

Study Session and Business Meeting  
Tuesday, July 27, 2021 Mountain Time

JATC South Campus (Board Conference  
Room)  
12723 S. Park Avenue (2080 West)  
Riverton, Utah 84065

1. **STUDY SESSION – OPEN MEETING** - 4:00 p.m.
  - 1.A. Summary Overview of Survey Results
  - 1.B. Discussion on Hotline in Accordance with State Board Rule R277-113 LEA Fiscal and Auditing Policies
  - 1.C. Discussion on Administrative Policy AA410 Study of Controversial Issues
  - 1.D. Discussion on Legal Analysis of Board Authority Regarding Pandemic Decisions
  - 1.E. Pandemic Update for 2021-22 School Year
  - 1.F. ESSER Funding Update
  - 1.G. Teacher and Student Success Act (TSSA) 2021-22 Plan Process
  - 1.H. Discussion on Administrative Policy AS90 Drugs and Alcohol
  - 1.I. Discussion on Administrative Policy AA419 Student Conduct and Dress
  - 1.J. Discussion on Board Policy GP110 Public Participation at Board Meetings
2. **GENERAL SESSION – OPEN MEETING** - 6:30 p.m.
  - 2.A. Pledge of Allegiance
  - 2.B. Reverence
  - 2.C. Resolutions of Appreciation
  - 2.D. Board Member Recognitions
  - 2.E. Superintendent's Recognitions
3. **Public Comments**
4. **General Business - Motion to Approve Consent Agenda Items**
  - 4.A. Board Minutes
  - 4.B. 2020-21 TSSA Plan Amendment for Westvale Elementary School
5. **General Business - Motion to Accept Consent Agenda**
  - 5.A. Expenditures
  - 5.B. Financial Statements
  - 5.C. Personnel – Licensed and Education Support Professionals
  - 5.D. Fraud Risk Management Report
  - 5.E. Certificates for Home Instruction
6. **Bids**
  - 6.A. Riverton High School - HP Chromebooks & Licenses
  - 6.B. Information Systems – HP Enterprises Equipment
  - 6.C. Facility Services/Security - Milestone Xprotect Security System (Two-year support)
  - 6.D. Central Warehouse - Refrigerated Warehouse Truck
7. **Special Business Items**
  - 7.A. Recommendation to Approve Amendment #2 to Real Salt Lake Academy Charter
8. **Information Items**

8.A. Superintendent's Report

**9. Discussion Items**

9.A. Committee Reports and Comments by Board Members

**10. Motion to Adjourn to Closed Session**

**11. POTENTIAL CLOSED SESSION**

11.A. Character and Competence of Individuals (Peronnel)

11.B. Property

11.C. Potential Litigation

11.D. Negotiations

11.E. Security

# JORDAN SCHOOL DISTRICT

## PUBLIC OPINION SURVEY RESULTS

### 2021



# Survey Methodology

## *Mixed-mode Online and Telephone Survey*

*Data collected between April 21 and May 10, 2021*

### **All Respondents Were:**

- ✓ Adults living in Jordan School District boundaries
- ✓ Likely to vote in the 2022 election

**Representative Sample:  
508 general public**

95% confidence level  
±4.34% margin of error

**+100 parent respondents**

Analysis comparing:

- 276 total parent respondents
- 333 non-parent respondents

# Perception of Jordan School District

*Do you have a positive, negative, or neutral impression of Jordan School District?*

	Representative Sample N=507	Parents n=276	Non-parents n=332
Total Negative	16%	13%	19%
Total Positive	57%	70%	50%

*Parents (34%) were statistically more likely than non-parents (22%) to say "very positive."*

## Top Reasons for Impressions

### Parents

### Non-parents

*Teachers/Education are Lacking  
Don't Agree with COVID Response  
Don't Agree with Board Members*



*Don't Agree with District Policies  
Don't Agree with District Spending*

*Good Teachers/Admin/Staff Positive Experiences*



*Positive Experiences  
Good Teachers/Admin/Staff*

# Perception of Jordan School District

*Would you say Jordan School District is better, worse, or about the same as other school districts along the Wasatch Front?*

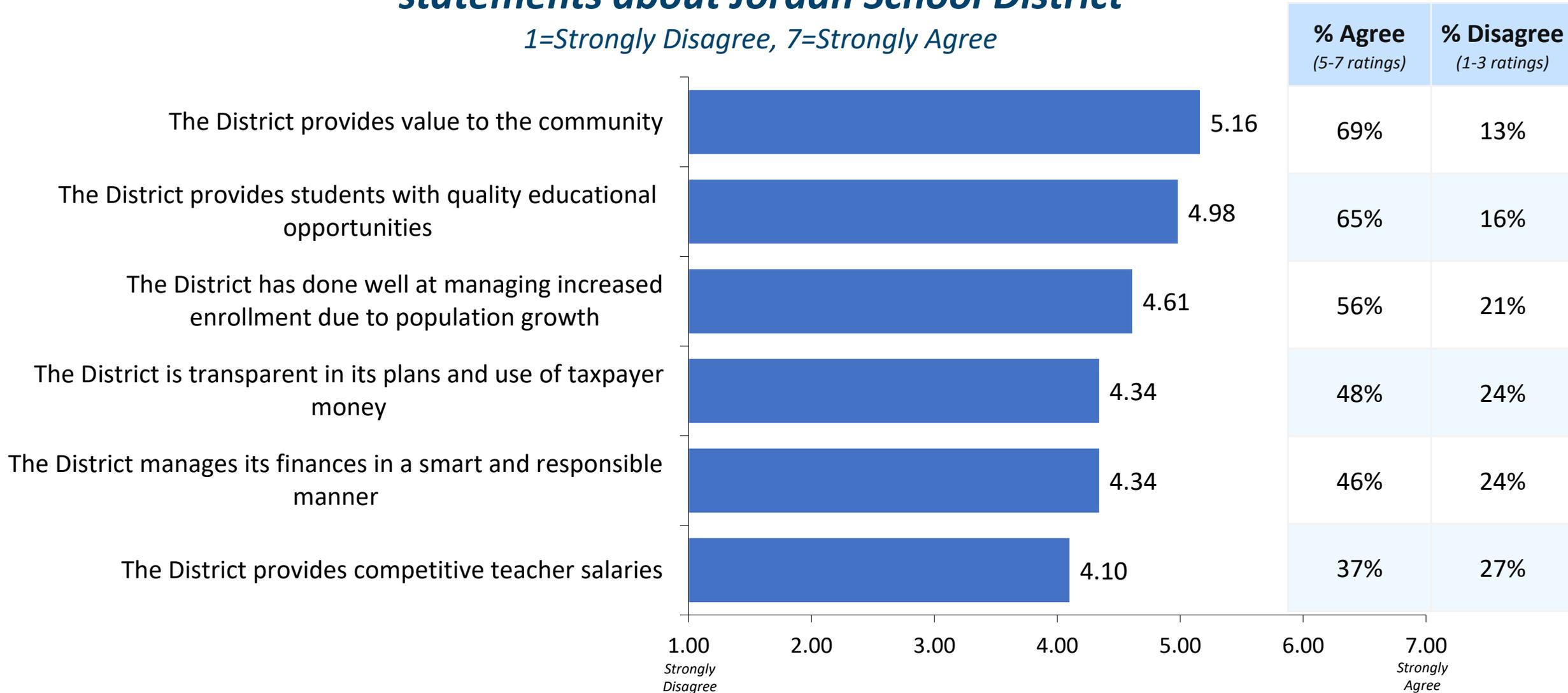
	Representative Sample N=507	Parents n=276	Non-parents n=332
Worse	11%	10%	13%
The Same	36%	34%	39%
Better	38%	41%	34%

*Parents (12%) were statistically more likely than non-parents (5%) to say "much better."*

# Perception of Jordan School District

*Please tell me how much you agree or disagree with the following statements about Jordan School District*

*1=Strongly Disagree, 7=Strongly Agree*



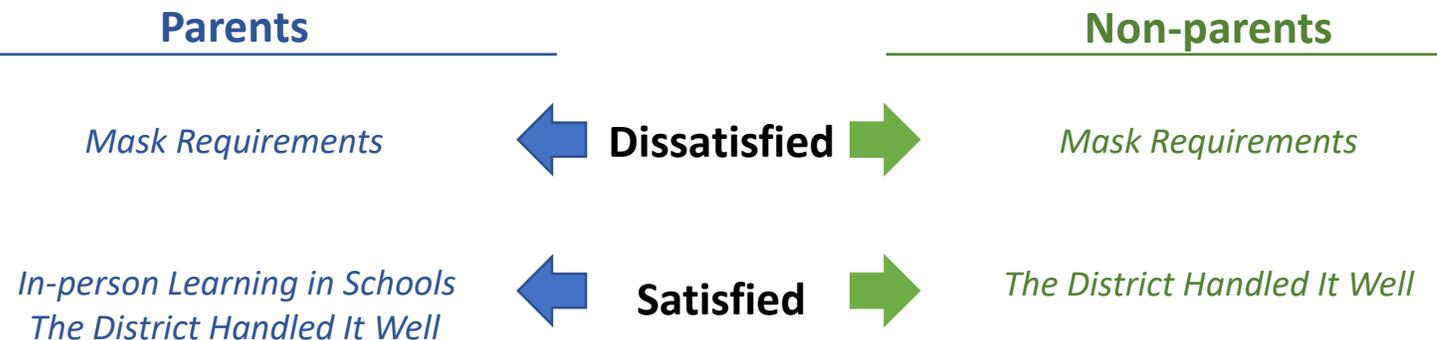
# COVID-19 Handling

*Are you satisfied or dissatisfied with how Jordan School District has handled the COVID-19 pandemic?*

	Representative Sample N=507	Parents n=276	Non-parents n=332
Dissatisfied	24%	23%	23%
Satisfied	53%	70%	45%

*Parents (37%) were statistically more likely than non-parents (19%) to say "very satisfied."*

## Top Reasons for Satisfaction Level



# School Building Needs

In JSD, are there...	% Answering "Yes"	Where?	Why?
...school buildings needing <u>renovations or improvements</u> ?	<b>31%</b>	<i>Older buildings (17%)                      Bingham High (16%)                      West Jordan High (11%)</i>	<i>Buildings are outdated (20%)                      Buildings are rundown (15%)</i>
...areas that need <u>new schools</u> ?	<b>23%</b>	<i>West Jordan area (31%)                      Herriman area (25%)</i>	<i>Growth (29%)                      Overcrowded schools (27%)</i>

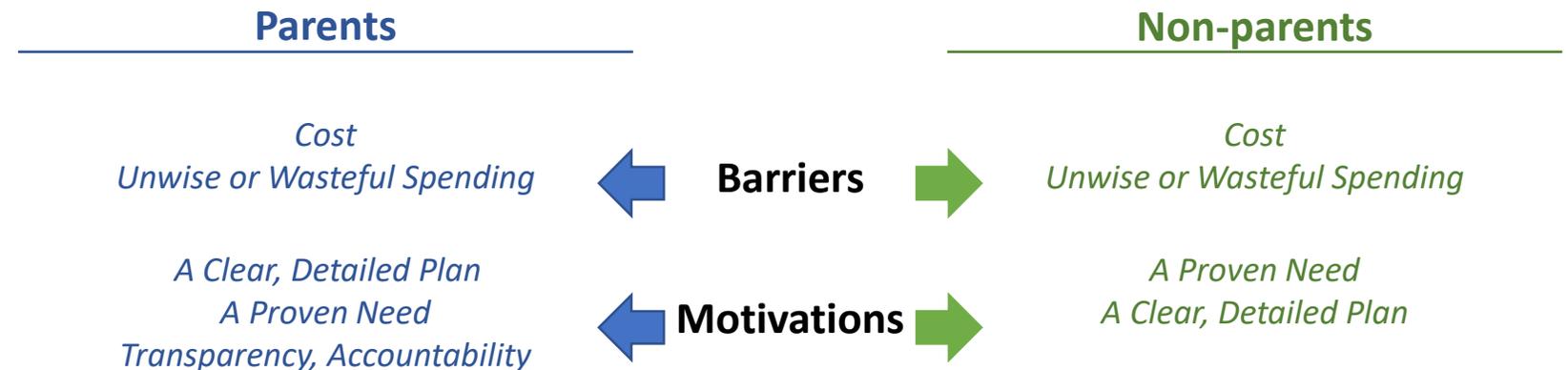
*Parents (29%) were statistically more likely than non-parents (20%) to say there are areas that need new schools.*

# Support for a Bond

<b>Likely (“Somewhat” or “Very”) to Vote in Favor of a JSD Bond...</b>	<b>Representative Sample n=507</b>	<b>Parents n=276</b>	<b>Non-parents n=332</b>
For Improvements to Existing Buildings	62%	64%	60%
To Create New Buildings	58%	59%	56%

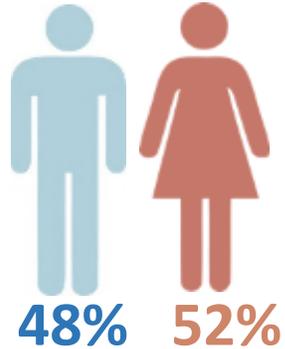
*Non-parents (11%) were statistically more likely than parents (6%) to say they are “very unlikely” to vote in favor of a bond for building improvements.*

## Top Reasons for Support Level

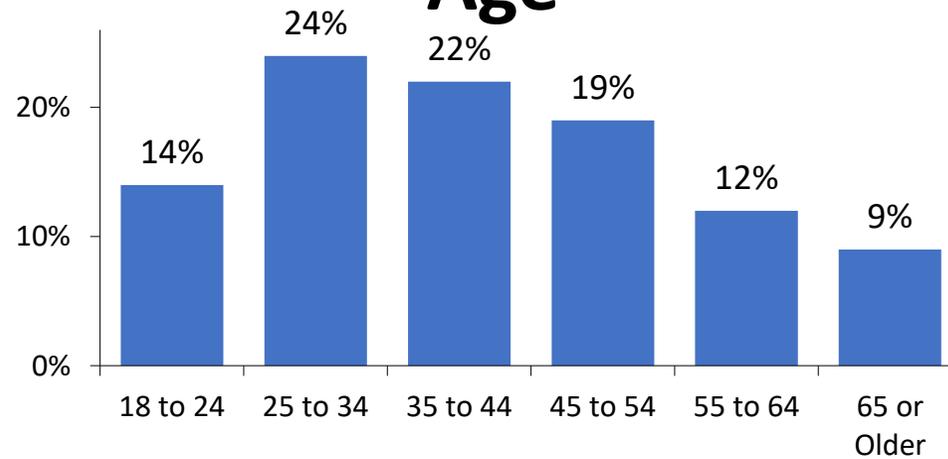


# Demographics

## Gender



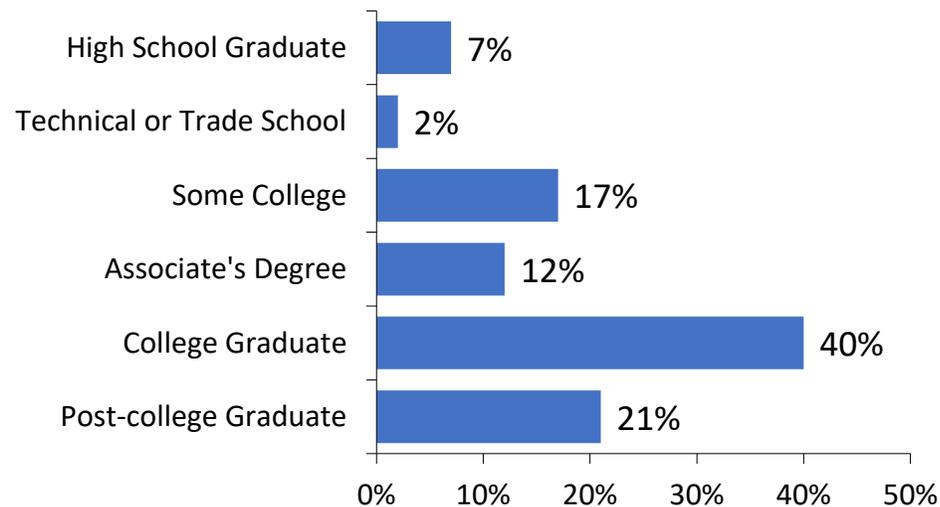
## Age



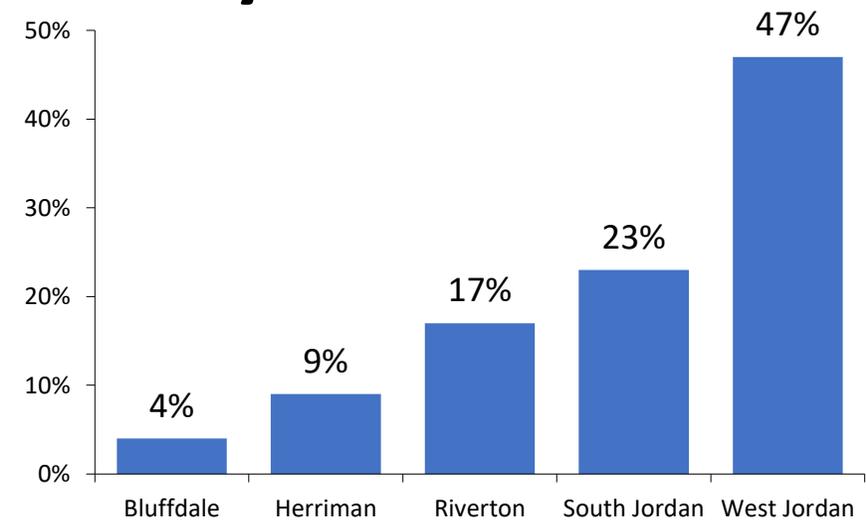
## Race/Ethnic

- Caucasian – 87%
- Hispanic/Latino – 6%
- Pacific Islander – 2%
- Asian – 1%
- Black or African American – 1%

## Education



## City of Residence





THANK YOU

Jordan School District  
**MINUTES OF BOARD OF EDUCATION MEETING**  
June 8, 2021

The Board of Education of Jordan School District met in study, general, and closed sessions on Tuesday, June 8, 2021, beginning at 4:04 p.m. at JATC South (Board Conference Room), 12723 S. Park Avenue (2080 West), Riverton, Utah. The sessions were also provided electronically via YouTube.

**STUDY SESSION**

Those recognized or signed-in as present:

Tracy J. Miller, Board President  
Bryce Dunford, Board First Vice President  
Marilyn Richards, Board Second Vice President  
Jen Atwood, Board Member  
Niki George, Board Member  
Darrell Robinson, Board Member  
Matt Young, Board Member  
Anthony A. Godfrey, Superintendent  
John Larsen, Business Administrator  
Paul Van Komen, Board Attorney, BVKTS Law  
April Gaydosh, Administrator of Schools  
Shelley Nordick, Administrator of Teaching and Learning  
Lisa Robinson, Administrator of Schools  
Sandy Riesgraf, Director, Communications  
Jeri Clayton, Administrative Assistant  
Robert Conder, AV Department  
Andrew Thompson, AV Contractor  
Kelly Giffin, President, Jordan Education Association  
Elma Scheid, President, Jordan Education School Professionals Association  
Michelle Lovell, K-3 Elementary Language Arts Consultant, Teaching & Learning  
Mandy Thurman, 4-6 Elementary Language Arts Consultant, Teaching & Learning  
Mike Alcivar, Riverton Police Department  
Kelly Huffaker, Riverton Police Department  
Grant Stock, Principal, Real Salt Lake Academy High School  
Ryan Marchant, Business Manager, Real Salt Lake Academy High School  
Jeffrey Van Hulten, Director of Public Affairs, Utah State Board of Education

President Miller presided and conducted. The Board of Education met in a study session to discuss the following:

**A. Review of Proposed Revisions to Board Policy GP103 Board Members' Principles of Operation: Conduct & Ethics**

President Miller invited Board discussion about revisions to policy GP103. She invited Board input and said if no additional changes are necessary, the policy will be brought to the Board for approval during the Special Business portion of the general session. Board members expressed acceptance for the policy revisions.

**B. Follow-up Discussion on Extra Mile Pay Proposal**

Mr. Dunford reported that the Extra Mile Pay Committee met after the last Board meeting to discuss plans for implementation of the program for the 2021-22 school year. He reviewed specific details about the program such as application and payout dates, parameters of the rubric, guidelines and expectations, application review process, and accountability. He noted that the proposal will be brought to the Board for approval during the Special Business portion of the general session and invited Board comments and questions.

Mr. Robinson and Ms. Atwood expressed concern about needing more time to review the program before being asked to vote to approve it. Mr. Robinson also expressed his desire to receive feedback from more teachers about the proposed program. Ms. Richards stated that the Committee members worked hard to get this program in place for the coming year and that it should be approved by the Board as soon as possible so teachers can prepare for program implementation. Ms. Atwood made the following motion:

**MOTION:** It was moved by Jen Atwood and seconded by Darrell Robinson to postpone approval of the Extra Mile Pay program to the July 27, 2021 Board meeting. The motion failed with a vote of four to two. Ms. George, Ms. Richards, Mr. Dunford, and Ms. Miller voted against the motion. Mr. Young was absent for the vote.

### **C. Real Salt Lake Academy Annual Report**

Mr. Ryan Marchant, business manager for Real Salt Lake Academy High School, thanked the Board for the opportunity to report about the Academy. He turned the time over to Mr. Grant Stock, principal of Real Salt Lake Academy High School.

Mr. Stock reported that the October 1, 2020 enrollment count was 406 students and the October 1, 2021 projected enrollment is 450 students. He stated that the school will be more economically viable at approximately 450 students. Mr. Stock reported that the graduation rate was 100 percent this year and that proficiency rates are above the state average. He also shared data regarding math and reading scores and said a program has been implemented to help students improve ACT scores. Mr. Stock explained that in an effort to help build a sense of community and inclusion within the school, School LAND Trust money was used to purchase The Leader in Me program. He also noted that in addition to the existing soccer program, the school now has a basketball program and the school's curriculum focuses on STEM education and CTE programs. He thanked District personnel for allowing Academy students to participate in CTE programs at the JATC facilities. He also expressed appreciation to the District's Transportation Department personnel for allowing the Academy to use District buses and for providing bus driver training for Academy staff members (for a fee). He added that the Academy has reciprocated by allowing use of the Real facility for District needs at a discounted rate. He expressed his hope that the District and Real Salt Lake can continue to work together for the good of students and families.

President Miller invited discussion about whether there is a need to increase the enrollment number as established by the charter contract. President Miller asked to have Mr. Larsen, business administrator, and Mr. Paul Van Komen, Board attorney, work with RSL on an amendment to the agreement and to bring the amended agreement to the Board for review and approval at the July 27, 2021 Board meeting.

### **D. Utah State Board of Education (USBE) Efforts Regarding Educational Equity**

President Miller said there has been discussion in the state and nation about education equity and in an effort to provide more understanding about this issue, the Board invited Mr. Jeffrey Van Hulten, director of Public Affairs for USBE, to provide a report to the Board and public about what the Utah State Legislature and Utah State Board of Education are doing to address this issue.

Mr. Van Hulten reported on efforts of USBE to address educational equity and reviewed draft number five of Administrative Rule R277-328 Educational Equity in Schools. He noted that the rule will be published in July and a public comment period held. If no additional amendments are needed, it will be presented to the legislature at the end of July. Mr. Van Hulten invited questions and comments.

Following the Board discussion, President Miller asked for Board member input about steps to take at the District level to address educational equity. Following the discussion, Superintendent Godfrey was asked to provide his input. He suggested that the District could look at specific training for teachers and also provide parents with information about steps to follow should they have concerns about educational

equity. He also suggested that another important next step is to align the District policy with the new Administrative Rule and provide clarity for teachers and parents.

President Miller asked to have an item added to a future study session agenda for the Board to begin discussions about a process for parents to bring up concerns about educational equity. She also asked the administration to begin working to create or revise a District policy to align with Administrative Rule R277-328, and to begin working on equity training for teachers.

At 6:09 p.m., the meeting adjourned. The budget hearing started at 6:20 p.m.

### **BUDGET HEARING**

Those recognized or signed-in as present:

Tracy J. Miller, Board President  
Bryce Dunford, Board First Vice President  
Marilyn Richards, Board Second Vice President  
Jen Atwood, Board Member  
Niki George, Board Member  
Darrell Robinson, Board Member  
Matt Young, Board Member  
Anthony A. Godfrey, Superintendent  
John Larsen, Business Administrator  
Paul Van Komen, Board Attorney, BVKTS Law  
April Gaydosh, Administrator of Schools  
Shelley Nordick, Administrator of Teaching and Learning  
Lisa Robinson, Administrator of Schools  
Derek Anderson, Director, Accounting Budgets & Audits  
Sandy Riesgraf, Director, Communications  
Jeri Clayton, Administrative Assistant  
Robert Conder, AV Department  
Andrew Thompson, AV Contractor  
Kelly Giffin, President, Jordan Education Association  
Elma Scheid, President, Jordan Education School Professionals Association  
Michelle Lovell, K-3 Elementary Language Arts Consultant, Teaching & Learning  
Mandy Thurman, 4-6 Elementary Language Arts Consultant, Teaching & Learning  
Mike Alcivar, Riverton Police Department  
Kelly Huffaker, Riverton Police Department

President Miller presided and conducted. She welcomed those present. Ms. Elma Sheid, president of JESPA, led everyone in the Pledge of Allegiance. Reverence was given by Dr. Shelley Nordick, administrator of Teaching & Learning.

President Voorhies invited Superintendent Godfrey and Mr. Larsen, business administrator, to conduct the budget hearing.

### **Introduction**

Superintendent Godfrey stated that as the District's budget officer, the most important work he and staff members do is to wisely spend the money entrusted to the District by the taxpayers. He said this work is taken seriously and he stays in constant communication with Mr. Larsen about the budget and the allocation of resources. He invited patrons to view the budget book and become familiar with the information contained in it. Dr. Godfrey also expressed appreciation to Mr. Larsen and his Accounting Department staff for the work they do in overseeing the finances of the District.

### **Presentation of the 2021-22 Budget**

Mr. Larsen stated that the 2021-22 budget is a balanced budget. Estimated revenues and other available funds equal or exceed planned expenditures and the proposed budget does not include a certified tax increase. He provided information about the following aspects of the budget:

Operational Changes. Schools currently under construction include Aspen Elementary in Herriman which will open in the fall of 2021. Also opening in the fall of 2021 are Rocky Peak Virtual Elementary School, Kelsey Peak Virtual Middle School, Kings Peak High School, the Majestic Elementary Arts Academy, and the International Baccalaureate program at West Jordan High School. South Jordan Elementary will also transition from a year-round schedule to traditional schedule beginning with the 2021-22 school year.

State Revenues. The Utah State Legislature increased the WPU \$213 from \$3,596 to \$3,809 (5.9 percent) for the 2021-22 school year which will generate \$15.5 million in revenue, less the \$700,000 Local Replacement Fund for charter schools, for a total revenue increase of \$14.8 million.

Enrollment Projections. The District's 2021-22 projected enrollment of 57,631 represents an increase of 1,529 students (2.7%) from the October 1, 2020, enrollment.

Assessed Valuation. The 2021-22 assessed valuation per student is projected to be \$470,529. Jordan's projected assessed valuation per student is the lowest of the five Salt Lake County school districts and ranks below the state average when compared with state-wide data.

Tax Rate Comparison. A state-wide comparison of 2020-21 tax rates places Jordan slightly below the state average.

COVID-19 Federal Funding. The District received approximately \$44.9 million in federal funds earmarked to address impacts of COVID-19.

Financial Overview. Mr. Larsen presented a five-year financial overview of revenue, expenditures, and fund balances on a District-wide basis for all fund categories. Actual figures were provided for 2017-18, 2018-19, 2019-20, final amended figures for 2020-21, and proposed figures for 2021-22.

District-wide. In 2021-22, it is estimated the District will receive 50.3 percent of its revenue from the state, 43.7 percent from local sources, and 6.0 percent from the federal government. Mr. Larsen said current year revenues and expenditures are slightly inflated due to deferred revenues. Deferred revenues represent grant funds which are restricted and carried over until spent. These funds are budgeted to be spent in the current year.

General Fund. The General Fund is the largest of the District's funds and is used to pay salaries, benefits, supplies, textbooks, and utilities. The 2021-22 General Fund revenue is projected to be \$454.1 million, expenditures \$503.0 million (\$479.9 million without contingencies), and fund balance \$66.7 million (\$106.6 million without contingencies). Instruction-related costs account for 67.3 percent of the total expenditures and the remaining 32.7 percent are support services expenditures, many of which benefit instruction.

Debt Service Fund. The Debt Service Fund is used for mortgage payments for bonded indebtedness. Debt Service Fund revenue, expenditures, and fund balance for 2021-22 is projected to be \$23.5 million, \$22.6 million, and \$1.3 million, respectively. Currently, Jordan District's 2022 additional legal debt incurring capability is \$1.5 billion. The District's general obligation debt is very low in comparison to other school districts.

Capital Projects Fund. This fund is used for building remodeling and renovation needs, new construction, equipment, and bus purchases. Capital Projects Fund revenue, expenditures, and fund balance for 2021-22 is projected to be \$45.7 million, \$48.7 million, and \$46.3 million, respectively. Mr. Larsen noted that Aspen Elementary opening in August 2021 was funded with Lease Revenue Bonds and the new elementary school in Herriman that will open in August 2022 was funded with the Capital Projects Fund balance.

Nutrition Services Fund. The Nutrition Services Fund is used for school lunch and breakfast programs. Nutrition Services Fund revenue, expenditures, and fund balance for 2021-22 is projected to be \$21.6 million, \$23.2 million, and \$4.0 million, respectively. Mr. Larsen noted that property taxes are not used in the operation of this program and all collected revenues cover expenditures. Lunch/breakfast prices will not increase in 2021-22 and the last price increase for student meals was in 2009-10.

Self-Insurance Fund. This fund is used for health and accident, Worker's Compensation, disability, and life insurance for employees. Self-Insurance Fund revenue, expenditures, and fund balance for 2021-22 is projected to be \$40.2 million, \$44.4 million, and \$28.7 million, respectively. No premium increase is planned for 2021-22 and premiums have not increased since the 2015-16 fiscal year.

Pass-Through Taxes Fund. This fund was created in the 2014-15 school year in response to the Utah State Auditor requirement that school districts recognize the tax increment for RDA, EDA, etc., sent to municipalities as revenue and expenditure. In 2017-18, the Utah State Board of Education required school districts to report contributions to the Charter School Local Replacement Fund. Tax revenues collected are transferred to other governmental agencies and the Charter School Local Replacement Fund; therefore, the fund balance will always be zero. Fund revenues and expenditures for 2021-22 are projected to be \$31.9 million and \$31.9 million, respectively. Jordan School District's 2021-22 local replacement contributions to charter schools is projected to be \$4,229,954.

Non-K through 12. This fund was used for programs such as preschool, adult education, and early intervention. On June 30, 2019, the Non-K through 12 Fund was collapsed into the General Fund. The state no longer uses a Non-K through 12 Fund to track expenditures and has consolidated this fund with the General Fund in state reports.

Jordan Education Foundation. The purpose of the Foundation is to support the mission and vision of Jordan School District and provide community outreach in spreading the word about positive things happening within the District. Foundation revenue, expenditures, and fund balance for 2021-22 is projected to be \$2.2 million, \$2.3 million, and \$1.3 million, respectively.

Student Activities Fund. This fund is used for tracking student fees, student activities, school donations, school fundraisers, and extracurricular activities. Student Activities Fund revenue, expenditures, and fund balance for 2021-22 is projected to be \$15.7 million, \$17.4 million, and \$3.4 million, respectively.

Tax Rates. The proposed 2021-22 tax rate reflects a certified tax rate with Jordan District being revenue neutral, plus new growth. The actual tax rate for 2021-22 is undetermined because the assessed valuation and certified tax rates are still being calculated by Salt Lake County and the State Tax Commission. The tax rate used for the purpose of preparing the 2021-22 budget is estimated to be 0.006567 (the 2020-21 actual tax rate). The property tax per \$100,000 of residential market value for 2021-22 is estimated to be \$361.

Truth-in-Taxation Hearing. No hearing is scheduled this year.

Conclusion. Mr. Larsen explained the action required by the Board to approve the budget.

1. Adopt the 2020-21 final amended budget.
2. Adopt the 2021-22 proposed budget.
3. Authorize any budget adjustments necessary to reflect funds received from the Certified Tax Rate.

#### Patron Comments Related to the Budget Hearing

No patrons signed up to address the Board regarding the budget and no audience members accepted the invitation to speak.

### Questions and Comments from Board Members

Ms. Richards asked for Board input about holding a Truth-in-Taxation hearing in August for the purpose of restoring the \$5.6 million transferred last year from the Capital Local Levy to the Voted/Board Levies. She added that restoring these funds to the Capital Levy would allow the District to address renovation needs at some of the older schools. Mr. Larsen stated that to generate \$5.6 million, the tax rate would need to increase by approximately 0.000200 and the impact to homeowners would be approximately \$50 per year. Board members did not express interest in holding a Truth-in-Taxation hearing to increase taxes for this purpose.

President Miller referred to the document on the last page of the budget book which is a comparison of the Wasatch Front school districts. She noted that Jordan has the lowest tax rate of all surrounding districts which she said means Jordan is doing more for less. She added that the Board has been working to raise teacher salaries and has used the large fund balance to do so, but at some point, the Board may be in a position where it will be necessary to address the need to bring in additional revenue either thru Truth-in-Taxation or other means and she wanted the public to be aware of this.

Mr. Young stated that he will be voting against the motion to adopt the 2021-22 proposed budget and explained that his reason for doing so has nothing to do with the work done by Mr. Larsen and his team on the budget. He commended Mr. Larsen and his team for the tremendous job they have done in putting the budget together and presenting the information. He said his reason for opposing adoption of the budget is because he disagrees with how the Board is choosing to allocate some of the resources. He feels that it is not appropriate to take funds from principals who are doing great things in order to utilize the funds for District-wide initiatives. He added that while he believes it is not appropriate to increase taxes to return dollars to the Capital Fund, the Board should begin returning some of the dollars borrowed from the Fund and the longer the Board waits, the more difficult it will become.

### Board Action

**MOTION:** It was moved by Marilyn Richards and seconded by Jen Atwood to adopt the 2020-21 final amended budget. The motion passed with a unanimous vote.

**MOTION:** It was moved by Jen Atwood and seconded by Darrell Robinson to adopt the 2021-22 proposed budget. The motion passed with a vote of six to one. Mr. Young voted against the motion.

**MOTION:** It was moved by Jen Atwood and seconded by Marilyn Richards to authorize any budget adjustments necessary to reflect funds received from the Certified Tax Rate. The motion passed with a unanimous vote.

Mr. Larsen expressed appreciation to Mr. Derek Anderson, director of Budgeting, for his help in preparing the budget and for his great work. He stated that Mr. Anderson will be leaving Jordan District to start a new job as the business administrator in another district and wished him well. He also expressed appreciation to his administrative assistant, Jeri Clayton, for her work on the budget and to all of the Accounting Department personnel, Department directors, and principals for their assistance in providing the information needed to develop the budget.

At 7:04 p.m., the budget hearing ended. The general session started immediately following the budget hearing.

### GENERAL SESSION

Those recognized or signed-in as present:

Tracy J. Miller, Board President  
Bryce Dunford, Board First Vice President  
Marilyn Richards, Board Second Vice President  
Jen Atwood, Board Member  
Niki George, Board Member

Darrell Robinson, Board Member  
Matt Young, Board Member  
Anthony A. Godfrey, Superintendent  
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Mandy Thurman, 4-6 Elementary Language Arts Consultant, Teaching & Learning  
Mike Alcivar, Riverton Police Department  
Kelly Huffaker, Riverton Police Department  
Kierstin Glenn

### **Resolutions of Appreciation**

Ms. Marilyn Richards read a Resolution of Appreciation for the following former Jordan District employees who recently passed away:

Joseph Andrew Barfuss – employed by Jordan District from 1952 to 1987  
Julie Ann Felshaw – employed by Jordan District from 1978 to 1989  
Gary Clifford Jones – employed by Jordan District from 1979 to 2002

### **Recognitions by Board Members**

Ms. Atwood expressed appreciation to the school administrators and all those who worked tirelessly to insure the graduation ceremonies were a success. She said she attended two ceremonies and both were handled beautifully and she, along with parents and students, appreciate the efforts of everyone involved.

Mr. Robinson recognized the various city personnel that helped each of the high schools with graduation parades. He gave special recognition to Herriman City personnel for helping with four parades and said the graduations were a great community event.

Mr. Dunford gave a “shout-out” to Principal Suzy Williams and her staff at Aspen Elementary. He said this summer Ms. Williams approached him with an idea she had to walk the neighborhood and stop at each of the homes to introduce herself. To help with this effort, Mr. Dunford arranged for her to receive District t-shirts for herself and staff members so the neighbors would know who was coming to their door. He said so far Ms. Williams and her team have visited 200 homes and have had countless parents whose children were scheduled to go to charter schools change their minds and enroll them at Aspen Elementary. He reported that Ms. Williams received an email from a parent who said they had not planned on having their child attend Aspen Elementary but after the visit, she was so impressed that she enrolled her child at Aspen Elementary. He also noted that the people who weren’t home received a flyer with enrollment information and phone numbers. Mr. Dunford expressed that Principal Williams and her staff represent the quality of individuals that the Board is proud to represent.

### **Superintendent’s Recognitions**

Superintendent Godfrey recognized all the individuals who were involved with graduation ceremonies this year and last year during the pandemic, and said this year’s ceremonies took even more effort because as the pandemic restrictions gradually lifted, there was a shift to expand the ceremonies in order to make the most of

the added freedom. Dr. Godfrey attended the graduation ceremony at West Jordan High School and said the experience was outstanding and it was fun to interact with the graduates and to witness the excitement of the faculty members and the support students received from parents and the community. He expressed appreciation to employees, parents and students who worked hard to make graduation a great experience and to the municipalities for being so accommodating during the school parades. He added that he heard many positive comments about all of the graduation ceremonies and the employees seemed genuinely thrilled at the opportunity to celebrate students.

### **Patron Comments Regarding Non-Agenda Items**

Elma Scheid, president of JESPA, expressed appreciation for the opportunity to work with Mr. Larsen and Superintendent Godfrey during the negotiations process. She also expressed appreciation to the Board for the way in which they have listened and worked to solve problems. She said she looks forward to the coming year and hopes to see some of the needs of the ESP employees addressed. She expressed that ESP employees are amazing dedicated people who love their jobs.

Kierstin Glenn, a mother of seven Jordan District students, said her oldest child graduated this year and the ceremony and parade were the highlight of the year. She stated that during the final week at Oquirrh Hills Middle School, a language arts teacher discussed why Gay Pride month is celebrated and then showed a video titled, *A History of LGBTQ Rights*. Ms. Glenn expressed that the video was inappropriate and promotes conversion to a particular sexual orientation and that personal ideologies and influence are being used to subvert parents. She asked the Board to address the controversial issues policy.

Kelly Giffin, President of JEA, addressed the Board and expressed support for approving the contract for Superintendent Godfrey. She described Dr. Godfrey as a champion for students, families, and teachers and said his "hands-on" approach has improved the relationship with educators. He collaborated with JEA to find ways to improve the morale of teachers and has also invited honest constructive feedback from the JEA Executive Board. He always listens with an open mind and his respect for educators, counselors, and ESP employees always shines through.

Jesus Mendoza submitted a comment via email which was read by Mr. Larsen, business administrator. Mr. Mendoza explained that he has been homebound for more than ten years with life-threatening electrohypersensitivity (EHS) which he said is caused and aggravated by exposure to wireless microwave radiation. He expressed concern that school children are being exposed to harmful levels of radiation from cell phones and Internet microwave and 5G radiation. He asked Board members to give serious consideration to the information he provided in order to save the lives of children.

### **I. General Business – Consent Agenda**

Mr. Young requested to have the consent agenda items voted on separately. For the benefit of the public and Board, he asked to have agenda item IV.A, *Board Report of Superintendent's Evaluation* discussed prior to voting to approve the Contract for Superintendent of Schools. He made the following motion:

**MOTION:** It was moved by Matt Young and seconded by Darrell Robinson to hold the discussion regarding the superintendent's evaluation prior to voting to approve the superintendent's contract. The motion passed with a unanimous vote.

#### **A. Motion to Approve Consent Agenda Items**

##### **1. Minutes**

Minutes of the Board of Education meeting held May 25, 2021, were presented to the Board of Education for approval.

**MOTION:** It was moved by Bryce Dunford and seconded by Darrell Robinson to approve Consent Agenda item A1, as recommended. The motion passed with a unanimous vote.

2. **Board Report of Superintendent's Evaluation**

President Miller explained that an important responsibility of the Board is to hire a superintendent and business administrator and to evaluate their performance. She stated that in recent months, Dr. Godfrey, in conjunction with his evaluation, provided an Annual Report on the accomplishments of the District, as required by policy BSC204 *Monitoring Superintendent Performance*. She read the following evaluation summary which was signed by all seven Board members:

"The Jordan School District Board of Education has monitored and evaluated the superintendent's job performance on the Ends Policies and Executive Limitations set forth by the Board according to policy BSC204. The Board has found Superintendent Godfrey to be "In Compliance" on all policies, and on many policies, "In Compliance with Commendation."

The Board appreciates the superintendent's proactive leadership and ability to identify weaknesses and find solutions. We recognize this has been a challenging year with the COVID-19 pandemic and feel the response of the superintendent has been extraordinary. The superintendent has shown exceptional leadership in creating parental and educator choice and flexibility, being responsive to employee and community concerns, recognizing contributions of employees and students, and demonstrating high professional ethics and practices. We look forward to seeing what he can accomplish as his focus shifts from crisis management to visionary leadership.

The Board of Education is pleased to renew the superintendent's contract for two years."

3. **Contract for Superintendent of Schools**

The contract for reappointment of Dr. Anthony Godfrey, superintendent of schools, for a two-year term from July 1, 2021 thru June 30, 2023 was presented to the Board of Education for approval.

Board Comment

Mr. Young stated that it is a privilege to voice his support for renewing Dr. Godfrey's contract and added that his special style of leadership has been what Jordan District needed during the COVID-19 pandemic. He expressed his excitement for what will be accomplished during the next two years and how he will lead the tremendous employees of Jordan District. He thanked Dr. Godfrey for his willingness to continue his efforts as superintendent of schools.

**MOTION:** It was moved by Bryce Dunford and seconded by Matt Young to approve Consent Agenda item A3, Contract for Superintendent of Schools, as recommended. The motion passed with a unanimous vote.

B. **Motion to Accept Consent Agenda Items**

1. **Expenditures**

Expenditures for the month of May 2021 were provided to the Board of Education.

2. **Financial Statement**

The financial statement through May 31, 2021, was provided to the Board of Education. A copy is attached at the conclusion of these minutes. (Attachment 1)

3. **Personnel – Licensed and Education Support Professionals**

Personnel changes for the month of May 2021 were provided to the Board of Education.

4. **Recommendation to Issue Certificates for Home Instruction**

It was recommended that the students whose parents have filed affidavits pursuant to Utah Code 53G-6-204 shall be issued certificates excusing them from attending public school.

**MOTION:** It was moved by Marilyn Richards and seconded by Jen Atwood to accept Consent Agenda items B1 through B4, as recommended. The motion passed with a unanimous vote.

II. **Bid Recommendations**

No bids requiring Board of Education approval were presented.

III. **Special Business**

A. **Recommendation to Approve 2021-22 Negotiated Agreement for Licensed Employees**

President Miller summarized the Negotiated Agreement for Licensed Employees and stated that members of JEA have ratified the Agreement. She expressed appreciation to the JEA members for working with the Board during the negotiations process. She invited Board members to comment about the Agreement.

Board Comment

Mr. Young stated that the Board and District have utilized fund balance reserves over the last five years in order to significantly increase licensed employee salaries. He expressed appreciation for state legislators who, during the past few years, have increased the investment in K-12 funding which has also been effective in raising teacher salaries. He said the Board could not have accomplished what it has without this investment.

Mr. Dunford stated that there is not enough money in the world to pay good teachers what they are truly worth. He expressed his hope that teachers recognize that the pay increases they have received over the past several years are a reflection on how the Board feels about them.

Mr. Robinson said a couple of teachers reached out to him to express frustration about hearing that another district gave their teachers more of an increase than Jordan teachers received and he hoped that teachers would look at the larger picture to see what Jordan has to offer them, such as number of days worked, Extra Mile Pay program, and a variety of other programs. He said Jordan is a great place to work and provides a competitive salary. He expressed appreciation for the work of all District employees.

Public Comment

No patrons signed up to address the Board regarding this Special Business item and no patrons accepted the invitation to speak.

A copy of the 2021-22 Negotiated Agreement for Licensed Employees is attached at the conclusion of these minutes. (Attachment 2)

**MOTION:** It was moved by Jen Atwood and seconded by Bryce Dunford to approve the 2021-22 Negotiated Agreement for Licensed Employees. The motion passed with a unanimous vote.

**B. Recommendation to Approve 2021-22 Negotiated Agreement for Education Support Professionals**

President Miller summarized the Negotiated Agreement for Education Support Professionals and stated that members of JESPA have ratified the Agreement. She invited Board member input. No Board members accepted the invitation.

Public Comment

No patrons signed up to address the Board regarding this Special Business item and no patrons accepted the invitation to speak.

A copy of the 2021-22 Negotiated Agreement for Education Support Professionals is attached at the conclusion of these minutes. (Attachment 3)

**MOTION:** It was moved by Jen Atwood and seconded by Darrell Robinson to approve the 2021-22 Negotiated Agreement for Education Support Professionals. The motion passed with a unanimous vote.

President Miller expressed appreciation to all Jordan District employees for the work they do on behalf of the District, especially this past year during the pandemic.

**C. Recommendation to Approve Proposed Revisions to Board Policy GP103 *Board Members' Principles of Operation: Conduct & Ethics***

President Miller stated that the Board made a request of the Utah State Board of Education to make changes to USBE Bylaws in order to insure USBE Board members do not place district students or employees in a negative or harmful light, which she noted recently happened. She also reported that the Jordan Board members in turn agreed to review policy GP103 and make similar revisions. The policy revisions were presented to the Board for approval.

Public Comment

No patrons signed up to address the Board regarding this Special Business item and no patrons accepted the invitation to speak.

A copy of Board Policy GP103 is attached at the conclusion of these minutes (Attachment 4)

**MOTION:** It was moved by Marilyn Richards and seconded by Bryce Dunford to approve proposed revisions to Board Policy GP103 *Board Members' Principles of Operation: Conduct & Ethics*. The motion passed with a unanimous vote.

**D. Recommendation to Approve Extra Mile Pay for Licensed Employees**

Mr. Bryce Dunford clarified that the Board will be approving two things: (1) The intent of the dollar amount, as discussed previously, and (2) the recommendations of the Extra Mile Pay Committee regarding the program. He provided a brief review of why and how the Extra Mile Pay Committee was formed and explained that a great deal of time was spent meeting and discussing the new program. He added that the program was presented during a LEAC meeting and input received from that group. He also noted that the program can be considered a "work in progress" and improvements will be made, as needed.

Public Comment

No patrons signed up to address the Board regarding this Special Business item and no patrons accepted the invitation to speak.

Mr. Robinson stated that he would be voting against the motion, but not for the reason that he is against it, but because he didn't feel that enough time was provided to receive feedback from all licensed employees about the program.

**MOTION:** It was moved by Matt Young and seconded by Bryce Dunford to approve the Extra Mile Pay program for licensed employees. The motion passed with a vote of six to one. Mr. Robinson voted against the motion.

Mr. Young asked to have direction given to Superintendent Godfrey to send a communication out to teachers as soon as possible so they are aware of this new program and can prepare to begin the application process. All Board members agreed.

#### IV. **Information Items**

##### A. **Board Report of Superintendent's Evaluation**

This agenda item was discussed as part of the consent agenda. See item I.A.2 above.

##### B. **Superintendent's Report**

Superintendent Godfrey said he enjoyed participating in many year-end activities and shared several examples. He was invited to pitch three innings of the faculty vs. sixth grade baseball game at Eastlake Elementary and has been invited to return next year. He said he will be fine tuning his whiffle ball skills in the interim. Dr. Godfrey said one of his Podcasts featured the students in Ms. Feyereisen's class at Monte Vista Elementary learning to grow produce. Ms. Feyereisen recently delivered a salad to him which was made from the produce grown by the students. He said this experience was a great reminder of the work students are doing. Dr. Godfrey said he was invited to Elk Ridge Middle School and was told to give an hour's notice before coming. When he arrived he learned that the Math Department had been teaching students how to apply math concepts in solving the Rubik's Cube and students worked together to create a Rubik's Cube mosaic of his Podcast portrait, as well as portraits of other individuals. He said he was so impressed with the work the students had accomplished that he contacted the Communications Department and within a short time the story made the local and national news. Dr. Godfrey stated that these three examples show the meaningful ways in which students are being engaged up through the end of the school year and he enjoyed being a part of these activities.

#### V. **Discussion Items**

##### A. **Committee Reports and Comments by Board Members**

Ms. Atwood reported that all Board members have now had an opportunity to monitor emails received from LEAC members and asked for input about whether to continue the monitoring process. Board members agreed to continue with LEAC email monitoring. Ms. Atwood said she would provide Board members with an updated list of assignments.

Ms. Richards, chair of the Finance Committee, reported that the Committee has been discussing ideas for an internal audit. She provided a list to Board members and asked them to let her know if they have any additional ideas they would like to have included in the list. Following Board discussion, several additional items were added. Ms. Richards asked Board members to review the final list and prioritize items they believe are time-sensitive or need immediate attention. Ms. Richards reported that the Committee will be meeting next month with the Board auditor to familiarize him with the District and his upcoming assignments.

Mr. Young asked to receive information about District plans to conserve water during the summer months due to the current drought conditions. Mr. Dunford, chair of the Facilities Committee, said

this matter will be discussed at an upcoming Committee meeting and he will email the results of the discussion to Board members. President Miller suggested having water conservation information provided by either Mr. Dunford or Superintendent Godfrey.

At 8:16 p.m., President Miller declared the meeting adjourned and announced that the Board would return to study session.

### **STUDY SESSION, Continued**

Those recognized or signed-in as present:

Tracy J. Miller, Board President  
Bryce Dunford, Board First Vice President  
Marilyn Richards, Board Second Vice President  
Jen Atwood, Board Member  
Niki George, Board Member  
Darrell Robinson, Board Member  
Matt Young, Board Member  
Anthony A. Godfrey, Superintendent  
John Larsen, Business Administrator  
Paul Van Komen, Board Attorney, BVKTS Law  
April Gaydosh, Administrator of Schools  
Shelley Nordick, Administrator of Teaching and Learning  
Lisa Robinson, Administrator of Schools  
Jeri Clayton, Administrative Assistant  
Robert Conder, AV Department  
Andrew Thompson, AV Contractor  
Kelly Giffin, President, Jordan Education Association  
Michelle Lovell, K-3 Elementary Language Arts Consultant, Teaching & Learning  
Mandy Thurman, 4-6 Elementary Language Arts Consultant, Teaching & Learning  
Mike Alcivar, Riverton Police Department  
Kelly Huffaker, Riverton Police Department

President Miller presided and conducted. The Board of Education continued its study session to discuss the following:

#### **E. Overview of Elementary Literacy Plan**

Dr. Shelley Nordick, administrator of Teaching & Learning, along with Ms. Michelle Lovell, K-3 elementary Language Arts consultant, and Ms. Mandy Thurman, 4-6 elementary Language Arts consultant, reported on the elementary literacy program. They discussed literacy goals for all K-6 teachers and best practices in teaching phonemic awareness and phonics. They explained that students in grades K-3 receive instruction using the Really Great Reading program and students in grades 3-6 use programs provided by 95% Group. They also reported on assessment tools used to insure students are meeting or exceeding benchmarks such as Acadience/Walk to Read and explained training and support provided to teachers for all of the programs being used in the K-6 literacy plan.

#### **F. Discussion on Questions Raised by the Licensed Educators Advisory Committee (LEAC) for the 2021-22 School Year**

President Miller invited Superintendent Godfrey to respond to the questions and concerns raised by members of LEAC about the post-pandemic 2021-22 school year.

Superintendent Godfrey provided responses to questions regarding virtual and in-person Fridays, vaccinations, COVID-19 protocols, and miscellaneous questions such as mental health needs, virtual parent/teacher conferences/Back to School nights, JPAS requirements, prep time, student athlete expectations, etc.

Following Board discussion about the questions and concerns, Superintendent Godfrey suggested holding a future discussion on this matter so he can report to the Board on communication efforts related to the items on the list of concerns. Board members agreed.

**G. Discussion on Board Communication Plan**

President Miller stated that the Board has been discussing ways to enhance the ability of the public to access Board meeting audio and video. She noted that during the general session on May 25, the Board approved the purchase of equipment that will be used to improve the live-streaming capability in the large Board room and to enable the live-stream of meetings held in the small study session room. She said the next step in the process is to determine what information will be stored and how the public will be able to access audio and video recordings of Board meetings. She invited Superintendent Godfrey to summarize current practices and recommendations for future communication about Board meetings.

Superintendent Godfrey reviewed a list of items that he recommended either continuing or beginning to make available to the public following each meeting of the Board. These items included a summary of Board actions and decisions, audio recordings, copies of agendas and approved minutes, and video recording of live-streamed meetings. He invited Board members to begin thinking about preferences for the creation of time stamps to specific agenda item discussions or individual clips and if or how they would like to have the public informed when Board meeting information becomes available.

President Miller stated that the purpose of this communication plan is to improve transparency and the ability of the public to access Board meeting information.

At 9:48 p.m., the meeting adjourned.

**MOTION:** At 9:48 p.m., it was moved by Jen Atwood and seconded by Darrell Robinson to go into closed session. The motion passed with a unanimous vote.

**CLOSED SESSION**

Those recognized or signed-in as present:

Tracy J. Miller, Board President  
Bryce Dunford, Board First Vice President  
Marilyn Richards, Board Second Vice President  
Jen Atwood, Board Member  
Niki George, Board Member  
Darrell Robinson, Board Member  
Matt Young, Board Member  
Anthony A. Godfrey, Superintendent  
John Larsen, Business Administrator  
Paul Van Komen, Board Attorney, BVKTS Law

President Miller presided and conducted. The Board of Education met in a closed session to discuss personnel, potential litigation, and negotiations. The closed session discussion was recorded and archived.

**MOTION:** At 10:09 p.m., it was moved by Bryce Dunford and seconded by Jen Atwood to adjourn the meeting. The motion passed with a unanimous vote.

/jc  
Attachments

Jordan School District  
**FINANCIAL REPORT - MAY 2021**

Summary of Funds and Functions

<u>Fund #</u>	<u>Name</u>	<u>Examples of Activity</u>
10	General Fund (aka Maintenance and Operations)	K-12 instruction, support services offices
23	Non K-12 Fund	Pre-school, Adult Education, Community Education, coaches/advisor stipends
31	Debt Service Fund	General Obligation Bonds repayment
32	Capital Projects Fund (aka Capital Outlay)	Major construction and maintenance projects; land, bus, and equipment purchases
51	Nutrition Services Fund (aka School Lunch)	School breakfast and lunch sales and all associated costs
60	Health and Accident Self-Insurance Fund	Health, life, disability, and industrial insurance premiums and claims
75	Jordan Education Foundation Fund	Donations earmarked for Foundation

Expenditure

<u>Function #</u>	<u>Name</u>	<u>Examples of Activity</u>
1000	Instruction	Student classroom costs; teachers, substitutes, textbooks, supplies, etc.
2100	Support Services - Students	Nurses, psychologists, counselors, Guidance, Planning and Student Services
2200	Support Services - Instructional Staff	Curriculum, teacher professional development, media centers, testing
2300	Support Services - District Administration	Board of Education, superintendent, area administrators of schools
2400	Support Services - School Administration	Principals, assistant principals, office staff, registrars, school postage
2500	Support Services - Business	Business administrator, Accounting, Payroll, Purchasing
2600	Support Services - Operations and Maintenance	Utilities, Custodial, Maintenance, Central Warehouse, property management
2700	Support Services - Transportation	Student transportation to and from school, field trips
2800	Support Services - Other Central	Human Resources, Information Systems, Communications, Insurance Services
3100	Food Services	Nutrition Services
3300	Community Services	Pre-School, Adult Education, Community Education, coaches/advisor stipends, Foundation
4000	Facilities Acquisition and Construction	Major construction and maintenance projects; land, bus, and equipment purchases
5100	Debt Services	Repayment of bonds
8000	Foundation Donations	Donations earmarked for Foundation

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	Unencumbered Balance Remaining	Percent
<b>10 MAINTENANCE &amp; OPERATIONS 1000 LOCAL REVENUE</b>						
AD VALOREM TAXES	91,951,586.00	0.00	215,594.20	91,828,426.61	123,159.39	0.13%
AD VALOREM TAXES	11,207,669.00	0.00	3,604,993.94	11,019,902.66	187,766.34	1.68%
TUITIONS	2,030,180.00	0.00	44,568.21	1,800,646.92	229,533.08	11.31%
INVESTMENT EARNINGS	4,743,000.00	0.00	114,311.38	1,397,196.97	3,345,803.03	70.54%
OTHER LOCAL REVENUE	6,603,586.36	0.00	630,546.62	3,282,273.49	3,321,312.87	50.30%
<b>LOCAL REVENUE</b>	<b>116,536,021.36</b>	<b>0.00</b>	<b>4,610,014.35</b>	<b>109,328,446.65</b>	<b>7,207,574.71</b>	<b>6.18%</b>
<b>3000 STATE REVENUE</b>						
STATE REVENUE	165,124,354.07	0.00	12,099,425.69	151,912,203.23	13,212,150.84	8.00%
RESTRICTED GRANT OPTIONAL	44,603,335.41	0.00	2,974,902.19	41,341,978.13	3,261,357.28	7.31%
RESTRICTED GRANT VOC & OTHER	27,551,264.14	0.00	754,493.30	25,745,556.50	1,805,707.64	6.55%
RESTRICTED GRANT BASIC PROG	8,899,843.06	0.00	721,314.19	8,162,993.15	736,849.91	8.28%
RESTRICTED GRANT SPEC PURPOSE	38,844,404.79	0.00	2,080,609.72	36,472,251.77	2,372,153.02	6.11%
SCHOOL BLDG FOUNDATION AID	3,515,383.03	0.00	139,364.28	2,664,708.83	850,674.20	24.20%
MISCELLANEOUS STATE PROGRAMS	423,027.05	0.00	0.00	323,364.05	99,663.00	23.56%
SUPPLEMENTAL APPROPRIATIONS	22,604,647.52	0.00	1,573,114.44	19,041,838.05	3,562,809.47	15.76%
MISCELLANEOUS STATE REVENUE	134,000.00	0.00	1,570.00	94,022.38	39,977.62	29.83%
<b>STATE REVENUE</b>	<b>311,700,259.07</b>	<b>0.00</b>	<b>20,344,793.81</b>	<b>285,758,916.09</b>	<b>25,941,342.98</b>	<b>8.32%</b>
<b>4000 FEDERAL REVENUE</b>						
UNRESTRICTED GRANT THRU STATE	16,158,159.18	0.00	31,573.38	1,883,679.32	14,274,479.86	88.34%
RESTRICTED GRANT DIRECT	30,897.00	0.00	0.00	0.00	30,897.00	100.00%
RESTRICTED GRANT THRU STATE	13,883,496.76	0.00	3,993,004.25	12,007,253.89	1,876,242.87	13.51%
OTHER FEDERAL RESTRICTED	483,000.00	0.00	93,233.89	398,748.63	84,251.37	17.44%
FEDERAL REVENUE OTHER AGENCIES	0.00	0.00	7,220.68	7,220.68	-7,220.68	0.00%
FEDERAL NCLB	7,104,785.88	0.00	2,041,383.61	5,024,922.87	2,079,863.01	29.27%
FEDERAL NCLB	58,493.40	0.00	0.00	0.00	58,493.40	100.00%
<b>FEDERAL REVENUE</b>	<b>37,718,832.22</b>	<b>0.00</b>	<b>6,166,415.81</b>	<b>19,321,825.39</b>	<b>18,397,006.83</b>	<b>48.77%</b>
<b>5000 OTHER LOCAL SOURCES</b>						
TRANSFER IN FROM OTHER FUNDS	-226,860.00	0.00	0.00	0.00	-226,860.00	100.00%
<b>OTHER LOCAL SOURCES</b>	<b>-226,860.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-226,860.00</b>	<b>100.00%</b>
<b>MAINTENANCE &amp; OPERATIONS</b>	<b>465,728,252.65</b>	<b>0.00</b>	<b>31,121,223.97</b>	<b>414,409,188.13</b>	<b>51,319,064.52</b>	<b>11.02%</b>

Description	2020-21 Revised Budget	Encumbered Amount	May 2020-21 Monthly Activity	2020-21 FYTD Activity	2020-21 Unencumbered Balance Remaining	Percent
===== 21 STUDENT ACTIVITIES FUND						
1000 LOCAL REVENUE						
TUITIONS	0.00	0.00	0.00	8,726.06	-8,726.06	0.00%
INVESTMENT EARNINGS	60,000.00	0.00	306.11	-4,453.05	64,453.05	107.42%
FOUNDATION	200,000.00	0.00	441,058.69	3,457,068.41	-3,257,068.41	-1,628.53%
ACTIVITY	10,462,308.00	0.00	285,118.49	3,647,970.05	6,814,337.95	65.13%
OTHER LOCAL REVENUE	4,865,235.00	0.00	384,865.74	3,600,993.08	1,264,241.92	25.99%
LOCAL REVENUE	15,587,543.00	0.00	1,111,349.03	10,710,304.55	4,877,238.45	31.29%
STUDENT ACTIVITIES FUND	15,587,543.00	0.00	1,111,349.03	10,710,304.55	4,877,238.45	31.29%
=====						
23 NON K-12						
1000 LOCAL REVENUE						
TUITIONS	45,000.00	0.00	2,475.00	49,812.96	-4,812.96	-10.70%
OTHER LOCAL REVENUE	704,000.00	0.00	47,079.38	418,900.79	285,099.21	40.50%
LOCAL REVENUE	749,000.00	0.00	49,554.38	468,713.75	280,286.25	37.42%
3000 STATE REVENUE						
RESTRICTED GRANT OPTIONAL	6,830,154.29	0.00	353,193.23	6,476,961.05	353,193.24	5.17%
RESTRICTED GRANT VOC & OTHER	882,635.92	0.00	58,781.42	866,937.20	15,698.72	1.78%
UNRESTRICTED GRANT BASIC PROG	65,000.00	0.00	0.00	10,800.00	54,200.00	83.38%
STATE REVENUE	7,777,790.21	0.00	411,974.65	7,354,698.25	423,091.96	5.44%
4000 FEDERAL REVENUE						
RESTRICTED GRANT DIRECT	271,036.00	0.00	0.00	178,502.60	92,533.40	34.14%
RESTRICTED GRANT THRU STATE	3,810,602.00	0.00	374,639.90	2,457,609.86	1,352,992.14	35.51%
FEDERAL REVENUE	4,081,638.00	0.00	374,639.90	2,636,112.46	1,445,525.54	35.42%
NON K-12	12,608,428.21	0.00	836,168.93	10,459,524.46	2,148,903.75	17.04%
=====						
26 Tax Increment						
1000 LOCAL REVENUE						
AD VALOREM TAXES	28,964,201.00	0.00	0.00	0.00	28,964,201.00	100.00%
LOCAL REVENUE	28,964,201.00	0.00	0.00	0.00	28,964,201.00	100.00%
Tax Increment	28,964,201.00	0.00	0.00	0.00	28,964,201.00	100.00%

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	Unencumbered Balance Remaining	Percent
26 Tax Increment 0000 S T E M						
=====						
31 DEBT SERVICE						
1000 LOCAL REVENUE						
AD VALOREM TAXES	20,147,414.00	0.00	48,099.65	20,213,467.70	-66,053.70	-0.33%
AD VALOREM TAXES	2,561,386.00	0.00	793,171.94	2,424,602.58	136,783.42	5.34%
INVESTMENT EARNINGS	95,000.00	0.00	571.73	17,080.90	77,919.10	82.02%
LOCAL REVENUE	22,803,800.00	0.00	841,843.32	22,655,151.18	148,648.82	0.65%
DEBT SERVICE	22,803,800.00	0.00	841,843.32	22,655,151.18	148,648.82	0.65%
=====						
32 CAPITAL OUTLAY 1000 LOCAL REVENUE						
AD VALOREM TAXES	37,295,578.00	0.00	96,524.32	38,217,648.02	-922,070.02	-2.47%
AD VALOREM TAXES	6,495,622.00	0.00	1,496,585.39	4,574,827.48	1,920,794.52	29.57%
INVESTMENT EARNINGS	500,000.00	0.00	5,963.91	89,408.09	410,591.91	82.12%
OTHER LOCAL REVENUE	5,284,844.00	0.00	0.00	5,284,844.00	0.00	0.00%
LOCAL REVENUE	49,576,044.00	0.00	1,599,073.62	48,166,727.59	1,409,316.41	2.84%
3000 STATE REVENUE						
SCHOOL BLDG FOUNDATION AID	918,516.00	0.00	76,568.30	842,251.34	76,264.66	8.30%
STATE REVENUE	918,516.00	0.00	76,568.30	842,251.34	76,264.66	8.30%
4000 FEDERAL REVENUE						
FEDERAL REVENUE OTHER AGENCIES	1,694,033.80	0.00	209,817.28	1,694,221.66	-187.86	-0.01%
FEDERAL REVENUE	1,694,033.80	0.00	209,817.28	1,694,221.66	-187.86	-0.01%
5000 OTHER LOCAL SOURCES						
BONDS	19,853,000.00	0.00	0.00	19,853,000.00	0.00	0.00%

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	Unencumbered Balance Remaining	Percent
SALE OF FIXED ASSETS	270,000.00	0.00	9,939.64	238,120.57	31,879.43	11.81%
OTHER LOCAL SOURCES	20,123,000.00	0.00	9,939.64	20,091,120.57	31,879.43	0.16%
CAPITAL OUTLAY	72,311,593.80	0.00	1,895,398.84	70,794,321.16	1,517,272.64	2.10%
=====						
1000 LOCAL REVENUE						51 SCHOOL FOODS
INVESTMENT EARNINGS	195,000.00	0.00	0.00	0.00	195,000.00	100.00%
FOOD SERVICES REVENUE	250,000.00	0.00	10,839.84	1,577,067.29	-1,327,067.29	-530.83%
OTHER LOCAL REVENUE	7,000.00	0.00	918.78	8,971.03	-1,971.03	-28.16%
LOCAL REVENUE	452,000.00	0.00	11,758.62	1,586,038.32	-1,134,038.32	-250.89%
3000 STATE REVENUE						
RESTRICTED GRANT VOC & OTHER	3,100,000.00	0.00	706,425.00	2,962,342.90	137,657.10	4.44%
STATE REVENUE	3,100,000.00	0.00	706,425.00	2,962,342.90	137,657.10	4.44%
4000 FEDERAL REVENUE						
RESTRICTED GRANT THRU STATE	15,229,940.79	0.00	1,841,605.02	12,234,952.65	2,994,988.14	19.67%
FEDERAL REVENUE	15,229,940.79	0.00	1,841,605.02	12,234,952.65	2,994,988.14	19.67%
SCHOOL FOODS	18,781,940.79	0.00	2,559,788.64	16,783,333.87	1,998,606.92	10.64%
=====						
60 HEALTH & ACCIDENT SELF INSURED 1000 LOCAL REVENUE						
INVESTMENT EARNINGS	300,000.00	0.00	0.00	0.00	300,000.00	100.00%
OTHER LOCAL REVENUE	41,540,370.00	0.00	3,565,521.51	35,300,402.28	6,239,967.72	15.02%
LOCAL REVENUE	41,840,370.00	0.00	3,565,521.51	35,300,402.28	6,539,967.72	15.63%
HEALTH & ACCIDENT SELF INSURED	41,840,370.00	0.00	3,565,521.51	35,300,402.28	6,539,967.72	15.63%
=====						

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	2020-21 Unencumbered Balance Remaining	Percent
75 FOUNDATION						
1000 LOCAL REVENUE						
INVESTMENT EARNINGS	20,000.00	0.00	0.00	0.00	20,000.00	100.00%
OTHER LOCAL REVENUE	0.00	0.00	-5.00	0.00	0.00	0.00%
LOCAL REVENUE	20,000.00	0.00	-5.00	0.00	20,000.00	100.00%
2000 FOUNDATION						
FOUNDATION	0.00	0.00	0.00	-604.52	604.52	0.00%
FOUNDATION 0.00	0.00	0.00	-604.52	604.52	0.00%	75 FOUNDATION
3000 STATE REVENUE						
UNRESTRICTED GRANT BASIC PROG	0.00	0.00	0.00	-532.62	532.62	0.00%
STATE REVENUE	0.00	0.00	0.00	-532.62	532.62	0.00%
5000 OTHER LOCAL SOURCES						
TRANSFER IN FROM OTHER FUNDS	226,860.00	0.00	0.00	0.00	226,860.00	100.00%
OTHER LOCAL SOURCES	226,860.00	0.00	0.00	0.00	226,860.00	100.00%
8000 CHALLENGE RACE						
CHALLENGE RACE	2,000,000.00	0.00	3,299.78	274,915.81	1,725,084.19	86.25%
	0.00	0.00	9,710.63	273,512.29	-273,512.29	0.00%
AEROSPACE PROGRAM	0.00	0.00	82,500.99	878,216.47	-878,216.47	0.00%
CHALLENGE RACE	0.00	0.00	15,100.00	142,724.87	-142,724.87	0.00%
	0.00	0.00	6,076.77	279,283.48	-279,283.48	0.00%
MUSIC PROGRAM	0.00	0.00	20,827.01	261,754.94	-261,754.94	0.00%
FOUNDATION	0.00	0.00	949.22	37,084.66	-37,084.66	0.00%
DOKAS CLASS	0.00	0.00	472.74	30,630.00	-30,630.00	0.00%
MCLEANS CLASS	0.00	0.00	189.35	27,111.27	-27,111.27	0.00%
SANDER'S CLASS	0.00	0.00	1,000.00	21,331.45	-21,331.45	0.00%
CHALLENGE RACE	2,000,000.00	0.00	140,126.49	2,226,565.24	-226,565.24	-11.33%
9000						
	0.00	0.00	0.00	-1,690.44	1,690.44	0.00%

Description	2020-21 Revised Budget	Encumbered Amount	May 2020-21 Monthly Activity	2020-21 FYTD Activity	2020-21 Unencumbered Balance Remaining	Percent
	0.00	0.00	0.00	-1,690.44	1,690.44	0.00%
FOUNDATION	2,246,860.00	0.00	140,121.49	2,223,737.66	23,122.34	1.03%
Grand Revenue Totals	680,872,989.45	0.00	42,071,415.73	583,335,963.29	97,537,026.16	14.33%

Number of Accounts: 3450

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Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	Unencumbered Balance Remaining	Percent
10	MAINTENANCE & OPERATIONS					
1000	INSTRUCTION					
SALARIES	215,054,059.92	0.00	16,390,752.38	153,106,572.62	61,947,487.30	28.81%
EMPLOYEE BENEFITS	79,992,885.73	0.00	6,326,648.54	60,193,377.50	19,799,508.23	24.75%
CONTRACT SERVICES	3,697,921.77	21,049.21	528,197.71	2,755,395.02	921,477.54	24.92%
REPAIRS	95,633.70	0.00	4,541.66	36,525.76	59,107.94	61.81%
MISCELLANEOUS	1,078,232.00	4,759.70	607,377.26	575,209.10	498,263.20	46.21%
SUPPLIES	35,966,842.53	1,995,576.51	1,085,199.29	17,612,677.28	16,358,588.74	45.48%
EQUIPMENT	470,196.96	61,989.10	229,149.77	504,498.45	-96,290.59	-20.48%
OTHER OBJECTS	471,025.50	1,749.00	2,986.48	39,451.37	429,825.13	91.25%
INSTRUCTION	336,826,798.11	2,085,123.52	25,174,853.09	234,823,707.10	99,917,967.49	29.66%
2100	SUPPORT SERVICES STUDENTS					
SALARIES	20,777,588.83	0.00	1,733,293.42	16,711,128.50	4,066,460.33	19.57%
EMPLOYEE BENEFITS	7,785,123.74	0.00	661,137.25	6,369,515.56	1,415,608.18	18.18%
CONTRACT SERVICES	1,039,333.82	5,724.01	29,216.89	75,301.64	958,308.17	92.20%
REPAIRS	1,000.00	0.00	0.00	0.00	1,000.00	100.00%
MISCELLANEOUS	56,471.00	2,578.58	1,624.75	29,642.52	24,249.90	42.94%
SUPPLIES	69,001.82	9,303.00	32,952.17	79,851.47	-20,152.65	-29.21%
EQUIPMENT	10,000.00	0.00	0.00	0.00	10,000.00	100.00%
OTHER OBJECTS	69,225.20	0.00	754.46	19,591.22	49,633.98	71.70%
SUPPORT SERVICES STUDENTS	29,807,744.41	17,605.59	2,458,978.94	23,285,030.91	6,505,107.91	21.82%
2200	SUPPORT SERVICES INSTRCT STAFF					
SALARIES	14,929,879.39	0.00	1,478,016.71	11,187,780.08	3,742,099.31	25.06%
EMPLOYEE BENEFITS	5,386,654.98	0.00	489,034.20	3,821,586.02	1,565,068.96	29.05%
CONTRACT SERVICES	1,581,555.00	63,700.00	115,993.83	959,068.77	558,786.23	35.33%
REPAIRS	3,130.00	0.00	0.00	3,228.63	-98.63	-3.15%
MISCELLANEOUS	386,840.10	4,717.61	6,598.26	28,001.81	354,120.68	91.54%
SUPPLIES	3,391,939.12	109,963.70	89,286.94	1,176,505.19	2,105,470.23	62.07%
EQUIPMENT	2,416,431.03	0.00	607.98	434.67	2,415,996.36	99.98%
OTHER OBJECTS	206,254.11	0.00	598.99	26,597.65	179,656.46	87.10%
SUPPORT SERVICES INSTRCT STAFF	28,302,683.73	178,381.31	2,180,136.91	17,203,202.82	10,921,099.60	38.59%
2300	SUPPORT SERVICES DIST GEN ADMN					
SALARIES	2,051,771.76	0.00	180,215.23	1,975,036.76	76,735.00	3.74%
EMPLOYEE BENEFITS	863,409.82	0.00	74,187.01	791,362.06	72,047.76	8.34%
CONTRACT SERVICES	464,014.00	0.00	21,399.97	305,524.00	158,490.00	34.16%
MISCELLANEOUS	159,200.00	7,500.00	4,106.46	31,920.89	119,779.11	75.24%
SUPPLIES	84,134.00	141.00	13,630.62	49,886.70	34,106.30	40.54%
OTHER OBJECTS	51,300.00	0.00	0.00	1,632.24	49,667.76	96.82%
SUPPORT SERVICES DIST GEN ADMN	3,673,829.58	7,641.00	293,539.29	3,155,362.65	510,825.93	13.90%

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	Unencumbered Balance Remaining	Percent
10	MAINTENANCE & OPERATIONS					
2400	SUPPORT SERVICES SCHOOL ADMIN					
SALARIES	21,830,572.12	0.00	1,862,050.99	20,112,772.96	1,717,799.16	7.87%
EMPLOYEE BENEFITS	8,278,186.38	0.00	707,226.75	7,675,346.97	602,839.41	7.28%
CONTRACT SERVICES	0.00	0.00	183.00	-3,545.35	3,545.35	0.00%
MISCELLANEOUS	672,370.63	23,852.61	15,664.84	198,253.15	450,264.87	66.97%
SUPPLIES	140,878.16	839.00	617.48	16,913.34	123,125.82	87.40%
OTHER OBJECTS	78,012.23	0.00	0.00	3,575.72	74,436.51	95.42%
SUPPORT SERVICES SCHOOL ADMIN	31,000,019.52	24,691.61	2,585,743.06	28,003,316.79	2,972,011.12	9.59%
2500	SUPPORT SERVICES BUSINESS					
SALARIES	1,710,254.68	0.00	138,798.21	1,565,586.20	144,668.48	8.46%
EMPLOYEE BENEFITS	715,589.61	0.00	59,963.23	662,925.32	52,664.29	7.36%
CONTRACT SERVICES	37,305.00	0.00	1,575.45	61,514.80	-24,209.80	-64.90%
REPAIRS	300.00	0.00	0.00	0.00	300.00	100.00%
MISCELLANEOUS	1,742,209.91	0.00	1,285.33	1,545,528.64	196,681.27	11.29%
SUPPLIES	27,250.00	1,169.00	2,336.47	17,313.70	8,767.30	32.17%
EQUIPMENT	790.00	0.00	0.00	0.00	790.00	100.00%
OTHER OBJECTS	10,450.00	0.00	320.00	6,121.00	4,329.00	41.43%
SUPPORT SERVICES BUSINESS	4,244,149.20	1,169.00	204,278.69	3,858,989.66	383,990.54	9.05%
2600	OPERATION/MAINT OF PLANT					
SALARIES	17,699,753.54	0.00	1,428,597.34	15,564,950.47	2,134,803.07	12.06%
EMPLOYEE BENEFITS	6,477,298.82	0.00	545,182.23	6,126,518.83	350,779.99	5.42%
CONTRACT SERVICES	166,715.00	0.00	3,405.90	95,605.26	71,109.74	42.65%
REPAIRS	1,155,922.00	18,392.80	92,114.20	936,360.82	201,168.38	17.40%
MISCELLANEOUS	158,850.00	38,904.17	11,310.05	112,489.76	7,456.07	4.69%
SUPPLIES	17,724,147.00	287,855.12	1,048,038.52	12,833,594.38	4,602,697.50	25.97%
EQUIPMENT	11,693.00	0.00	0.00	4,888.25	6,804.75	58.20%
OTHER OBJECTS	23,100.00	0.00	0.00	10,089.58	13,010.42	56.32%
OPERATION/MAINT OF PLANT	43,417,479.36	345,152.09	3,128,648.24	35,684,497.35	7,387,829.92	17.02%
2700	STUDENT TRANSPORTATION SERVICE					
SALARIES	8,671,706.06	0.00	722,820.79	6,860,146.31	1,811,559.75	20.89%
EMPLOYEE BENEFITS	3,252,866.24	0.00	286,876.46	2,818,329.70	434,536.54	13.36%
CONTRACT SERVICES	167,700.00	0.00	4,055.00	159,692.31	8,007.69	4.78%
REPAIRS	47,000.00	1,117.46	2,916.01	36,572.61	9,309.93	19.81%
MISCELLANEOUS	113,650.00	0.00	3,524.44	87,586.14	26,063.86	22.93%
SUPPLIES	2,861,810.00	25,989.50	130,188.24	938,609.96	1,897,210.54	66.29%
EQUIPMENT	20,000.00	1,500.00	4,064.11	48,406.17	-29,906.17	-149.53%
OTHER OBJECTS	7,000.00	0.00	601.00	4,547.50	2,452.50	35.04%
STUDENT TRANSPORTATION SERVICE	15,141,732.30	28,606.96	1,155,046.05	10,953,890.70	4,159,234.64	27.47%



Description	2020-21 Revised Budget	Encumbered Amount	May 2020-21 Monthly Activity	2020-21 FYTD Activity	Unencumbered Balance Remaining	Percent
10 MAINTENANCE & OPERATIONS						
MAINTENANCE & OPERATIONS	500,787,036.16	2,745,057.56	37,729,670.47	364,508,824.84	133,533,153.76	26.66%

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity FYTD	2020-21 Activity FYTD	Unencumbered Balance Remaining	Percent
21 STUDENT ACTIVITIES FUND 1000						
INSTRUCTION						
SALARIES	0.00	0.00	32,575.65	502,003.40	-502,003.40	0.00%
EMPLOYEE BENEFITS	0.00	0.00	0.00	21,575.34	-21,575.34	0.00%
CONTRACT SERVICES	4,230,175.00	0.00	83,466.06	495,879.78	3,734,295.22	88.28%
REPAIRS	0.00	0.00	154.41	2,612.27	-2,612.27	0.00%
MISCELLANEOUS	0.00	0.00	109,270.20	397,328.26	-397,328.26	0.00%
SUPPLIES	11,647,368.00	409,239.30	878,735.78	4,078,632.89	7,159,495.81	61.47%
EQUIPMENT	500,000.00	16,200.00	17,800.00	59,642.64	424,157.36	84.83%
OTHER OBJECTS	300,000.00	0.00	42,216.30	157,125.82	142,874.18	47.62%
INSTRUCTION	16,677,543.00	425,439.30	1,164,218.40	5,714,800.40	10,537,303.30	63.18%
1700 INSTRUCTION						
OTHER OBJECTS	0.00	0.00	0.00	395.20	-395.20	0.00%
INSTRUCTION	0.00	0.00	0.00	395.20	-395.20	0.00%
2200 SUPPORT SERVICES INSTRCT STAFF						
CONTRACT SERVICES	0.00	0.00	0.00	455.85	-455.85	0.00%
SUPPORT SERVICES INSTRCT STAFF	0.00	0.00	0.00	455.85	-455.85	0.00%
2400 SUPPORT SERVICES SCHOOL ADMIN						
SALARIES	0.00	0.00	0.00	7,487.87	-7,487.87	0.00%
EMPLOYEE BENEFITS	0.00	0.00	0.00	724.60	-724.60	0.00%
MISCELLANEOUS	0.00	0.00	0.00	200.00	-200.00	0.00%
SUPPORT SERVICES SCHOOL ADMIN	0.00	0.00	0.00	8,412.47	-8,412.47	0.00%
STUDENT ACTIVITIES FUND	16,677,543.00	425,439.30	1,164,218.40	5,724,063.92	10,528,039.78	63.13%
23 NON K-12						
1000 INSTRUCTION						
CONTRACT SERVICES	435.60	0.00	33.55	325.80	109.80	25.21%

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	2020-21 Unencumbered Balance Remaining	Percent
32 CAPITAL OUTLAY						
INSTRUCTION	435.60	0.00	33.55	325.80	109.80	25.21%
2100 SUPPORT SERVICES STUDENTS						
SALARIES	1,546,539.57	0.00	0.00	-66,483.46	1,613,023.03	104.30%
EMPLOYEE BENEFITS	568,798.19	0.00	0.00	45,336.55	523,461.64	92.03%
						23
NON K-12						
2100 SUPPORT SERVICES STUDENTS						
SUPPORT SERVICES STUDENTS	2,115,337.76	0.00	0.00	-21,146.91	2,136,484.67	101.00%
2200 SUPPORT SERVICES INSTRCT STAFF						
CONTRACT SERVICES	0.00	0.00	0.00	300.00	-300.00	0.00%
SUPPORT SERVICES INSTRCT STAFF	0.00	0.00	0.00	300.00	-300.00	0.00%
3300 COMMUNITY SERVICES						
SALARIES	8,498,580.32	0.00	795,658.71	6,616,880.85	1,881,699.47	22.14%
EMPLOYEE BENEFITS	2,834,300.01	0.00	248,882.03	2,083,310.46	750,989.55	26.50%
CONTRACT SERVICES	80,043.00	0.00	2,093.45	15,548.24	64,494.76	80.58%
REPAIRS	63,300.00	0.00	0.00	29,164.36	34,135.64	53.93%
MISCELLANEOUS	106,172.93	0.00	3,831.27	17,234.90	88,938.03	83.77%
SUPPLIES	744,975.62	11,812.62	19,163.29	301,091.82	432,071.18	58.00%
EQUIPMENT	5,000.00	31,873.00	0.00	0.00	-26,873.00	-537.46%
OTHER OBJECTS	200,931.00	0.00	50.00	50.00	200,881.00	99.98%
COMMUNITY SERVICES	12,533,302.88	43,685.62	1,069,678.75	9,063,280.63	3,426,336.63	27.34%
NON K-12	14,649,076.24	43,685.62	1,069,712.30	9,042,759.52	5,562,631.10	37.97%
26 Tax Increment						
3300 COMMUNITY SERVICES						
OTHER OBJECTS	28,964,201.00	0.00	0.00	0.00	28,964,201.00	100.00%
COMMUNITY SERVICES	28,964,201.00	0.00	0.00	0.00	28,964,201.00	100.00%

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	2020-21 Unencumbered Balance Remaining	Percent
Tax Increment	28,964,201.00	0.00	0.00	0.00	28,964,201.00	100.00%
=====						
31 DEBT SERVICE						
5100 DEBT SERVICES						
OTHER OBJECTS	23,846,992.00	0.00	19,784,196.14	23,823,392.28	23,599.72	0.10%
DEBT SERVICES	23,846,992.00	0.00	19,784,196.14	23,823,392.28	23,599.72	0.10%
DEBT SERVICE	23,846,992.00	0.00	19,784,196.14	23,823,392.28	23,599.72	0.10%
=====						
1000 INSTRUCTION						
CONTRACT SERVICES	0.00	0.00	0.00	460.00	-460.00	0.00%
MISCELLANEOUS	0.00	0.00	0.00	-400,000.00	400,000.00	0.00%
SUPPLIES	893,890.58	110,531.96	19,736.57	472,096.36	311,262.26	34.82%
INSTRUCTION	893,890.58	110,531.96	19,736.57	72,556.36	710,802.26	79.52%
2200 SUPPORT SERVICES INSTRCT STAFF						
SUPPLIES	262,961.45	3,325.14	2,466.44	176,036.16	83,600.15	31.79%
SUPPORT SERVICES INSTRCT STAFF	262,961.45	3,325.14	2,466.44	176,036.16	83,600.15	31.79%
2300 SUPPORT SERVICES DIST GEN ADMN						
MISCELLANEOUS	0.00	0.00	7,925.00	12,544.00	-12,544.00	0.00%
OTHER OBJECTS	100,000.00	0.00	0.00	67,367.84	32,632.16	32.63%
SUPPORT SERVICES DIST GEN ADMN	100,000.00	0.00	7,925.00	79,911.84	20,088.16	20.09%
2600 OPERATION/MAINT OF PLANT						
SALARIES	45,064.00	0.00	0.00	3,808.32	41,255.68	91.55%
EMPLOYEE BENEFITS	0.00	0.00	0.00	1,197.68	-1,197.68	0.00%
CONTRACT SERVICES	5,000.00	0.00	0.00	5,765.00	-765.00	-15.30%
REPAIRS	10,000.00	0.00	57.20	7,890.34	2,109.66	21.10%
MISCELLANEOUS	16,400.00	0.00	318.90	4,249.37	12,150.63	74.09%
SUPPLIES	13,200.00	0.00	44.26	6,888.63	6,311.37	47.81%
OTHER OBJECTS	88,000.00	0.00	95.00	600.00	87,400.00	99.32%

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	Unencumbered Balance Remaining	Percent
32 CAPITAL OUTLAY						
OPERATION/MAINT OF PLANT	177,664.00	0.00	515.36	30,399.34	147,264.66	82.89%
2700 STUDENT TRANSPORTATION SERVICE						
SUPPLIES	1,000,000.00	3,901.91	7,473.11	615,316.69	380,781.40	38.08%
STUDENT TRANSPORTATION SERVICE	1,000,000.00	3,901.91	7,473.11	615,316.69	380,781.40	38.08%
4000 FACILITIES AQUISITION & CONSTR						
SALARIES	491,419.00	0.00	46,406.40	424,156.97	67,262.03	13.69%
EMPLOYEE BENEFITS	213,283.13	0.00	15,683.36	169,746.02	43,537.11	20.41%
FACILITIES AQUISITION & CONSTR	704,702.13	0.00	62,089.76	593,902.99	110,799.14	15.72%

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	Unencumbered Balance Remaining	Percent
32 CAPITAL OUTLAY						
4100 SITE ACQUISITION SERVICES						
CONTRACT SERVICES	37,000.00	0.00	0.00	5,900.00	31,100.00	84.05%
EQUIPMENT	6,200,590.00	0.00	0.00	6,200,590.00	0.00	0.00%
SITE ACQUISITION SERVICES	6,237,590.00	0.00	0.00	6,206,490.00	31,100.00	0.50%
4200 SITE IMPROVEMENT SERVICES						
EQUIPMENT	14,425,800.18	14,647,253.07	463,024.66	11,021,461.07	-11,242,913.96	-77.94%
SITE IMPROVEMENT SERVICES	14,425,800.18	14,647,253.07	463,024.66	11,021,461.07	-11,242,913.96	-77.94%
4300 ARCHITECTURAL & ENGINEERING						
EQUIPMENT	40,746,474.69	21,126,410.52	2,017,901.79	24,089,862.57	-4,469,798.40	-10.97%
ARCHITECTURAL & ENGINEERING	40,746,474.69	21,126,410.52	2,017,901.79	24,089,862.57	-4,469,798.40	-10.97%
4400 BUILDING REPAIRS & REMODELING						
EQUIPMENT	8,026,269.93	1,986,659.82	419,249.22	4,587,942.69	1,451,667.42	18.09%
BUILDING REPAIRS & REMODELING	8,026,269.93	1,986,659.82	419,249.22	4,587,942.69	1,451,667.42	18.09%
4500 BUILDING ACQUISITION/CONSTRUCT						
MISCELLANEOUS	197,000.00	0.00	0.00	30,000.00	167,000.00	84.77%
SUPPLIES	1,968,190.25	200,877.60	233,052.43	734,711.82	1,032,600.83	52.46%
EQUIPMENT	5,388,699.99	726,108.34	81,012.96	2,311,401.70	2,351,189.95	43.63%
BUILDING ACQUISITION/CONSTRUCT	7,553,890.24	926,985.94	314,065.39	3,076,113.52	3,550,790.78	47.01%
4600 BUILDING IMPROVEMENT SERVICES						
SUPPLIES	0.00	15,081.69	32,093.67	114,987.19	-130,068.88	0.00%
EQUIPMENT	1,220,500.00	260,601.24	108,635.09	316,629.72	643,269.04	52.71%
BUILDING IMPROVEMENT SERVICES	1,220,500.00	275,682.93	140,728.76	431,616.91	513,200.16	42.05%
4700 DATA PROCESSING						

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	2020-21 Unencumbered Balance Remaining	Percent
32 CAPITAL OUTLAY						
SUPPLIES	0.00	20,091.69	-6,281.55	130,381.83	-150,473.52	0.00%
EQUIPMENT	1,690,000.00	32,453.90	3,371.86	1,356,366.93	301,179.17	17.82%
DATA PROCESSING	1,690,000.00	52,545.59	-2,909.69	1,486,748.76	150,705.65	8.92%
EQUIPMENT	2,100,674.00	1,826,654.52	7,823.11	499,353.93	-225,334.45	-10.73%
VEHICLES	2,100,674.00	1,826,654.52	7,823.11	499,353.93	-225,334.45	-10.73%
4900 OTHER FACILITIES						
REPAIRS	82,000.00	0.00	0.00	34,685.84	47,314.16	57.70%
OTHER FACILITIES	82,000.00	0.00	0.00	34,685.84	47,314.16	57.70%
5100 DEBT SERVICES						
OTHER OBJECTS	992,229.28	0.00	515,184.55	992,229.28	0.00	0.00%
DEBT SERVICES	992,229.28	0.00	515,184.55	992,229.28	0.00	0.00%
CAPITAL OUTLAY	86,214,646.48	40,959,951.40	3,975,274.03	53,994,627.95	-8,739,932.87	-10.14%
51 SCHOOL FOODS 1000 INSTRUCTION						
CONTRACT SERVICES	261.25	0.00	22.00	211.75	49.50	18.95%
INSTRUCTION	261.25	0.00	22.00	211.75	49.50	18.95%
3100 FOOD SERVICES						
SALARIES	7,660,100.49	0.00	751,849.35	6,657,363.96	1,002,736.53	13.09%
EMPLOYEE BENEFITS	2,976,121.80	0.00	246,481.52	2,277,744.59	698,377.21	23.47%
CONTRACT SERVICES	136,280.00	0.00	7,301.40	43,630.10	92,649.90	67.98%
MISCELLANEOUS	38,000.00	0.00	1,227.86	34,308.50	3,691.50	9.71%
SUPPLIES	8,438,841.64	38,581.10	583,117.58	6,987,791.94	1,412,468.60	16.74%
EQUIPMENT	450,000.00	17,079.99	0.00	245,225.69	187,694.32	41.71%
OTHER OBJECTS	1,426,138.00	0.00	0.00	24.00	1,426,114.00	100.00%

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	2020-21 Unencumbered Balance Remaining	Percent
FOOD SERVICES	21,125,481.93	55,661.09	1,589,977.71	16,246,088.78	4,823,732.06	22.83%
SCHOOL FOODS	21,125,743.18	55,661.09	1,589,999.71	16,246,300.53	4,823,781.56	22.83%
===== 60						
HEALTH & ACCIDENT SELF INSURED						
2800 SUPPORT SERVICES CENTRAL						
EMPLOYEE BENEFITS	42,276,960.00	0.00	2,736,050.98	35,245,356.87	7,031,603.13	16.63%
CONTRACT SERVICES	1,886,600.00	0.00	214,264.82	1,827,764.75	58,835.25	3.12%
REPAIRS	100.00	0.00	0.00	0.00	100.00	100.00%
MISCELLANEOUS	6,400.00	1,122.40	1,117.54	1,509.13	3,768.47	58.88%
SUPPLIES	3,300.00	0.00	28.75	491.05	2,808.95	85.12%
SUPPORT SERVICES CENTRAL	44,173,360.00	1,122.40	2,951,462.09	37,075,121.80	7,097,115.80	16.07%
HEALTH & ACCIDENT SELF INSURED	44,173,360.00	1,122.40	2,951,462.09	37,075,121.80	7,097,115.80	16.07%
=====						
75 FOUNDATION						
1000 INSTRUCTION						
CONTRACT SERVICES	66.00	0.00	5.50	60.50	5.50	8.33%
INSTRUCTION	66.00	0.00	5.50	60.50	5.50	8.33%
1400 INSTRUCTION						
SUPPLIES	171,000.00	0.00	0.00	0.00	171,000.00	100.00%
INSTRUCTION	171,000.00	0.00	0.00	0.00	171,000.00	100.00%
2200 SUPPORT SERVICES INSTRCT STAFF						
MISCELLANEOUS	16,000.00	0.00	0.00	0.00	16,000.00	100.00%
SUPPORT SERVICES INSTRCT STAFF	16,000.00	0.00	0.00	0.00	16,000.00	100.00%
3300 COMMUNITY SERVICES						
SALARIES	221,745.00	0.00	16,606.88	175,076.17	46,668.83	21.05%
EMPLOYEE BENEFITS	87,470.00	0.00	6,666.17	74,239.88	13,230.12	15.13%
CONTRACT SERVICES	1,750.00	0.00	0.00	1,750.00	0.00	0.00%

Description	2020-21 Revised Budget	Encumbered Amount Monthly Activity	May 2020-21 FYTD Activity	2020-21 Unencumbered Balance Remaining	Percent
32 CAPITAL OUTLAY					
MISCELLANEOUS	3,730.00	0.00	17.85	4,055.94	-8.74%
SUPPLIES	1,373,447.00	0.00	1,124.95	1,364,293.95	99.33%
OTHER OBJECTS	4,114.00	0.00	0.00	3,180.87	22.68%
COMMUNITY SERVICES	1,692,256.00	0.00	24,415.85	1,424,800.09	84.20%
6500 OTHER FOUNDATION PROGRAMS					
EQUIPMENT	94,000.00	0.00	0.00	94,000.00	100.00%
OTHER FOUNDATION PROGRAMS	94,000.00	0.00	0.00	94,000.00	100.00%

Description	2020-21 Revised Budget	Encumbered Amount Monthly	May 2020-21 Activity	2020-21 FYTD Activity	Unencumbered Balance Remaining	Percent
75 FOUNDATION						
8000 5K FUN RUN						
CONTRACT SERVICES	15,000.00	0.00	480.00	6,291.25	8,708.75	58.06%
MISCELLANEOUS	1,000.00	0.00	0.00	0.00	1,000.00	100.00%
SUPPLIES	0.00	0.00	0.00	61,418.75	-61,418.75	0.00%
OTHER OBJECTS	10,500.00	0.00	115.00	2,540.00	7,960.00	75.81%
	<u>26,500.00</u>	<u>0.00</u>	<u>595.00</u>	<u>70,250.00</u>	<u>-43,750.00</u>	<u>-165.09%</u>
8100 OTHER FOUNDATION PROGRAMS						
MISCELLANEOUS	1,000.00	0.00	0.00	0.00	1,000.00	100.00%
SUPPLIES	0.00	0.00	1,000.00	32,250.03	-32,250.03	0.00%
OTHER OBJECTS	0.00	0.00	105.00	105.00	-105.00	0.00%
	<u>1,000.00</u>	<u>0.00</u>	<u>1,105.00</u>	<u>32,355.03</u>	<u>-31,355.03</u>	<u>-3,135.50%</u>
8200 AEROSPACE PROGRAM						
CONTRACT SERVICES	20,000.00	0.00	0.00	16,872.00	3,128.00	15.64%
REPAIRS	4,500.00	0.00	0.00	0.00	4,500.00	100.00%
MISCELLANEOUS	30,000.00	0.00	91.45	3,092.09	26,907.91	89.69%
SUPPLIES	25,000.00	0.00	38,117.02	388,136.97	-363,136.97	-1,452.55%
OTHER OBJECTS	0.00	0.00	-665.00	110.00	-110.00	0.00%
	<u>79,500.00</u>	<u>0.00</u>	<u>37,543.47</u>	<u>408,211.06</u>	<u>-328,711.06</u>	<u>-413.47%</u>
8300 CHALLENGE RACE						
CONTRACT SERVICES	0.00	0.00	0.00	2,000.00	-2,000.00	0.00%
MISCELLANEOUS	0.00	0.00	0.00	910.00	-910.00	0.00%
SUPPLIES	0.00	17,445.57	5,666.19	61,097.43	-78,543.00	0.00%
	<u>0.00</u>	<u>17,445.57</u>	<u>5,666.19</u>	<u>64,007.43</u>	<u>-81,453.00</u>	<u>0.00%</u>
8400 OTHER FOUNDATION PROGRAMS						
CONTRACT SERVICES	0.00	0.00	0.00	2,753.23	-2,753.23	0.00%
SUPPLIES	0.00	10,000.00	12,552.20	49,576.60	-59,576.60	0.00%
OTHER OBJECTS	0.00	0.00	170.00	1,360.00	-1,360.00	0.00%
	<u>0.00</u>	<u>10,000.00</u>	<u>12,722.20</u>	<u>53,689.83</u>	<u>-63,689.83</u>	<u>0.00%</u>
8500 MUSIC PROGRAM						
CONTRACT SERVICES	0.00	0.00	0.00	106.22	-106.22	0.00%
SUPPLIES	0.00	0.00	6,598.85	50,990.41	-50,990.41	0.00%
EQUIPMENT	0.00	0.00	0.00	200.00	-200.00	0.00%
75 FOUNDATION						
8500 MUSIC PROGRAM						

Description	2020-21 Revised Budget	Encumbered Amount	May 2020-21 Monthly Activity	2020-21 FYTD Activity	2020-21 Unencumbered Balance Remaining	Percent
MUSIC PROGRAM	0.00	0.00	6,598.85	51,296.63	-51,296.63	0.00%
8600 OTHER FOUNDATION PROGRAMS						
CONTRACT SERVICES	50,000.00	0.00	0.00	1,000.00	49,000.00	98.00%
MISCELLANEOUS	0.00	0.00	0.00	270.31	-270.31	0.00%
SUPPLIES	41,000.00	0.00	1,591.41	11,747.20	29,252.80	71.35%
EQUIPMENT	101,000.00	0.00	0.00	0.00	101,000.00	100.00%
OTHER FOUNDATION PROGRAMS	192,000.00	0.00	1,591.41	13,017.51	178,982.49	93.22%
8700 DOKAS CLASS						
MISCELLANEOUS	0.00	0.00	0.00	158.71	-158.71	0.00%
SUPPLIES	0.00	0.00	1,226.86	11,805.79	-11,805.79	0.00%
DOKAS CLASS	0.00	0.00	1,226.86	11,964.50	-11,964.50	0.00%
8800 MCLEAN'S CLASS						
SUPPLIES	0.00	101.28	2,455.17	12,827.16	-12,928.44	0.00%
MCLEAN'S CLASS	0.00	101.28	2,455.17	12,827.16	-12,928.44	0.00%
8900 SANDER'S CLASS						
SUPPLIES	0.00	0.00	2,172.32	10,485.84	-10,485.84	0.00%
SANDER'S CLASS	0.00	0.00	2,172.32	10,485.84	-10,485.84	0.00%
9900						
CONTRACT SERVICES	0.00	0.00	0.00	-8,110.00	8,110.00	0.00%
SUPPLIES	0.00	0.00	0.00	-4,022.47	4,022.47	0.00%
OTHER OBJECTS	0.00	0.00	0.00	-1,000.00	1,000.00	0.00%
	0.00	0.00	0.00	-13,132.47	13,132.47	0.00%
FOUNDATION	2,272,322.00	27,546.85	96,097.82	982,488.93	1,262,286.22	55.55%
Grand Expense Totals	738,710,920.06	44,258,464.22	68,360,630.96	511,397,579.77	183,054,876.07	24.78%

Number of Accounts: 35342

\*\*\*\*\* End of report \*\*\*\*\*

**JORDAN SCHOOL DISTRICT  
&  
Jordan Education Association**

**Licensed Negotiated Agreement**

**2021-22**

**Negotiations Team**

Anthony Godfrey, Ed.D.	Superintendent of Schools
John Larsen, CPA	Business Administrator
June LeMaster, Ph.D.	Administrator of Human Resources
Amanda Parker	Copper Mountain Middle School
Carol Ramsay	Silver Crest Elementary School
Megan Ruff	Heartland Elementary
Kerry Simi	Eastlake Elementary
Jessica Dunn	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  
2021-22**

**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 2021-2022 school year.
- 2) Continuing Education Advancement (previously “lanes”) will be given for qualifying licensed employees for the 2021-2022 school year.
- 3) All salary levels on the traditional licensed salary schedule will be increased \$1,875 (base salary of \$50,500).
- 4) 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.
- 5) Teacher Legislative funds will be distributed at a standard rate per qualifying teacher regardless of years of service or the school level of the employee.
- 6) Notification from Human Resources will be sent on October 1 and February 1 informing applicable employees that a seventh period has been authorized and approved but is subject to change.
- 7) The 187<sup>th</sup> contract day will remain as a flexible work day, not specified on the calendar but must be worked by Thanksgiving of each year.
- 8) Due to the moratorium placed on DP354 NEG – Attendance Incentive-Licensed 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.
- 9) DP304 NEG Teacher Transfer policy suspended through September 30, 2020.

10) Policy Revisions

As per District Policy A6NEG Negotiations – Licensed, negotiations concerning NEG policies will move forward over the course of this Agreement through the Joint Relations Committee. Proposed policy changes will be ratified by JEA membership and approved by the Board of Education. JEA and Jordan School District Board of Education will continue to work in good faith to utilize the interest-based process established by the Joint Relations Committee.

All parties agree to the following policy changes as recommended and accepted by the Joint Relations Committee for the 2021-2022 school year.

a. DP354 NEG Attendance Incentive revised to:

- Remove personal leave days from the calculation for the low absence incentive
- Include annual leave days in the calculation of the low absence incentive
- Move the point distribution to be between 4 and 6 days instead of 0 and 2 days as follows:
  1. No (0) absences for 5.5 points is now four (4) absences for 5.5 points
  2. One (1) absence for 3.0 points is now five (5) absences for 3.0 points
  3. Two (2) absences for 1.5 points is now six (6) absences for 1.5 points

b. A5 NEG Released Time for Licensed Employee Agent Group President revised for:

- Clarifications and updates to reflect current practices

JORDAN SCHOOL DISTRICT  
BOARD OF EDUCATION

By: Tracy Miller  
Tracy Miller, President

Dated: 6/8/21

JORDAN EDUCATION ASSOCIATION

By: Kelly Giffen  
Kelly Giffen, JEA President

Dated: 8 June 2021

# Teacher Salary Schedule

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

August 9, 2021 – June 6, 2022

Salary Level	Base Pay	Educator Salary Adjustment*	Lane Z Annual Salary
1	\$46,300	\$4,200	\$50,500
2	\$47,175	\$4,200	\$51,375
3	\$48,050	\$4,200	\$52,250
4	\$48,925	\$4,200	\$53,125
5	\$49,800	\$4,200	\$54,000
6	\$50,675	\$4,200	\$54,875
7	\$51,550	\$4,200	\$55,750
8	\$52,425	\$4,200	\$56,625
9	\$53,300	\$4,200	\$57,500
10	\$54,175	\$4,200	\$58,375
11	\$55,050	\$4,200	\$59,250
12	\$55,925	\$4,200	\$60,125
13	\$56,800	\$4,200	\$61,000
14	\$57,675	\$4,200	\$61,875
15	\$58,550	\$4,200	\$62,750
16	\$59,425	\$4,200	\$63,625
17	\$60,300	\$4,200	\$64,500
18	\$61,175	\$4,200	\$65,375
19	\$62,050	\$4,200	\$66,250
20	\$62,925	\$4,200	\$67,125
21	\$63,800	\$4,200	\$68,000
22	\$64,675	\$4,200	\$68,875
23	\$65,550	\$4,200	\$69,750
24	\$66,425	\$4,200	\$70,625
25	\$67,300	\$4,200	\$71,500
26	\$68,175	\$4,200	\$72,375
27	\$69,050	\$4,200	\$73,250
28	\$69,925	\$4,200	\$74,125
29	\$70,800	\$4,200	\$75,000
30	\$71,675	\$4,200	\$75,875
31	\$72,550	\$4,200	\$76,750
32	\$73,425	\$4,200	\$77,625
33	\$74,300	\$4,200	\$78,500
34	\$75,175	\$4,200	\$79,375
35	\$76,050	\$4,200	\$80,250
36	\$76,925	\$4,200	\$81,125
37	\$77,800	\$4,200	\$82,000
38	\$78,675	\$4,200	\$82,875
39	\$79,550	\$4,200	\$83,750
40	\$80,425	\$4,200	\$84,625
41	\$81,300	\$4,200	\$85,500
42	\$82,175	\$4,200	\$86,375
43	\$83,050	\$4,200	\$87,250
44	\$83,925	\$4,200	\$88,125
45	\$84,800	\$4,200	\$89,000

## 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

## Alternative Pathway License

License	Maximum Level Increase
Alternative Route to Licensure (ARL)	4
Alternative Teaching Preparation (ATP)	
Letter of Authorization (LOA)	3
Academic Pathway to Teaching (APT)	

After initial placement, educators may only advance one level per year (based on negotiations) to the maximum listed above, until receiving a Level 2 License.

## NOTES:

- 1) Educators with a current 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 Statute 53G-11-518, advancement on this schedule may be held back depending on the annual educator effectiveness rating.
- 4) The difference between steps is \$875.

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

SUBJECT: ATTENDANCE INCENTIVE—LICENSED

**I. ~~Board Policy~~ 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 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 guidelines administrative policy provisions:

Guidelines

A. ~~A.~~ Funds recouped for “no pay” days, based on average salary less the cost of substitutes, shall be distributed to those employees paid on teacher salary schedules whose sick leave, ~~personal-annual~~ leave, or “no pay” days during the contract year total between ~~0-2~~ four (4) to six (6) days when rounded upward.

B. These funds shall be distributed according to the following guidelines 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. 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:~~

<del>No</del> <u>Four (4)</u> absences	5.5 points
<del>One</del> <u>Five (5)</u> absences	3.0 points
<del>Two</del> <u>Six (6)</u> 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.

# A5 NEG – Released Time for Licensed Employee Agent Group President

- Effective: 5/24/1977
- Revision: ~~8/11/2009~~ ~~8/2021~~ 4/30/2021
- Reviewed: 4/26/13

## I. Board Policy

The Board authorizes the release of the licensed employee agent group president as specified below and directs the Administration to allow such absences according to the following provisions:

## II. Administration Policy

The following guidelines shall be followed in administering this policy:

### Guidelines

- A. The employee agent group president, when serving on a full-time or half-time basis, will be released from ~~his/her/their~~ teaching position for the equivalent amount of time. The employee agent ~~group~~ will reimburse the District the comparable salary and benefits for such released time.
- B. The released-time president will declare by February 15 ~~of the final year of their term~~ whether it is ~~his/her/their~~ intention to return to ~~a full-time~~ teaching assignment, ~~previously held. If so, at the completion of his/her term of office, the employee agent group president will be returned to the school building where previously assigned. The assignment will be in the major and/or minor field of certification. The right of return will not include reassignment of extra-curricular or appointed positions previously held.~~
- C. ~~For a full-time president, the~~ right of return to the same position, school and grade/subject, will exist for a maximum of two (2) years. If a request is made for ~~additional-second~~ two-year periods, the president will be guaranteed a return to the District in a position for which ~~he/she/they are~~ qualified. The assignment will be in the major and/or minor field of certification. The return after four (4) ~~or more~~ years may not necessarily be in the same building ~~from~~ which the president left. The right of return will not include reassignment/reinstatement of extra-curricular or appointed positions previously held.
- D. ~~For a half-time president, the right of return to the same position, school and grade/subject, in a full-time position exists as long as the half-time president has remained at the same school and grade/subject they held prior to becoming the employee agent group president. If a half-time president has not remained at the same school and grade/subject held prior to becoming president, the president will be guaranteed a return to the District in a full-time position for which they are qualified. The right of return will not include reassignment/reinstatement of extra-curricular or appointed positions previously held.~~

~~For Reduction in Staff purposes, a secondary half-time president will be considered a full-time employee.~~

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1. ~~An elementary partnership job share in which a half-time president is working is not considered a job share and cannot be dissolved; however a new job share partner can be selected.~~

~~C.E. The released time employee agent group president cannot be a Reduction in Staff.~~

~~F. If appropriate, the individual(s) replacing the full-time or half-time released-time president will be advised that the placement is for a limited term; they do not have the expectation of continued employment.~~

1. ~~The position may be posted and interviewed for, using standard District procedures.~~

~~D-2. For an elementary partnership in which a half-time president is working, the president will assist with the selection of the partner.~~

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~~E.G. Time served as released-time employee agent group president will be counted for purposes of experience credit on the District salary schedule. The released-time president will accrue all sick leave, personal annual leave and other leave benefits allowed by District policy.~~

~~If the employee agent group president is not serving on a full-time or half-time basis, the following provisions will apply:~~

1. ~~The employee agent group shall be allowed up to twenty-five (25) days per year for its president to perform employee agent group business.~~
2. ~~The employee agent shall pay appropriate salary and benefit costs for days used up to twenty-five (25) days.~~
3. ~~For continuity of the teaching programs, the same substitute shall be used whenever possible.~~
4. ~~The normal notification procedure; released-time president shall follow notification procedures -used for leave and request a substitutes shall be followed, if needed.~~

~~4-1.1. The released time employee agent group president is subject to all other District policies.~~

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**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 Horger	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 30<sup>th</sup> for using vacation days to December 31<sup>st</sup> 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.**

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.

Jordan School District

**BOARD OF EDUCATION**

Statement of Policy

Number - GP103  
 Effective - 9/25/12  
 Revision - 6/8/21  
 Page - 1 of 4

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 Governance Process 103: BOARD MEMBERS' PRINCIPLES OF OPERATION - CONDUCT AND ETHICS
 

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The Board commits itself and its members to ethical, professional, and lawful conduct, including proper use of authority and appropriate decorum when acting as Board members. In such conduct, the Board members shall fulfill the responsibilities set forth in the Oath of Office.

- A. Board of Education members shall have commitment to the owners, the people of Jordan School District, unconflicted by loyalties to staff, other organizations, and any personal interest as a parent or guardian of a student.
- B. Board members shall avoid conflicts of interest with respect to their Board responsibilities.
  - 1. Board members shall annually, by the first Board of Education meeting in January or upon discovery, disclose their involvements with other organizations, with vendors, or any associations that are or might reasonably be seen as creating a conflict.
  - 2. When the Board is to decide upon an issue about which a member has a conflict of interest, that member shall withdraw without comment, not only from the vote, but also from the deliberation.
  - 3. Board members shall not use their Board of Education positions to obtain employment in the District, or other advantages for themselves, family members, or close associates. Should a Board member apply for employment in Jordan School District, he or she must first resign from the Board of Education.
  - 4. Members shall not accept or receive, directly or indirectly, a personal financial benefit, or accept any gift, token, membership, or service as a result of a District purchase entered into or anticipated in the future, from any person, firm, or corporation.
- C. Board members shall recognize that authority rests with the Board only in official meetings and that the individual member has no legal status to bind the Board of Education outside such meetings.
  - 1. In all meetings, a majority of the members of the Board shall constitute a quorum for the transaction of business, and no action of the Board shall be valid unless such action shall receive the approval of a majority of all Board members present.
  - 2. Board members must follow all open meeting laws established by the current Utah Open Meeting Law.
  - 3. Individual Board members have no authority when interacting with the Superintendent or staff, except when explicitly authorized by the Board of Education.
  - 4. When speaking with the public, press, or other entities, individual Board members must recognize they have no authority to speak for the Board unless specifically authorized or to repeat explicitly stated Board decisions.
  - 5. When speaking as an individual, the appropriate title of the Jordan Board of Education member may be used.
  - 6. Except for participation in Board deliberation about whether the Superintendent or Business Administrator has achieved reasonable interpretation of Board policy, Board members will not express individual judgments of performance of employees of the Superintendent.

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Governance Process 103: BOARD MEMBERS' PRINCIPLES OF OPERATION - CONDUCT AND ETHICS

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- D. When on social media Board members will:
1. Clarify that they are speaking as an individual and not for the Board, unless they have been directed by the Board to act as the spokesperson. In such directed instances they should ensure that only items that have been addressed by and voted on by the Board are shared.
  2. Not post statements that make it appear they have already formed an opinion on matters that are before the Board.
  3. On seeking input on an item coming before the Board, not indicate they will take the majority response to form their vote.
  4. Ensure they only post items that have been shared in an open meeting.
  5. Be respectful of the privacy of students and employees.
  6. Be cognizant of the fact that a Board member's posts may be subject to retention or disclosure in accordance with state public records laws or the District's record retention policies.
  7. Not accuse by name or position a Jordan District employee of wrongdoing.
- E. Board members shall honor the high responsibility that Board of Education membership demands by:
1. Thinking and acting always in terms of "students first."
  2. Understanding and accepting that the basic function of a Board member is "policymaking," not "administration."
  3. Ensuring that appropriate facilities and resources are provided for the proper functioning of the schools.
  4. Making policy decisions without submitting to political pressure.
  5. Representing the entire school community, not just the precinct from which the Board member was elected.
  6. Becoming well informed concerning the duties of Board members and proper functions of public schools.
  7. Ensuring that they are properly prepared to participate in Board deliberations.
  8. Exercising oversight on behalf of all students and constituents regarding District policy, goals, and programs.
  9. Refusing to discuss confidential business of the Board, including closed session items, anywhere but in the proper Board setting.
  10. Refraining from drawing harmful attention to an individual or a group associated with Jordan School District.
- F. Board members shall respect relationships with other members of the Board by:
1. Making decisions only after all facts bearing on a question have been presented and discussed.
  2. Respecting the right of others to their opinions and supporting the "majority rule" principle.
  3. Providing any prepared material for use during a Board meeting to all Board members prior to the meeting.
  4. Demonstrating respect for fellow Board members at all times.

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Governance Process 103: BOARD MEMBERS' PRINCIPLES OF OPERATION - CONDUCT AND ETHICS

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- G. Board members shall maintain desirable relationships with the Superintendent and the staff by:
1. Employing the best professional leader available as Superintendent.
  2. Giving the Superintendent full administrative authority for properly discharging the professional duties of this position and by holding the Superintendent accountable for desired results.
  3. Having the Superintendent present at regular and special meetings of the Board. On rare occasion, the Superintendent may be excused at the discretion of the Board.
  4. Referring complaints to the Superintendent and discussing such complaints at a regular meeting only after failure of administrative solution.
- H. Board members shall meet responsibilities to the community by:
1. Appraising the present and future educational needs of the community.
  2. Communicating the goals and actions of the Board and District to the community.
  3. Insisting that all District business transactions be conducted on an open, ethical, and above-board basis.
  4. Vigorously seeking financial support for the schools.
  5. Involving the community in the schools and the educational process.
  6. Visiting schools and school functions regularly.
  7. Participating in community events.
- I. Board members shall strive to have meetings conducted in a businesslike manner with appropriate decorum through:
1. Attending meetings and being prepared to participate.
  2. A well-planned agenda that is adjusted to focus on the Ends.
  3. Keeping discussion centered on the agenda and staying focused on Board business.
  4. Generally holding discussion after a motion and a second, with allowance for each member to speak on each issue.
  5. Balanced participation, with everyone participating and no one dominating.
  6. Sharing viewpoints in a clear, concise manner.
  7. Accomplishing work in an atmosphere of trust and openness, with respect and courtesy.
  8. Taking action at the policy level rather than the operational level.
  9. Monitoring policies to facilitate rigorous accountability and assurance of Superintendent performance.
  10. Supporting the Superintendent's reasonable interpretation of applicable Board policies, or further clarifying Board intention by revising the policies.
  11. Making decisions based on information garnered from community input, both formal and informal.
- J. The Board will govern lawfully on behalf of students with an emphasis on strategic leadership for the future of Jordan School District through:
1. Outward vision rather than an internal preoccupation or personal agenda.

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Governance Process 103: BOARD MEMBERS' PRINCIPLES OF OPERATION - CONDUCT AND ETHICS

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2. Encouragement of diversity in viewpoints.
3. Strategic leadership more than administrative detail.
4. Clear distinction of Board and Superintendent roles.
5. Collective rather than individual decisions.
6. Future thinking, rather than past or present.
7. Governing proactively rather than reactively.

Revision history: 9/27/16

Revision history: 6/14/16

## Unfunded Routes By Individual Bus

School	Bus	Daily Rate	Yearly Cost	Ridership	% Ridership
South Hills Middle	#1611	\$224.68	\$39,993.40	32	62%
	#1613	\$230.30	\$40,993.04	51	98%
	#1610	\$230.53	\$41,037.70	44	85%
	#1619	\$228.42	\$40,659.83	51	98%
Western Springs Community	#1085	\$205.73	\$36,619.58	57	109%
*Oquirrh Hills Middle ALPS	#1294	\$220.70	\$39,285.31	16	31%
	#1296	\$232.17	\$41,326.26	19	37%
Elk Ridge Middle ALPS	#1298	\$216.26	\$38,493.92	5	10%
Hidden Valley ALPS	#1087	\$249.02	\$44,325.20	7	13%
Joel P. Jensen ALPS	#1410	\$238.25	\$42,409.21	7	13%
Mountain Ridge High	#1093	\$221.87	\$39,493.57	35	67%
	#1613	\$223.51	\$39,785.14	38	73%
	#1619	\$227.49	\$40,493.22	46	88%
Copper Mountain Middle	#1091	\$211.81	\$37,702.54	36	69%
Valley High	#1283	\$331.06	\$46,960.11	15	28%
	#1093	\$359.49	\$51,047.15	16	30%
Herriman High	#1281	\$201.75	\$35,911.50	46	88%
	#1075	\$207.13	\$36,869.50	36	69%
		\$4,260.17	\$733,406.18		

\*Oquirrh Hills Middle ALPS Buses - Bus #1294 services students on the North End of the District - Stops are at Westland Elementary and Elk Meadows Elementary. Bus #1296 services students in the Center and South End of the District - Stops are at Sunset Ridge Middle and Herriman Elementary.