

**GSD/GEA 2023-20224  
TENTATIVE AGREEMENT**

The following settlement package is rooted in the following shared interests of the Granite School District (GSD) and the Granite Education Association (GEA):

- competitive wages and medical benefits
  - increased support for educators
  - increased teacher directed planning time
  - consistent and reliable elementary PLC time
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1. 2.5% COLA (cost of living increase) to be added to the salary schedule
2. Legislative Salary Adjustment: Increased from \$4,200 to \$8,400 to be added to all steps on the salary schedule
3. Fund lane change and increment costs
4. District will fund the 7% medical insurance increase
5. Paid Professional Hours (HB396) process and amount will remain the same as 22-23 school year
6. Reduce teacher contract from 190 to 189 days
7. Two Legislative Days will be used during the 2023-2024 school year for teacher directed planning days. They will be scheduled on August 14<sup>th</sup> and 15<sup>th</sup>.
8. Back to school events for elementary schools shall not be held before the evening of August 15<sup>th</sup>
9. Kindergarten KEEP testing will commence the first day of school for students
10. Elementary PLC time will occur for 45 minutes, each Tuesday before or after school (See 9.3.1.1)
11. Contract time for elementary teachers will be shortened by 45 minutes on short days (See 10.2)

12. On end of term days, 90 minutes will be set aside for principal conducted, district supported professional learning. The remainder of the day will be for teacher directed planning time.
13. Time during faculty meeting may be used for professional learning
14. Due to financial and substitute shortages, Article 18.4 is on hiatus for the duration and effect of this agreement
15. Elementary teachers will be given the choice to opt out of the third Focus Training session, offered in August, in favor of teacher directed planning time
16. All available Vector trainings will be posted by July 31 of each school year for existing employees. All other trainings, if any, may be posted at a later date in the school year.
17. Contract extended July 1, 2023, through June 30, 2026 (see 31.4)

### **Professional Agreement Language**

- Housekeeping and previous negotiated language added to the contract prior to reprinting

4.4 **Scheduling.** The Board recognizes the need for the Association to be able to conduct Association business. The District agrees not to schedule any meetings, trainings, or other activities for teachers after teacher contract time on the second Wednesday of each month. In the event an exception must be made, the District must provide rationale to the Executive Director of the Association.

5.4 Interest Based Bargaining (IBB) is the preferred negotiations process. If either party does not agree to this process (IBB), the process outlined in 5.5 will be followed. Before negotiations begin on specific items, the Association shall submit, in writing, specific initial proposals on any items it wishes to negotiate. The Board shall respond within two weeks with specific written proposals to open for negotiation any items the Board wishes to negotiate that may not have been included among the initial proposals of the Association. After this initial exchange of proposals, no new subjects for negotiation may be introduced by either party without mutual consent. The initial proposals of both parties shall constitute the agenda, with the discussion order to be jointly agreed upon before negotiations begin on specific items.

7.2.1.3 **Annual Increments.** Continuing teachers shall receive a one-step salary increment on the salary schedule for each year of successful teaching in the District until they reach the maximum step of their salary lane. Such salary increments shall be given at the beginning of each contract year by moving forward one step on the salary schedule. Educators who have not taught a minimum of a full semester, shall not be eligible for a step advancement.

8.3 Each teacher will have a district provided method to contact the school's main office during contract hours.

8.3.1 A teacher's personal cell phone is not considered a District provided device, but the teacher may choose to use it as a means for communication.

9.3.1.1 Elementary PLC time will occur for 45 minutes, each Tuesday before or after school. School Building Committee and School Leadership Committee will determine if PLC time is held before the start of school or after.

9.4.1 Faculty meetings shall not exceed sixty minutes once 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.

9.4.2 Faculty meetings are to be used to manage the logistical operations of the school, enhance communication with the faculty, and for professional learning.

10.2 Class-free planning and preparation time shall be used by teachers for planning and preparation activities, with the objective of improving instruction, meeting the needs of individual students, and improving the coordination of school programs and activities.

An increase in elementary planning and collaboration time will be added to the one (1) hour per week currently allotted to teachers. Each teacher will be given an additional 45-minute block of time weekly. In the event that the 45-minute planning time falls during an assembly, or other scheduled activities, the principal will arrange coverage for the teacher's students, thus guaranteeing that the teacher will still receive planning time. This will be accomplished without burdening another teacher with supervision.

### Monthly Schedule

Regular Weekday	Short Day
During the day +45 min planning time	+15 min after-school contract time +60 min planning time

18.1.3.5 After fifteen days of absence for family illness in any one school year, the teacher involved shall pay the cost of substitutes for any further use of special sick leave that is granted, by an Assistant Superintendent, for family illness. (The teacher shall be charged the current daily Substitute B rate.)

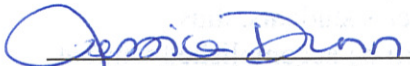
18.2.4 Limitations may be placed by the principal on the number who can take Personal Leave on any given day at that school. Generally, only one or two Personal Leave days per school, per school day can be approved. Such limits are necessary based on the availability of substitutes. Personal Leave will not be granted in connection with any form of job action or work stoppage.

18.5.6 Teachers returning from a leave of absence without pay will be entitled at the end of the leave to a position comparable to the one vacated.

18.5.7 To facilitate staffing and assignments, teachers returning from a leave of absence without pay are entitled to return to work at the beginning of the following school year. Teachers must notify the Human Resources office, in writing, of their intent to return no later than March 1.

**Other items discussed**

- As is outlined in Article 25 in the Professional Agreement, GEA will be included in discussions about support and professional development offered to new teachers.
- A reminder about elementary before and after school duty coverage will be conveyed to building administrators before the first teacher contract day of the 23-24 school year.
- GEA and GSD are committed to working towards differentiated professional learning opportunities.
- A reminder about support available for teachers moving schools due to surplus or school closures.
- GEA and GSD will work together to support the needs of elementary BTS and PE teachers.
- GEA and GSD support improved compensation for classified contract and hourly employees. A fully staffed school district is in the best interest of its students and employees.

 5-8-23  
For Granite Education Association Date

 5/8/2023  
For Granite School District Date