

**GSD/GEA 2024-2025
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
 - commitment to collaborative efforts to meet legislative requirements
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Financial Compensation

- 2.0% COLA (cost of living increase) to be added to the salary schedule at a cost to the district of \$4.3 million
- ESA: Increased from \$8,400 to \$8,904
- Fund lane change and increment for teachers at a cost to the district of \$4.7 million
 - Each step increase is equal to \$2,450
 - Teacher participation in the lane change program allows for an average increase of \$1,906 in earning potential per lane
- For the 2024-25 school year, GSD will contribute 0.7% of an educator's salary, into the educator's 401K, if the educator is currently enrolled in URS' Tier 2 Hybrid option
- Starting teacher salary: \$59,741

Benefits

Licensed Employees will have:

- A 0.7% increase in the cost of health insurance premiums on all medical plans beginning January 1, 2025. Depending on the plan, the district will assume between 86% - 93% of the cost for each plan. The approximate increase in cost to the district, for fiscal year 2025, is \$1.7 million. The annual total premium cost paid by the district is \$67.4 million.
- The changes to the insurance plan include the following:
 - Out Of Pocket Maximum Changes
 - Employee \$2,500 Employee + 1 \$3,500 Employee & 2+ \$4,500
 - This is an increase of \$500 for each classification over the 2024 plan year.
 - RX Tier 4 copay added to plan
 - **Tier 1 \$10 Tier 2 \$50 Tier 3 \$80 Tier 4 \$150**

Professional Agreement Amendments

- 9.3.1.1: Elementary PLC time will occur for 45 minutes on the scheduled end of week early dismissal day. PLC time will begin 15 minutes after the district published closing time of school.
- 18.2.1: Teachers will be allocated 5 personal leave days per contract year.
- 4.4: For the 2024-25 school year only, April 16, 2025 will be the recognized week for GEA to hold its Association Representative (AR) meeting. The district agrees to treat it as if it were the second Wednesday of the month.

Legislative Changes

- GSD and GEA commit to collaborate on the following pieces of legislation:
 - SB137 - Paid professional hours, educator evaluation
 - SB173 - Teacher Salary Supplement Program (TSSP)
 - HB84 - School safety needs assessment
 - HB192 - Paid Parental Leave to be implemented in the 25-26 school year
 - HB257 - Employee privacy and safety

Miscellaneous

- Two Legislative Days will be used during the 2024-25 school year for teacher directed planning days. They will be scheduled on August 12th and 13th
- For the 2024-25 school year only, students in full-day kindergarten will be dismissed from school according to the early out schedule on August 14th and 15th in order to respond to the unique needs of kindergarten students. This will allow kindergarten students time to adapt to the full-day kindergarten schedule and their teachers time to assess, ensure balanced class lists, and address parent concerns.
- HB105: One time increase for classroom supplies. \$500 allocation for elementary school based teachers and \$250 allocation for secondary school based teachers
- The PLC “bulls-eye graphic” will be shared district wide to give consistency and direction to school PLC efforts
- May 2, 2025 will be marked on the Teacher Employee Calendar as a teacher recess day
- GSD and GEA are committed to collaboratively identify, analyze, and provide effective supports for ongoing student behavior needs
- A summary of elementary teacher directed planning time, as found in Article 10 of the Professional Agreement, will be shared with elementary educators and administrators


For Granite Education Association Date

 
For Granite School District Date