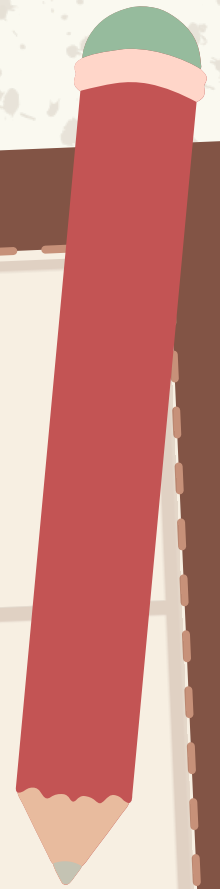
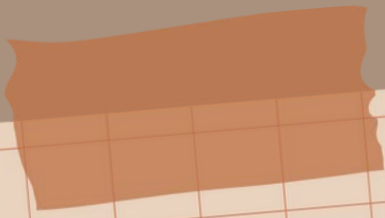
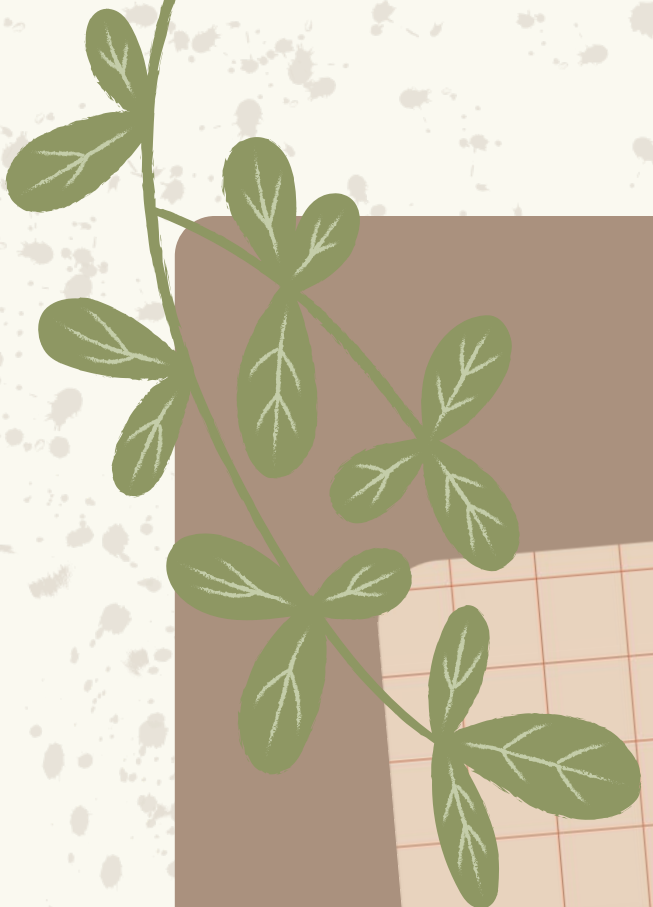


Professional Agreement


# Article 5

Negotiations





Article 5.1  
negotiating Teams



A designated representative appointed by the Board meets with a designated representative from the Association to establish procedures for negotiating.

Each party's team shall not consist of more than five members.







GRANITE  
EDUCATION  
ASSOCIATION

o o o o

>>>>> **2024  
NEGOTIATIONS TEAM**



**Michele  
Jones**  
GEA President  
Cyprus HS



**Mitchell  
Atkinson**  
Granger El



**Jaden  
Ford**  
Churchill Jr



**Jessica  
Dunn**  
Executive  
Director



**Barbara  
Antonetti**  
Associate  
Director



Negotiations Team

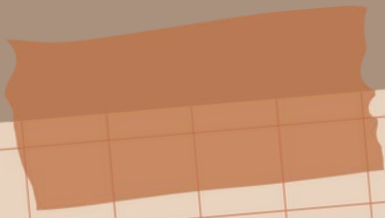
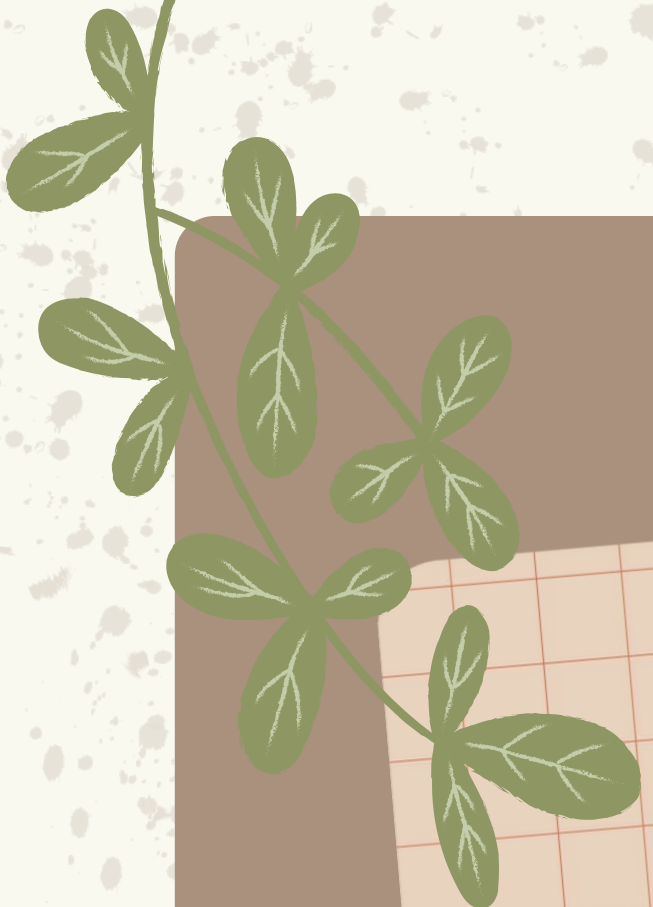
Patrick Flanagan  
Director of HR

Brandon Moore  
Principal, Frost Elementary


Jen Johnson  
Principal, Bonneville Junior High

Jen Christensen  
Principal, Olympus High School

Lynne Rada  
Director of Teacher Onboarding



Articles 5.2, 5.3, & 5.7  
Schedule of Meetings  
& Release from  
Other Duties


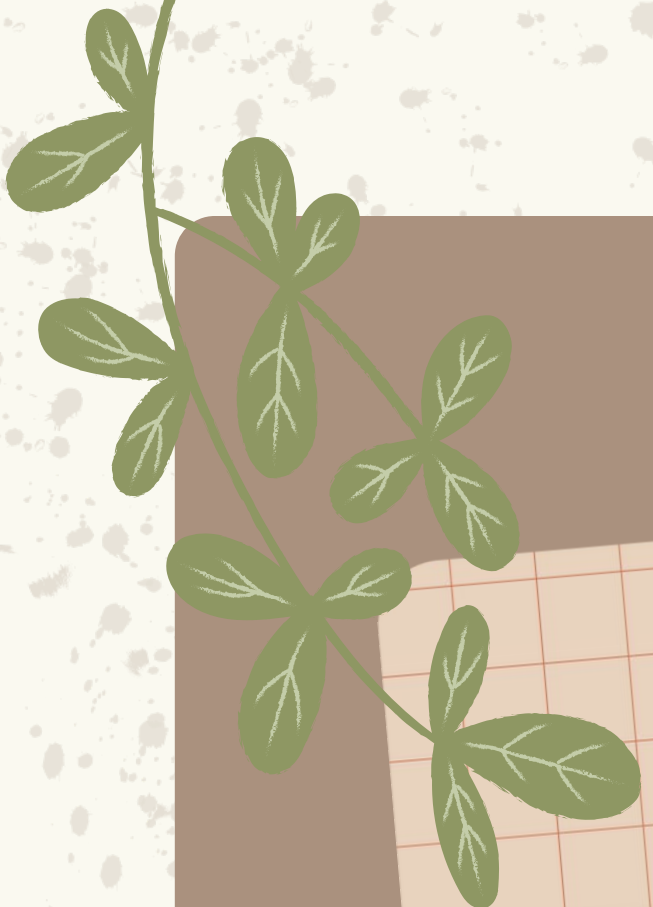


A meeting to open negotiations will be held no later than the first day of April.


Negotiations will be conducted at times and places mutually agreeable to the negotiators named by each party, including during the school day.








Articles 5.4 & 5.5  
Conducting  
negotiations



Interest Based Bargaining (IBB) is the preferred negotiations process.

The negotiations teams will meet in closed sessions.


All proposals must be channeled through the negotiations teams at the table. Teams will present relevant data, points of view, and make proposals and counter proposals.



Article 5.7  
Consultants

Either party may utilize the services of consultants to assist in negotiations.





Article 5.8  
Adopting Agreement

To reach a tentative agreement (TA), all understandings must be produced in writing, dated, and signed by both parties. All such agreements will remain tentative pending completion of an agreement on the entire package. It will be recommended to the Board and the Association for approval by both negotiating teams and become final upon ratification by the Board and the Association.



# Ratification Process


1. If a tentative agreement is reached by the Association and the Board of Education at least fifteen (15) working days before the end of the traditional school year, the tentative negotiated agreement shall be ratified in the following manner:
  - a. The Board of Directors shall review and act on the tentative negotiated agreement.
  - b. The recommendation of the Board of Directors shall be submitted to the Representative Council (ARs) for its action in a meeting to be held as soon as practical following the Board of Directors meeting.
  - c. The recommendations of the Board of Directors and the Representative Council shall be submitted to the general membership the tentative agreement. The Association Representative will present the tentative agreement and conduct a ratification vote.
  - d. Ballots shall be distributed through the Association Representatives for voting in the schools. The ballots shall be returned to the Association office for counting.





# Ratification Process

2. If a tentative negotiated settlement is reached after the times set forth in Section 11.2 .1, the tentative negotiated agreement shall be ratified in the same manner as outlined in Section 11.2 .1. beginning no later than the first work week of the new traditional school year.
  
3. If a settlement has not been reached by the first work week of the new traditional school year, the ratification process, as set forth in 11.2 .1, shall begin as soon as practical after the tentative negotiated settlement has been reached.



Article 5.9  
Impasse

If agreement is not reached on all items, either party may declare to the other in writing that an impasse exists and call for a mediator.

5.9.14 - In the event that mediation efforts are not successful, both parties shall make such further efforts to reach a agreement as mutually agreed to by both negotiating teams.