

**GEA/GEA 2022-2023  
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
  - increasing planning time with a specific focus on elementary planning time
  - reliable processes
  - balanced teacher workload
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1. 4.25% COLA (cost of living increase)
2. Fund step/lane change and increment costs
3. 3% increase to monthly insurance premiums
  - a. Move to a 3-tiered network (no change to benefits)
4. Planning time – The Professional Agreement outlines appropriate planning times for teachers.
  - a. For the 2022-2023 school year only, students in elementary school will be dismissed from school one hour and forty minutes early on the first day of school. The remainder of the day will be for teacher directed planning time.
5. Before and after school duties coverage will be expanded to include all employees on the teacher salary schedule, according to their FTE at the school. Exceptions to this may occur, including those teachers that have student responsibilities during those times. (Examples: Kindergarten teachers, SpEd teachers in a unit classroom, etc.)
6. Three Legislative Days will be used during the 2022-2023 school year
  - a. Two days will be for teacher directed planning days and will be scheduled on different days of the week.
  - b. One day will be half professional development and half teacher directed preparation.
    - i. Elementary Level – Up to half of this third legislative day will be used for professional development related to the new i-Ready Math Program.
    - ii. Secondary Level – Up to half of this third legislative day will be used for professional development targeting preparation for a district program. The topic for the secondary level has yet to be determined.
7. The 2022-2023 calendar will be changed to show December 22, 2022, as the first day of Winter Break and January 3, 2023, as a teacher contract day (student recess day).

**Professional Agreement Language**

- 8. 10.8 30-minutes a week of Library will be for class-free, teacher directed planning time.
  - a. Unlike the other guaranteed planning times, if the librarian is absent, a substitute will not be provided since the librarian is not a licensed teacher.
  
- 9. 16.1.4.1 On the last district working day before April 20, the Human Resources office will publish the first listing of known vacancies, together with job description, that will occur for the following school year. (*Exception: High School head coaching positions for the following school year may be posted as soon as the vacancy is declared. The hiring process [posting, interviews, reference checks, recommendation for hire to H.R.] for this exception will need to be completed before the date of the annual Principals' Meeting in March where teacher FTE is allocated.*)

**Other items discussed**

- As is outlined in Article 26 in the Professional Agreement, GEA will be included in discussions about the A/B designation of secondary school days.
- As is outlined in Article 26 in the Professional Agreement, GEA will be included in discussions about professional development offered to teachers.
- The following statement will be added to the teacher salary schedule:  
*Contracts under this salary schedule requiring more than 190 workdays per contract year shall have the additional days paid out at the daily rate based on the individual's approved lane and step. Additional days not detailed on the individual's contract are not guaranteed from year to year.*
- GEA and GSD support the prioritization of the insurance fund for covering insurance costs, sustaining, and expanding the Granite Wellness Center, and returning money to employees when there is a surplus in the fund. Since benefits are a negotiated item, GEA anticipates the continuation of the historical practice of including the Insurance Committee in proposals for allocations of these funds.

  
for Granite Education Association      Date

  
for Granite School District      Date