

# GESPA/GSD Negotiations 2019-2020

Granite School District and GESPA Contract Employees

## Tentative Agreement

(May 16, 2019)

Subject to ratification by the Granite School District Board of Education and Granite Education Support Professionals Association (GESPA), Granite School District (hereafter referred to as the District) propose that the following settlement offer will become effective on July 1, 2019, and shall remain in full force and effect through June 30, 2020.

### Salary

1. It is agreed that for the 2019-2020 contract year, the District will provide a 3.0% Cost-of-Living-Adjustment (COLA) to the classified salary schedule.
2. It is agreed that for the 2019-2020 contract year, the District will fund increment steps and lanes on the classified salary schedule.
3. It is agreed that for the 2019-2020 contract year, the District will fund a one-time only bonus of 4%.
  - Bonus money will be paid on November 30, 2019.
  - Employee must be hired by November 1, 2019 to qualify for the bonus.
  - Employee must be employed through December 31, 2019 to qualify for the bonus.
  - Bonus money will be calculated on base salary only.
4. Hire up to three additional classified employees in the Maintenance Department (value of new hires is equal to approximately 0.5% of total compensation of all classified employees based upon the salary schedule with the above changes implemented).

### Insurance

1. It is agreed that the District will fund the inflationary and/or additional costs of insurance and prescription programs currently offered to contract classified employees.

### Other:


1. It is agreed that the District will continue to fund the GESPA training fund at \$20,000 per year with maximum carryover of \$5,000 (total not to exceed \$25,000).

## ACCEPTANCE AGREEMENT

This Agreement is hereby adopted by the Board of Education of the Granite School District and the Granite Education Support Professionals Association as indicated by the signatures of the following individuals. It shall become effective on July 1, 2019, and shall remain in full force and effect through June 30, 2020.

  
\_\_\_\_\_  
Mike Memmott, GESPA President

5-21-2019  
Date

  
\_\_\_\_\_  
Donald Adams, Asst. Superintendent, Support Services  
Granite School District

5.21.19  
Date