

**JORDAN SCHOOL DISTRICT
&
Jordan Education Support Professionals Association
Education Support Professionals Negotiated Agreement**

2025-26

Negotiations Team

Anthony Godfrey, Ed.D.	Superintendent of Schools
John Larsen, CPA	Business Administrator
David Bullock	Inspector & Project Manager, Facilities Services; JESPA President
Kevan Sprague	Head Custodian, Mountain Ridge High School; JESPA Vice President
Robyn Bullock	Administrative Assistant, JATC South; JESPA Secretary
Rachelle Maynard	Nutrition Manager, Mountain Ridge High School; JESPA Treasurer
Clark Cone	Head Custodian, JATC South
Mike Bacher	Programmer, Information Systems
Angela Allen	Nutrition Manager, Bingham High School
Jim Swapp	Bus Driver, Transportation

Jordan School District Board of Education

Niki George	President, Voting District 6
Bryce Dunford	1 st Vice President, Voting District 5
Brian W. Barnett	2 nd Vice President, Voting District 2
Erin Barrow	Member, Voting District 4
Lisa Dean	Member, Voting District 7
Darrell Robinson	Member, Voting District 1
Suzanne Wood	Member, Voting District 5

**Education Support Professionals Negotiated Agreement
Final & NEG Policies
2025-2026**

**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 2025-2026 school year.
- 2) A cost-of-living adjustment of 2.81% will be added to all steps for education support professionals.
- 3) The insurance plan change recommendations of the Insurance Advisory Committee are accepted. Additionally, it is agreed the District will pay 80% of the Traditional plan premium increase and 108% of the Value and Star plans premium increase which is 97% of the overall total increase, the same dollar increase for all plans, such that the District contributes the same dollars regardless of employee choice of plans.
- 4) Future insurance premium increase discussions will begin with the understanding that 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, negotiations can alter this arrangement each year, as demonstrated this year.
- 5) Proportional to full-time status within the employment system, each education support professional will receive a \$1,000 bonus, per FTE (e.g. 1/2 time FTE receives \$500), sometime between September 25, 2025 and December 25, 2025 depending on the state funding timeline. Miscellaneous employees are not eligible for this bonus.
- 6) The Education Support Professional Salary Schedule note at the bottom will be altered to read:
"In a year when steps are given, every employee on step 12 in the previous year and still employed November 1st of the current year will receive a \$1,000 bonus (based on FTE) on the November paycheck regardless of Lane. This does not apply to the Miscellaneous Salary Schedule."
- 7) High School Assistant Custodian staffing ratio will be increased such that each of the six traditional, in-person, comprehensive high schools will receive one additional assistant custodian.

8) The application of DP354B NEG – Attendance Incentive-Education Support Professionals for the July 2025 payment to employees will be altered so employees are not penalized for any absences taken on the following dates:

- Professional Development Day – August 20, 2024
- Professional Development Day – September 27, 2024
- Professional Development Day – October 4, 2024
- Professional Development Day – November 8, 2024
- Health and Wellness Day – February 7, 2025
- Professional Development Day – March 14, 2025

JORDAN SCHOOL DISTRICT
BOARD OF EDUCATION

By: 
Niki George, President

Dated: 5/27/25

JORDAN EDUCATION SUPPORT
PROFESSIONALS ASSOCIATION

By: 
David Bullock, JESPA President

Dated: 5/27/25

**JORDAN SCHOOL DISTRICT
EDUCATION SUPPORT PROFESSIONALS
SALARY SCHEDULE
2025 / 2026**

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STEP	LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	LANE 8	LANE 9	LANE 10	STEP
1	\$17.53	\$18.51	\$19.55	\$20.92	\$22.41	\$23.75	\$24.89	\$26.31	\$28.00	\$30.66	1
2	\$17.99	\$18.99	\$20.06	\$21.43	\$23.00	\$24.37	\$25.51	\$26.97	\$28.72	\$31.45	2
3	\$18.45	\$19.49	\$20.58	\$21.97	\$23.58	\$24.97	\$26.18	\$27.68	\$29.44	\$32.29	3
4	\$18.93	\$19.99	\$21.11	\$22.55	\$24.20	\$25.61	\$26.85	\$28.38	\$30.20	\$33.10	4
5	\$19.43	\$20.51	\$21.66	\$23.13	\$24.80	\$26.26	\$27.54	\$29.11	\$30.98	\$33.94	5
6	\$19.93	\$21.04	\$22.23	\$23.70	\$25.44	\$26.93	\$28.23	\$29.87	\$31.76	\$34.82	6
7	\$20.45	\$21.59	\$22.81	\$24.30	\$26.09	\$27.65	\$28.97	\$30.63	\$32.61	\$35.73	7
8	\$20.98	\$22.15	\$23.40	\$24.92	\$26.76	\$28.35	\$29.72	\$31.43	\$33.44	\$36.67	8
9	\$21.53	\$22.73	\$24.01	\$25.58	\$27.45	\$29.08	\$30.46	\$32.24	\$34.30	\$37.61	9
10	\$22.09	\$23.32	\$24.63	\$26.21	\$28.14	\$29.83	\$31.26	\$33.08	\$35.19	\$38.57	10
11	\$22.66	\$23.93	\$25.27	\$26.89	\$28.88	\$30.58	\$32.09	\$33.92	\$36.11	\$39.61	11
12	\$23.25	\$24.55	\$25.93	\$27.60	\$29.62	\$31.37	\$32.89	\$34.80	\$37.06	\$40.62	12

STEP	LANE 11	LANE 12	LANE 13	LANE 14	LANE 15	LANE 16	LANE 17	LANE 18	LANE 19	LANE 20	STEP
1	\$31.63	\$33.35	\$36.57	\$38.57	\$40.80	\$43.08	\$45.50	\$48.08	\$50.79	\$53.68	1
2	\$32.46	\$34.20	\$37.52	\$39.60	\$41.84	\$44.17	\$46.68	\$49.31	\$52.12	\$55.08	2
3	\$33.32	\$35.08	\$38.48	\$40.62	\$42.93	\$45.33	\$47.89	\$50.60	\$53.46	\$56.52	3
4	\$34.16	\$35.98	\$39.47	\$41.69	\$44.05	\$46.52	\$49.14	\$51.96	\$54.86	\$58.02	4
5	\$35.03	\$36.93	\$40.52	\$42.77	\$45.21	\$47.74	\$50.43	\$53.33	\$56.31	\$59.53	5
6	\$35.95	\$37.88	\$41.59	\$43.89	\$46.40	\$49.01	\$51.78	\$54.71	\$57.79	\$61.09	6
7	\$36.90	\$38.88	\$42.65	\$45.01	\$47.59	\$50.29	\$53.12	\$56.14	\$59.30	\$62.71	7
8	\$37.85	\$39.87	\$43.77	\$46.21	\$48.83	\$51.61	\$54.53	\$57.61	\$60.87	\$64.37	8
9	\$38.84	\$40.92	\$44.91	\$47.43	\$50.13	\$52.95	\$55.97	\$59.13	\$62.48	\$66.05	9
10	\$39.84	\$41.97	\$46.08	\$48.66	\$51.42	\$54.33	\$57.41	\$60.68	\$64.10	\$67.79	10
11	\$40.88	\$43.09	\$47.29	\$49.91	\$52.79	\$55.75	\$58.95	\$62.28	\$65.81	\$69.58	11
12	\$41.94	\$44.20	\$48.52	\$51.22	\$54.17	\$57.23	\$60.49	\$63.93	\$67.53	\$71.40	12

Note:

1. 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.
2. In a year when steps are given, every employee on step 12 in the previous year and still employed November 1st of the current year will receive a \$1,000 bonus (based on FTE) on the November paycheck regardless of Lane. This does not apply to the Miscellaneous Salary Schedule

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