5. New Salary Schedule goes into effect for the 2017-2018 school year
6. Quality Teacher Enhancement Fund requirements must be defined and sent through negotiations for recommendation for implementation in the 2018-2019 school year