

**GEA/GEA 2021-2022  
TENTATIVE AGREEMENT**

1. 1% COLA (cost of living increase)
2. Fund lane change and increment costs
3. Fund medical and prescription insurance programs
4. 3.5% BONUS (One year only)
  - a. Bonus Money will be paid on November 15<sup>th</sup> paycheck.
  - b. Hired by November 1, 2021
  - c. An employee must be employed through November 30, 2021 to qualify for the bonus money.
  - d. Bonus money will be calculated on base salary only.


Professional Agreement Language

5. 4.5 As the recognized bargaining agent, GEA shall, jointly with HR, present the teachers' contract in a professional development session at all new teacher orientations. As the recognized bargaining agent, GEA shall be allowed to present information about the Association to all new teachers at all new teacher orientations (breakfast or lunch presentation).
6. 7.2.2.2 The phrase "teaching certificate" will be changed to "professional teaching license" to align with new USBE Code.
7. 9.3.1 Elementary teachers shall report to work no less than 20 minutes before the district published start times of the school day and shall remain on duty for at least 15 minutes after the district published closing time of school.
8. 9.3.2 Secondary teachers shall report to work no less than 30 minutes before the district published start times of the school day and shall remain on duty for at least 20 minutes after the district published closing time of school. In schools starting before 8:00 a.m., these time provisions may be reversed.
9. 9.4.1 Faculty meetings shall not exceed more than one per month, except when cleared by a School Leadership and Improvement Director in collaboration with the Executive Director of the Association and/or in the event of an emergency.
10. 9.4.2 Faculty meetings are to be used to manage the logistical operations of the school and to enhance communication with the faculty. Faculty meeting is not to be used for professional development
11. 9.8 In the event that a substitute teacher is not provided for a contract teacher who has requested a substitute the absence will result in a failed-to-fill. When contract classroom teachers are asked to cover the failed-to-fill, they shall be paid a prorated share of the Level F substitute teacher rate. Principals shall reassign substitute teachers, who are scheduled for PLCs or school/district level professional learning, to failed-to-fill classrooms. Secondary teachers who cover the failed-to-fill classroom during what would have been their paid consultation period will coordinate with their supervisor to fulfill the contractual obligation.
12. 11.7 Prior to changing a teacher's assignment, the principal will meet with the teacher involved to discuss the reasons for the change in assignment.
13. 18.5.2 Language cleanup – One-year leave of absence without pay shall be granted for reasons of newborn care or newborn adoption care.

Other items discussed

- Teachers, including sped teachers, will only teach in one modality unless the teacher agrees to sell their prep period.
- An updated memo on school committees will be sent to building administrators before committee assignments for the 21-22 school year begins.
- Covid-19 distance learning documentation for special education will no longer be required, unless the teacher is a distance learning teacher.

 4/13/21  
for Granite Education Association Date

 4/13/2021  
for Granite School District Date