

Tentative Agreement 2023



GEA Negotiations Team

- Michele Jones, GEA President
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GEA Goals Going into Negotiations:

- Competitive wages and affordable insurance benefits
- Increase teacher directed planning time
- Support fully staffed schools
- Increased supports for educators
- Flexible leave options
- Clear processes and reliable timelines

GSD Goals Going into Negotiations:

- Consistent and reliable elementary PLCs

Competitive Wages:

Why? To attract new employees and retain current employees. We also need to remain competitive with surrounding districts.

How? WPU, increased legislative salary adjustment, GSD funding options

What?

- ✓ Legislative salary adjustment increased by \$4,200 added to all steps (total of \$8,400)
- ✓ 2.5% COLA
- ✓ Fund steps and lanes
- ✓ Reduce the contract from 190 days to 189 days

**Granite School District
2023-24 Teacher Salary Schedule (20)
Nine-Month Base Contract**

	LANE A	LANE B	LANE C	LANE D	LANE E	LANE F	LANE G
Steps	Bachelor's Degree	Bachelor's Degree + 20 Sem Hrs	Bachelor's Degree + 40 Sem Hrs	Master's Degree	Master's Degree + 20 Sem Hrs	Master's Degree + 40 Sem Hrs	Doctorate
6	58,240	59,842	62,643	63,444	65,446	67,448	69,450
7	60,641	62,242	65,047	65,846	67,848	69,850	71,853
8	63,044	64,645	67,448	68,249	70,251	72,253	74,254
9	65,446	67,048	69,850	70,651	72,653	74,660	76,731
10	67,848	69,450	72,253	73,052	75,074	77,147	79,219
11	70,251	71,853	74,660	75,488	77,562	79,634	81,707
12	72,653	74,254	77,147	77,977	80,050	82,122	84,196
13		76,735	79,634	80,465	82,536	84,609	86,683
14			82,122	82,950	85,024	87,096	89,170
15				85,438	87,513	89,586	91,655
16					89,997	92,072	94,143
17						94,559	96,633
18	DRAFT	DRAFT	DRAFT	DRAFT	DRAFT	DRAFT	DRAFT
19							
20	75,075	79,220	84,611	87,926	92,484	97,047	99,120



Affordable Insurance Benefits:

Why? Medical benefits are another way to attract and retain employees. This year, the usage on our medical plan has continued to run high, causing us to have to do something differently.

How? Increase premiums paid by employees or adjust coverage offered by the plan.

What? We didn't do either.

- ✓ No changes to the medical plan or to the premiums paid by employees
- ✓ GSD will cover the 7% medical insurance increase
- ✓ Short Term Disability coverage continued to be administered by GSD

Additional Insurance Benefits:

- ✓ Dental plan changes:
 - Dental Select has discontinued the Silver plan, effective December 31, 2023
 - In response to our members request for better coverage, the Platinum PPO – High was added
 - Premium increases will be covered by the employee.

	Gold - Copay Low	Gold - Copay High	Platinum - PPO Low	Platinum - PPO High
				New Plan
Deductible	none	none	\$50 x3	\$50 x3
Annual Maximum	none	none	\$1,000	\$1,500
Preventive Routine exams, cleanings (2 per year), fluoride, x-rays	100%	100%	80%	100%
Basic Fillings, extractions, oral surgery	Fixed Copays	Fixed Copays	70%	80%
Major Crowns, bridges, dentures, endodontics, periodontics	No Coverage	Fixed Copays	40%	50%
Orthodontics Children and Adults	50% \$1,000 lifetime max	50% \$1,000 lifetime max	50% \$1,000 lifetime max	50% \$1,000 lifetime max
	Increase	Increase	Increase	Increase
Single	\$17.00 \$3	\$24.00 \$4	\$34.00 \$2	\$39.00 \$5
Two-Party	\$31.00 \$5	\$41.00 \$7	\$63.00 \$3	\$73.00 \$10
Family	\$50.00 \$8	\$65.00 \$11	\$109.00 \$5	\$126.00 \$17

Competitive Wages & Affordable Insurance Benefits:

✓ 2.5% salary increase

- \$8 million

✓ Steps and lanes

- \$6.9 million

✓ Insurance

- \$435,736 (District covered portion of medical increase)
- \$76.9 million (total value)

✓ Early retirement benefits (funded and protected)

- more than 7x the cost of lifetime of GEA dues

**Total Value =
\$92 million +
early retirement benefit**

Why wasn't there a bonus this year?

- Bonuses are not guaranteed, and it is better to put money on the salary schedule for long term benefit.
- Negotiated bonuses in past years have been paid for from the excess funds in the employee insurance fund.
 - Usage of our insurance continues to increase and because we previously spent all the extra money in the fund, there hasn't been enough money to cover the cost increases the past two years.
 - What can we do for next year to help our plan?
Be a better consumer. See the next two slides.
- As part of the negotiation's outcomes in 2022, we prioritized saving money in the insurance fund to put towards future expansion of the GSD Wellness Center. That effort continues.

Consumer Information:

One way to avoid insurance increases, or minimize insurance plan changes, is to reduce costs by being wise consumers of services.

Ask...Am I a wise consumer?

- Use generics drugs when possible
- Schedule home delivery prescriptions
- Visit the Wellness Center

The ER is for emergencies, not for something that can wait until morning. Urgent or InstaCare costs the plan more than going to the doctor's office, but not as much as a trip to the ER.

Consumer Information:

Insurance is General Fund money that would otherwise go toward salary (and boost retirement) if we did not have to fund high insurance increases.

Remember: Insurance is a line item that carries a cost of \$76.9 Million.

The more we do, individually, to reduce usage, the more money there is available for salaries!



For more information about insurance, visit www.graniteschools.org/hr/benefits/benefit-options

Increase Teacher Directed Planning Time:

Why? There is not enough time to do everything that is required.

How? Utilize options that impact all levels, and that are already available and do not cost extra money.

What?

- ✓ Vector trainings will be posted by 7/31 of each year. All other trainings, if any, may be posted at later date in the school year. (date TBD)
- ✓ Professional flexibility for elementary teachers during the 3rd Focus training in August
- ✓ Increased planning time on end of term days, with only 90 minutes of PD

Increase Teacher Directed Planning Time & Calendar Impacts:

Why? More time is needed for teachers to prepare for students at the start of the school year.

How? Learn from successful options previously utilized.

What?

- ✓ Two Legislative Days for teacher directed planning – August 14 & 15
- ✓ Elementary back to school events shall not be held before the evening of August 15

Elementary PLCs & Friday Planning Time:

Why? Initially, two Fridays a month were set aside for elementary PLCs. Recognizing that weekly PLCs were more beneficial, many schools soon began to engage in data dives during the school day, taking away from instructional time and using aides for coverage and/or utilizing creative scheduling. Recently, GSD began exploring options for a district wide, consistent and reliable time in all elementary schools for regular collaboration on standards with less impact to student instruction time.

How? Dedicated time outside of instructional time, once a week, and return all Fridays as teacher directed planning time as well as shorten contract time on Fridays.

What? See next slide

✓ Elementary PLCs & Friday Planning Time:

Monday	Tuesday	Wednesday	Thursday	Friday/ Short Day
Contract Time	Contract Time	Contract Time	Contract Time	Contract Time
+20 min before +15 min after	+20 min before +15 min after +45 minutes, before or after school (decided on a school-by- school basis)	+20 min before +15 min after	+20 min before +15 min after	+20 min before +15 min after +60 min teacher directed planning time

Why would GEA agree to this? Our negotiations survey showed that elementary teachers overwhelmingly support weekly PLC time without impacting student instruction, as well as a desire to have Fridays returned as planning time. This option also gives personal time back to the teachers each Friday or short day.

Additional GEA Wins:

- ✓ Kindergarten KEEP testing will commence on the first day of school for students
- ✓ HB396: Paid Professional Hours process and amount will remain the same as the 22-23 school year
- ✓ Due to financial and substitute shortages, Article 18.4 is on hiatus for the duration and effect of this agreement.
- ✓ Contract extended July 1, 2023-June 30, 2026

✓ Policy Changes:

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.**

✓ Policy Changes:

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**.

✓ Policy Changes:

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

✓ Policy Changes:

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.

Fully Staffed Schools:

Why? Classified contract and hourly employees are vital to the success of our schools, and teachers are impacted when there is a shortage.

How? GEA does not negotiate for classified employees - GESPA does.

What? Joint GEA/GSD statement of support for classified employees.

- ✓ 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.

Other Items Discussed:

- ✓ GEA and GSD will work together on:
 - Supporting BTS and Elementary PE teachers
 - Supports for new teachers
 - Differentiated professional learning opportunities

- ✓ Administrative support to:
 - Better balance elementary duty structure
 - Support teachers moving schools due to surplus or school closures

Items Still on Our Ongoing Negotiations List:

- Equitable planning time for BTS and Elementary PE teachers
- Counselors' national boards
- Salary schedule movement for our CTE colleagues in the trades
- Digital timecards
- Flexible leave options

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GSD Goals Going into Negotiations:

- ✓ Consistent and reliable elementary PLCs

Recap:

- ✓ We protected your **steps and lanes.** **\$6.9 million**

This item alone may protect **more than \$35,000 in salary** over the career of a GEA member when he/she retires from Granite. Certainly, more than a lifetime of GEA dues.

- ✓ We protected your **retirement benefit.** **Invaluable**

This item, negotiated for you by GEA is worth more than 30 years of GEA dues. It is actually worth more than 7 times as much as dues!

- ✓ **\$4,200 salary increase**
- ✓ **2.5% COLA**
- ✓ **189 days contract**
- ✓ **2 Legislative Days**
- ✓ **No medical premium increase**
- ✓ **Better dental coverage**
- ✓ **More teacher directed time**
- ✓ **More consistency**

Reminders:

- GEA works hard on your behalf
- GEA does what is good for the order
- The Professional Agreement is a 70+ year old document. It is our legacy and must be protected.
- Membership is the key to our success.
Now is the time to approach potential members.
This settlement is the answer to their question,
“What has GEA done for me today?”

Membership Reminders:

- GEA is asking you to **please** ask members on each grade level, team, or department to talk to non-members about joining GEA
- The tentative agreement is a great selling point as a **\$92 million dollar settlement**
- The Early Enrollment program is a selling feature, “Join us now at no cost until September.”

\$75

For Every
New Member
That You Recruit

April 1-June 9

This incentive is part of the Early Enrollment program and is provided by membership grants.
\$25 will be paid by GEA after June 15, 2023.
\$50 will be paid by UEA in September 2023.

gea
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EDUCATION
ASSOCIATION

Questions?

These should be general questions about the Tentative Agreement so that we can vote. Please save questions about individual circumstances for a conversations after the meeting.



Ratification Process:

ARs will notify their members when the Tentative Agreement information will be provided at the school and when voting will occur.

- Only GEA members vote.
- Voting is by paper ballot.

Ballots must be returned to the GEA Office by 5:00 pm on Friday, May 19.

Let's Vote!

