



**To:** Board of Education  
**From:** Cheri Burke, Superintendent of Schools  
**Date:** November 6, 2024  
**Re:** Granby Association of School Administrators (GASA) Contract

The following is a summary of the major changes in the negotiated contract between the Granby Board of Education and the Granby Association of School Administrators (GASA) for the period July 1, 2025 through June 30, 2028:

**Salaries:**

- General wage increases as follows: 1.75% in the first year of the agreement, 2.25% in the second year and 2.25% in the third year of the agreement. General wage increases at max step as follows: 1.70% in the first year of the agreement; 2.0% in the second year and 2.25% in the third year of the agreement.
- The total increase over the three years of the contract is 11.53%, which equates to \$146,193.
- Levels were revised to include the Dean of Students position at Level 1; therefore, all other levels were moved up by one level. Additionally, the Director of Pupil Services was moved from Level 3 to Level 5.

**Health Benefits**

Employee premium sharing contributions to health insurance options for each year will be 21.25% in 2025-2026, 21.5% in 2026-2027 and 21.5% in 2027-2028. The dental premium sharing contribution will remain flat at 24% 2025-2028. Changes to the health care plan include a prescription co-pay and additional managed care parameters.

	2025-2026	2026-2027	2027-2028
<b>HSA</b>	21.25%	21.50%	21.50%
<b>Dental</b>	24%	24%	24%

**Language Changes:**

- There was a change in the language pertaining to retired administrators hired prior to July 1, 2025 that they may continue to participate in the Granby employee medical, dental and vision insurance plans at no cost to the BOE.
- Additional language changes around the way professional funds are disseminated as well as language added limiting course reimbursement to \$8,000/year per member.