

Study Session  
Tuesday, March 13, 2018 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.  
*The Board may engage in discussion, provide administrative direction, or take other action on any of the study session agenda items listed below.*
  - 1.A. **Follow-up from Previous Board Meeting** - 4:00 p.m.
  - 1.B. **Review of Ends Policy Matrix for Strategic Planning** - 4:05 p.m.
  - 1.C. **Elementary School Capacity/Portables** - 4:20 p.m.
  - 1.D. **Proposed Student Fee Schedule** - 5:20 p.m.
  - 1.E. **2018 Legislative Wrap-up** – 5:35 p.m.
  - 1.F. **Revisions to Administrative Policies** – 5:55 p.m.
  - 1.G. **Policy Governance Review** – 6:05 p.m.
  - 1.H. **Professional Development Reading “Coming to Order”** - 6:20 p.m.
  - 1.I. **School Board Book Study** - 6:30 p.m.
  - 1.J. **NSBA Conference and Summer Parade Calendaring** - 6:40 p.m.
  - 1.K. **Jordan Board of Education Scholarship Program** - 6:50 p.m.
  - 1.L. **Groundbreaking Ceremonies** – 7:00 p.m.
  - 1.M. Board and Superintendent Reports and Comments
2. **Future Agenda Items**
3. **Motion to go into Closed Session**
4. **POTENTIAL CLOSED SESSION**
  - 4.A. Character and Competence of Individuals (Personnel)
  - 4.B. Property
  - 4.C. Potential Litigation
  - 4.D. Negotiations
  - 4.E. Security

**M.O.A.B. III**



# Elementary School Capacities

Jordan School District

Board of Education

March 13, 2018

# Process

- Review of terms and categories
- Open every door in every school
- Every room assessed
- Conversation with every principal

# Types of Capacity

- **Classroom**
  - Classrooms that can hold 25 students or more
  - Excludes classrooms used for special purposes (i.e. preschools, cluster units, secondary computer lab)
- **Extended**
  - Classrooms that can hold 25 students or more regardless of current use
  - Includes classrooms used for special purposes (i.e. preschools, cluster units, secondary computer lab)
- **Extreme**
  - Classrooms that can hold 25 students or more regardless of current use
  - Additional spaces that can hold 25 students or more
  - Includes:
    - Stage
    - Hardwired computer lab
    - Collaboration areas
    - Pod
  - Excludes:
    - Faculty room
    - Media Centers
    - Cafegymatorium

# How Many Students Per Classroom?

- Calculated only for general education students
- Staffing ratios are calculated as follows:
  - Kindergarten - 44
  - Grades 1-3 - 22
  - 4-6 – 26
- Assumption of 25 students per regular classroom
- Assumption of 50 students per kindergarten classroom

		Current Use Capacity	Classroom Capacity			Extended Capacity			Extreme Capacity		
School	Type		Bldg. Only	Bldg. + Portables	Bldg. + 6 Portables	Bldg. Only	Bldg. + Portables	Bldg. + 6 Portables	Bldg. Only	Bldg. + Portables	Bldg. + 6 Portables
Bastian	A	850	850	850	1,000	900	900	1,050	1,000	1,000	1,150
Blackridge	GS	975	975	975	1,125	975	975	1,125	1,125	1,125	1,275
Bluffdale	CL	900	825	1,125	975	825	1,125	975	850	1,150	1,000
Butterfield Cnyn.	A	825	775	975	925	775	975	925	825	1,025	975
Columbia	A	900	750	900	900	800	950	950	850	1,000	1,000
Copper Canyon	A	825	750	850	900	800	900	950	850	950	1,000
Daybreak	B	1,063	900	900	1,050	900	900	1,050	1,150	1,150	1,300
Eastlake	GS	975	975	1,075	1,125	975	1,075	1,125	1,075	1,175	1,225
Elk Meadows	A	850	725	925	875	800	1,000	950	850	1,050	1,000
Falcon Ridge	A	900	800	825	950	800	825	950	850	875	1,000
Foothills	A	775	838	1,063	988	838	1,063	988	888	1,113	1,038
Fox Hollow	A	950	950	975	1,100	950	975	1,100	1,075	1,100	1,225
Golden Fields	A	750	850	850	1,000	900	900	1,050	1,000	1,000	1,150
Hayden Peak	A	1,025	800	925	950	800	925	950	850	975	1,000
Heartland	A	1,000	625	800	775	750	925	900	800	975	950
Herriman	A	775	800	950	950	825	975	975	875	1,025	1,025
Jordan Hills	A	900	775	775	925	800	800	950	850	850	1,000
Jordan Ridge	SL	925	775	925	925	775	925	925	825	975	975
Majestic	CR	525	525	525	675	600	600	750	650	650	800
Midas Creek	A	900	825	1,025	975	825	1,025	975	875	1,075	1,025

School	Type	Current Use Capacity	Classroom Capacity			Extended Capacity			Extreme Capacity		
			Bldg. Only	Bldg. + Portables	Bldg. + 6 Portables	Bldg. Only	Bldg. + Portables	Bldg. + 6 Portables	Bldg. Only	Bldg. + Portables	Bldg. + 6 Portables
Monte Vista	CR	600	650	900	800	725	975	875	775	1,025	925
Mtn. Shadows	GV	850	800	875	950	825	900	975	900	975	1,050
New Bluffdale	A	650	900	900	1,050	900	900	1,050	1,000	1,000	1,150
New Herriman	A	950	900	900	1,050	900	900	1,050	1,000	1,000	1,150
Oakcrest	A	625	825	1,000	975	825	1,000	975	875	1,050	1,025
Oquirrh	A	975	625	800	775	675	850	825	725	900	875
Riverside	CR	1,075	625	625	775	713	713	863	738	738	888
Riverton	SL	1,013	675	775	825	750	850	900	800	900	950
Rosamond	K	1,125	675	775	825	750	850	900	775	875	925
Rose Creek	A	925	775	925	925	800	950	950	850	1,000	1,000
Silver Crest	GS	775	863	1,013	1,013	938	1,088	1,088	1,088	1,238	1,238
South Jordan	A	900	775	950	925	825	1,000	975	875	1,050	1,025
Southland	CR	875	700	875	850	700	875	850	750	925	900
Terra Linda	CR	750	575	650	725	625	700	775	675	750	825
Welby	CR	750	750	950	900	750	950	900	775	975	925
West Jordan	P	775	775	775	925	850	850	1,000	875	875	1,025
Westland	CR	900	650	650	800	650	650	800	700	700	850
Westvale	p	900	650	775	800	650	775	800	700	825	850

				Instructional Capacity									
School	Feeder	BLD_Typ	Calendar	Current Use Capacity	Classroom Capacity			Extended Capacity			Extreme Capacity		
					NET (Bldg Only)	Net + Current Portables	NET + 6 Portables	Extended (Bldg only)	Extended + Current Portables	Extended + 6 Portables	Extreme Capacity (Bldg Only)	Extreme + Current Portables	Extreme + 6 Portables
Bastian	HHS	A	Trad.	850	850	850	1,000	900	900	1,050	1,000	1,000	1,150
Butterfield Canyon	HHS	A	Trad.	975	775	975	925	775	975	925	825	1,025	975
Columbia	WJHS	A	Trad.	900	750	900	900	800	950	950	850	1,000	1,000
Copper Canyon	CHHS	A	Trad.	825	750	850	900	800	900	950	850	950	1,000
Elk Meadows	BHS	A	Trad.	900	725	925	875	800	1,000	950	850	1,050	1,000
Falcon Ridge	CHHS	A	Trad.	825	800	825	950	800	825	950	850	875	1,000
Foothills	HHS	A	YRE	1,063	838	1,063	988	838	1,063	988	888	1,113	1,038
Fox Hollow	CHHS	A	YRE	975	950	975	1,100	950	975	1,100	1,075	1,100	1,225
Golden Fields	HHS	A	Trad.	850	850	850	1,000	900	900	1,050	1,000	1,000	1,150
Hayden Peak	CHHS	A	Trad.	900	800	925	950	800	925	950	850	975	1,000
Heartland	WJHS	A	Trad.	775	625	800	775	750	925	900	800	975	950
Herriman	HHS	A	Trad.	950	800	950	950	825	975	975	875	1,025	1,025
Jordan Hills	CHHS	A	Trad.	750	775	775	925	800	800	950	850	850	1,000
Midas Creek	BHS	A	Trad.	1,025	825	1,025	975	825	1,025	975	875	1,075	1,025
Oakcrest	CHHS	A	Trad.	1,000	825	1,000	975	825	1,000	975	875	1,050	1,025
Oquirrh	WJHS	A	Trad.	775	625	800	775	675	850	825	725	900	875
Rose Creek	RHS	A	Trad.	900	775	925	925	800	950	950	850	1,000	1,000
South Jordan	BHS	A	YRE	925	775	950	925	825	1,000	975	875	1,050	1,025
Majestic	WJHS	CR	Trad.	525	525	525	675	600	600	750	650	650	800
Monte Vista	BHS	CR	Trad.	900	650	900	800	725	975	875	775	1,025	925
Riverside	WJHS	CR	MTS	600	625	625	775	713	713	863	738	738	888
Southland	RHS	CR	Trad.	850	700	875	850	700	875	850	750	925	900
Terra Linda	WJHS	CR	Trad.	650	575	650	725	625	700	775	675	750	825
Welby	BHS	CR	Trad.	950	750	950	900	750	950	900	775	975	925
Westland	WJHS	CR	Trad.	625	650	650	800	650	650	800	700	700	850
Blackridge	HHS	GS	YRE	975	975	975	1,125	975	975	1,125	1,125	1,125	1,275
Eastlake	HHS	GS	Trad.	1,075	975	1,075	1,125	975	1,075	1,125	1,075	1,175	1,225
Silver Crest	HHS	GS	Trad.	1,013	863	1,013	1,013	938	1,088	1,088	1,088	1,238	1,238
Bluffdale	RHS	CL	MTS	1,125	825	1,125	975	825	1,125	975	850	1,150	1,000
Jordan Ridge	BHS	SL	YRE	925	775	925	925	775	925	925	825	975	975
Riverton	RHS	SL	Trad.	775	675	775	825	750	850	900	800	900	950
Daybreak	HHS	B	Trad.	900	900	900	1,050	900	900	1,050	1,150	1,150	1,300
Mountain Shadows	CHHS	GV	Trad.	875	800	875	950	825	900	975	900	975	1,050
Rosamond	RHS	K	Trad.	750	675	775	825	750	850	900	775	875	925
West Jordan	WJHS	P	Trad.	750	775	775	925	850	850	1,000	875	875	1,025
Westvale	WJHS	p	Trad.	775	650	775	800	650	775	800	700	825	850
New Herriman	HHS	A	Trad.	900	900	900	1,050	900	900	1,050	1,000	1,000	1,150
New Bluffdale	RHS	A	Trad.	900	900	900	1,050	900	900	1,050	1,000	1,000	1,150
				33,000	29,275	33,325	34,975	30,463	34,513	36,163	32,988	37,038	38,688



# Proposed 2018-19 Fee Schedule

Jordan School District  
**ELEMENTARY FEE SCHEDULE**  
2018-19

Advanced Learning Placement for Students (ALPS) Testing Fees	\$35.00
Elementary Band and Orchestra (Per semester for instruction offered before and after school)	\$100.00
Musical Instrument Rental (Per instrument per year)	\$80.00

Jordan School District  
**MIDDLE SCHOOL FEE SCHEDULE**  
 2018-19

**I. Required Fees (for fully or partially enrolled students)**

Registration Fee	\$65.00
<del>Introduction to Career and Technical Education (CTE) 7<sup>th</sup> Grade Class Fee</del>	<del>\$20.00</del>

**II. Elective Fees and Charges**

Entry Level Elective Class Fee	Up to \$10.00
<del>Instructional Technology Support Fee per class</del>	<del>\$10.00</del>
9 <sup>th</sup> Grade Only Make-up Quarter (.25) Credit Class (Classes, packets, District-sponsored, online, etc.)	\$35.00
<del>Participation Skills and Techniques (PST) Competency Test USBE</del>	<del>* \$85.00</del>
Advanced Learning Placement (ALPS) Testing Fee	\$35.00
Jordan Youth Symphony	\$100.00
Musical Instrument Rental (per instrument)	\$80.00
Summer Participation Skills and Techniques (PST) Competency Class	\$120.00

~~\* USBE required fee for state tests administered at Granite School District Testing Center.~~

Jordan School District  
**HIGH SCHOOL FEE SCHEDULE**  
 2018-19

<b>I. Required Fees (for fully or partially enrolled students)</b>	
Registration Fee	\$105.00
<b>II. Elective Fees and Charges</b>	
Entry Level Elective Class Fee	(maximum) Up to \$20.00
Advanced Level Elective Class Fee	(maximum) Up to \$30.00
(Limitation not applicable to optional advanced level elective Career and Technical Education/CTE projects)	
<del>Instructional Technology Support</del>	
<del>Fee per class \$10.00</del>	
Calculator Rental Fee (optional)	Up to \$20.00
Class Changes	\$5.00
(Non-essential, student-requested class changes)	
Make-up Quarter (.25) Credit Class	\$35.00
(Classes, packets, District-sponsored, online, etc.)	
Non-District Test Proctoring	\$35.00
Valley High Summer School Make-up	
Class Registration Fee	\$45.00
Fee per Quarter (.25) Credit Class	\$35.00
Summer Participation Skills and Techniques (PST) Competency Class	\$120.00
Enrichment Labs (After school AP programs)	\$35.00
Driver Education Class	\$140.00 <del>\$120.00</del>
Summer Driver Education Class	\$160.00 <del>\$140.00</del>
Fitness for Life Competency Test	\$35.00
Fitness for Life Make-up Test	\$35.00
<del>Content Area Competency Test</del>	<del>* \$85.00</del>
<del>Algebra I, American Government and Citizenship, Biology, Computer Literacy, Earth Systems, General Financial Literacy, Language Arts 12, World Geography, World Languages</del>	
Jordan Symphony Orchestra	\$100.00
Musical Instrument Rental (per instrument)	\$80.00
Yearbook	(includes tax) \$50.00
Parking Permit	\$20.00
<del>*USBE required fee for state tests administered at Granite School District Testing Center (effective June 13, 2008)</del>	
<b>III. Extracurricular Participation Fees (for fully or partially enrolled students)</b>	
Baseball	\$175.00
Basketball	\$150.00
Cheerleaders	\$75.00
Uniform (Student Purchase)	Up to \$300.00
Cross Country	\$100.00
Uniform (Student Purchase)	Up to \$150.00

Jordan School District  
**HIGH SCHOOL FEE SCHEDULE, Continued**  
 2018-19

<b>III. Extracurricular Participation Fees (for fully or partially enrolled students), continued</b>					
Dance Company	\$125.00				
Debate	\$100.00				
Drill Team	\$175.00				
Football	\$175.00				
Golf	\$150.00				
Uniform (Student Purchase)	Up to \$150.00				
Marching Band/Color Guard	\$150.00				
Music (Performing Groups) – Instrumental	\$50.00				
Uniform (Student Purchase)	Up to \$150.00				
Music (Performing Groups) – Vocal	\$50.00				
Uniform (Student Purchase)	Up to \$150.00				
Soccer	\$125.00				
Softball	\$175.00				
Swimming	\$75.00				
Uniform (Student Purchase)	Up to \$150.00				
Tennis	\$75.00				
Uniform (Student Purchase)	Up to \$150.00				
Theatrical Production Fee (per production)	\$40.00				
Track & Field	\$100.00				
Volleyball	\$125.00				
Winter Guard	\$100.00				
Wrestling	\$125.00				
Initial Bioelectrical Impedance Assessment (Body Fat)	\$5.00				
Re-take of Bioelectrical Impedance Assessment (Body Fat)	\$10.00				
<b>IV. Optional Spirit Pack Limits (per student maximum cost)</b>					
Baseball	\$250.00	Drama	\$250.00	Softball	\$250.00
Basketball	\$250.00	Drill Team	\$250.00	Swimming	\$250.00
Cheerleaders	\$250.00	Football	\$250.00	Tennis	\$250.00
Color Guard	\$250.00	Golf	\$250.00	Track & Field	\$250.00
Cross Country	\$250.00	Marching Band	\$250.00	Volleyball	\$250.00
Dance Company	\$250.00	Music	\$250.00	Winter Guard	\$250.00
Debate	\$250.00	Soccer	\$250.00	Wrestling	\$250.00

Jordan School District  
**ADULT HIGH SCHOOL FEE SCHEDULE**  
2018-19

Required fee for students 18 years of age and older who are working toward high school graduation:

Registration Fee	\$50.00
(Covers all classes taken per semester)	

Required fee for students 18 years of age and older who are taking classes for personal enrichment:

Registration Fee	\$50.00
(Covers one 18-week semester class)	

English for Speakers of Other Languages (ESL) Course	\$50.00
(Covers one semester)	



# Legislative Update

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JSD Board Study Session

March 13, 2018

**“If once (the People) become inattentive to the public affairs. . . I, and Congress, and Assemblies, Judges and Governors shall all become wolves.”**

**--Thomas Jefferson**

# 2018 Legislative Issues

- 1341 Bills-a new record
- Involvement on the hill from local govts.
- It's the economy...
- Tax reform
  - Equalization
  - Our Schools Now
- Mental Health Issues

# JSD Board Legislative Priorities

- High Quality Teachers-Student learning is our highest priority and teachers make this happen.
- Technology is a valuable tool in student learning--Training, infrastructure and IT support.
- Mental health concerns are an obstacle to student learning--Support mental health initiatives for students which include counselors at the elementary level.
- Decrease administrative costs and promote local control.
- Quality education for all children - Support equalization.

# Bills that JSD took positions on

HB 391S1 - Lobbying by State Agency Amendments (Peterson)

HB175 - Legislative Oversight Amendments (Stratton)

HB 264 - Elementary School Counselor Program (Eliason)

HB 308 - Telehealth Mental Health Pilot Program (Ivory)

HB 227 - MSP Reporting Modifications (Pulsipher)

HB 293 - Education Funding Amendments (Last)

SB 145 - School Funding Revisions (Fillmore)

## Other Bills of Interest

HCR 15 - Commending JSD on our fleet of CNG Buses (Acton)

SB 122 - Bond Election Amendments (Stephenson)

HB 286 - Reproductive Education Amendments (Fawson)

SJR 16 - Proposal to Amend Utah Constitution - Public  
Education Governance (Dabakis)

# Our Schools Now

Our Schools Now and the Legislature reached a compromise that increases funding for education and rebalances portions of the state's tax system.

This compromise includes:

- Increases the state “basic” property tax rate.
- Inflationary adjustments to state “basic” property taxes.
- Creates an non-binding opinion question to voters on increasing gas taxes by 10 cents to free up transportation funds so they can be redirected to education.

# Education Funding

- 2.5% WPU
- Growth fully funded
- OSN Compromise money (TBD)
- At-risk funding
- Salary supplement for Special Education teachers
- Elementary Counseling

## 2018 Legislative Session Summary for SB2, HB3, and HB293

MSP Programs			
	Ongoing	One-Time	FY2018
Enrollment Growth	\$ 33,488,500		
WPU 2.5%	77,059,700		
NESS	250,000		
Flexible Allocation	65,150,000		
To/From Transportation	4,000,000		
Enhancement for At Risk	9,000,000		
Beverly Taylor Sorenson	1,000,000	50,000	
Digital Teaching and Learning	10,000,000		
Dual Language Immersion Growth	700,000		
Dual Language Immersion Assessment	268,400		
Elementary Counseling and Trauma Informed Practices (SB264)	2,100,000		
Rural Transportation SB232	500,000		
Voted and Board Guarantees	36,117,300		
Gang Prevention		300,000	
TSSP HB233	7,475,000		
Special Education Add On HB317	427,200		
Teacher Supplies and Materials	500,000		
<b>TOTAL</b>	<b>\$ 248,036,100</b>	<b>\$ 350,000</b>	<b>\$ -</b>

# HB 132--revision of HB 239 from last year

Allows referrals for truancy and Class C misdemeanors

Sunset of 2 years from now

1. Class C misdemeanors, starting on line 108
2. SRO involvement, starting on line 120
3. Truancy, starting on line 132
4. All of this will be reevaluated in two years.

# Caucus Meetings

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Tuesday, March 20th

# Questions?

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SUBJECT: ~~NEGOTIATED POLICIES~~ NEGOTIATIONS—CLASSIFIED

**I. Board Directive**

The Board of Education has statutory authority over all issues relating to the effective and efficient operation of the school district ([Utah Code Title 53A Chapter 03](#)). Locally elected Board of Education members should retain the right

to operate the school district without undue influence or control from outside groups, organizations, associations, political parties, or special interests. The Board authorizes the Administration to administer the negotiated policies on behalf of the Board.

[The Board also recognizes the importance of an orderly process to arrive at a negotiated settlement with the recognized exclusive representatives and bargaining agents of the classified employee group. The Board, therefore, delegates to the Administration the responsibility of conducting good faith negotiations within the parameters set by the Board and reporting those negotiations to the Board.](#)

**II. Administrative Policy**

[The employee agent group is defined as the professional employee association with the largest membership based on full-time equivalent employees. The Administration will recommend to the Board a negotiating team to represent the Board in conducting negotiations with the recognized employee group according to approved administrative policy provisions.](#)

A. The Board of Education recognizes the need to negotiate with employee issues relating to wages, hours, and working conditions. Effective immediately, only the following policies will remain as negotiated polices:

- [DP370B NEG](#) Alternative Leave Day—Classified
- [DA168 NEG](#) Assignment of Bus Drivers and Bus Attendants
- [DP353 NEG](#) Assault or Abuse of Employees
- [DP330B NEG](#) Bereavement Leave—Classified
- [DP315B NEG](#) Grievance Procedure—Classified
- [DP 336B NEG](#) Leave of Absence (1 Year)—Classified
- [DP 337B NEG](#) Leave of Absence—(Personal-15 Days)—Classified
- [DP 335B NEG](#) Personal Leave—Classified
- ~~[A6 NEG](#) Negotiations—Licensed and Classified~~
- [A6B NEG](#) Negotiated Policies—Classified
- [DP354B NEG](#) Attendance Incentive—Classified
- [DP347 NEG](#) Protection of Employees
- [DP349 NEG](#) Reduction in Force—Contract Classified Employees
- [A5B NEG](#) Released Time for Classified Employee Agent Group President
- [DP326 NEG](#) Sick Leave—Classified
- [DP314 NEG](#) Provisional and Probationary Classified Personnel

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SUBJECT: ~~NEGOTIATED POLICIES~~ NEGOTIATIONS—CLASSIFIED

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• [DP343 NEG](#) Hours of Work—Classified

• [DP319B NEG](#) Retirement—Classified

NOTE: Any other policies or specific aspects of certain policies where negotiation with employee groups is stipulated by state or federal law.

B. Regularly scheduled meetings (monthly) of the District Advisory Council (Classified – Policy A3B) will be held to review and discuss policies, including compensation discussions, to begin no earlier than May 1 of each contract year. Dates can be changed by mutual agreement.

C. Formal negotiations meeting dates will be determined no later than May 1 of each contract year.

D. Beginning with the first negotiating session, procedural agreements concerning negotiations will be mutually established.

E. Changes in compensation and negotiated policy will be considered and finalized through the negotiation process.

F. The District shall comply with Utah Code 53A-3-425 and will require reimbursement to the school district of the cost of paid association leave activities to the extent required by the Code.

G. After June 15, if agreement has not been reached in negotiations, the Board or the employee agent group or both parties may declare an impasse.

H. Immediately after declaration of impasse by either party, the Board will invite the employee agent group to participate in mediation using the services of the Federal Mediation and Conciliation Service. The role of the mediator will be to facilitate communication. All costs associated with mediation will be shared equally by the Board and the employee agent group.

I. If mediation is not completed or otherwise terminated within forty-five (45) days after the appointment of a mediator, further mediation may continue at the discretion of the Board.

JB. A negotiated agreement entered into by the Board will be posted on the District’s website within ten (10) days of ratification of the agreement.

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SUBJECT: Negotiations – Licensed ~~and Classified~~

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### **I. Board Directive**

The Board recognizes the importance of an orderly process to arrive at negotiated settlements with the recognized exclusive representatives and bargaining agents of employee groups (licensed and classified, excluding administrators). The Board, therefore, delegates to the Administration the responsibility of conducting good faith negotiations within the parameters set by the Board and reporting those negotiations to the Board.

### **II. Administrative Policy**

The employee agent group is defined as the professional employee association with the largest membership based on full-time equivalent employees. The Administration will recommend to the Board a negotiating team to represent the Board in conducting negotiations with recognized employee groups according to approved administrative policy provisions.

- A. The licensed employees will be represented through the Joint Relations Committee, which will be comprised of the Board's negotiating team and the negotiating team for the licensed employee group. Team membership will be established no later than October 1 of each school year. The mission of the Joint Relations Committee is to enhance the professional employee association/District relationship by fostering open communication and a free exchange of ideas and to identify and resolve issues in a collaborative environment to allow us to provide a quality education for every child in Jordan School District.
- B. Regularly scheduled meetings (monthly) of the Joint Relations Committee (Licensed – [Policy A3](#)) ~~and the District Advisory Council (Classified – [Policy A3B](#))~~ will be held to review and discuss policies, including compensation discussions, to begin no earlier than May 1 of each contract year. Dates can be changed by mutual agreement.
- C. Formal negotiations meeting dates will be determined no later than May 1 of each contract year.
- D. Beginning with the first **formal** negotiating session, procedural agreements concerning negotiations will be mutually established.
- E. Changes in compensation and negotiated policy will be considered and finalized through the negotiation process.
- F. The District shall comply with [Utah Code 53A-3-425](#) and will require reimbursement to the school district of the cost of paid association leave activities to the extent required by the Code.
- G. After June 15, if agreement has not been reached in negotiations, the Board or the employee agent group or both parties may declare an impasse.
- H. Immediately after declaration of impasse by either party, the Board will invite the employee agent group to participate in mediation using the services of the Federal Mediation and Conciliation Service. The role of the mediator will be to facilitate communication. All costs associated with mediation will be shared equally by the Board and the employee agent group.

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SUBJECT: Negotiations – Licensed ~~and Classified~~

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- I. If mediation is not completed or otherwise terminated within forty-five (45) days after the appointment of a mediator, further mediation may continue at the discretion of the Board.
- J. A negotiated agreement entered into by the Board will be posted on the District's website within ten (10) days of ratification of the agreement.

Revision history: 9/28/10

**JORDAN SCHOOL DISTRICT**

Statement of

**P O L I C Y**

Number - A6 NEG

Effective - 2/9/82

Revision - 6/10/14

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SUBJECT: Negotiations – Licensed ~~and Classified~~

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