



To: Board of Education
From: Jordan Grossman, Ed.D., Superintendent of Schools
Date: October 20, 2021
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, 2022 through June 30, 2025:

Salaries:

- A budget impact of 2.36% in the first year of the agreement, 2.69% in the second year of the agreement and 2.95% in the third year of the agreement.
- The total increase over the three years of the contract is 8%, which equates to \$100,710.
- Levels were reduced within the salary schedule by adding the Elementary Principals to the level which contains the Middle School Principal and Director of Pupil Personnel Services.

Health Benefits

Employee premium sharing contributions to health insurance options for each year will be 20% in 2022-2023, 20.5% in 2023-2024 and 21% in 2024-2025. The dental premium sharing contribution will be 23% in 2022-2023, 23.5% in 2023-2024 and 24% in 2024-2025. Changes to the health care plan include a prescription co-pay and additional managed care parameters.

	2022-2023	2023-2024	2024-2025
HSA	20%	20.5%	21%
Dental	23%	23.5%	24%

Language Changes:

- There was a change in the seniority language pertaining to the reduction in force. In the event an administrator’s position is eliminated, the Superintendent may assign administrators to available positions in any level, if in the judgment of the Superintendent such administrator is qualified to carry out the responsibilities of that position.
- Addition of the Juneteenth holiday beginning June 2022.
- Annual increase in the Board’s contribution to a tax sheltered annuity plan 403(b) by \$500 per participant.