



To: Board of Education
From: Mark Fiorentino, Vice Chairman, Board of Education
Date: November 4, 2020
Re: Granby Education Association (GEA) Contract

The following is a summary of the major changes in the negotiated contract between the Granby Board of Education and the Granby Education Association (GEA) for the period July 1, 2021 through June 30, 2024:

Health Benefits:

Effective July 1, 2021, the PPO insurance plan will not be available to any employee in the bargaining unit. The Board will maintain a High Deductible Health Plan (HDHP). Other changes to the health care plan include a prescription co-pay and additional managed care parameters.

Employee share of premiums are as follows:

	2020-2021	2021-2022	2022-2023	2023-2024
HDHP	17.25%	17.25%	18.25%	19.25%
Dental	21%	22.25%	22.50%	22.75%

Salaries:

The cumulative cost of the contract over the three years is 8.73%. An additional step was added to the salary scale in order to allow for a manageable distribution of salary increases.

Year 1 (2021-2022)

2.52% overall increase which includes a step increase and 1.5% general wage increase at top step only.

Year 2 (2022-2023)

3.10% overall increase which includes a step increase and 1.5% general wage increase at top step only.

Year 3 (2023-2024)

3.11% overall increase which includes a step increase and 1.75% general wage increase at top step only.

Summary:

Total increase in salary over 3 years is \$1,210,000.

Other:

The following changes were made to the contract language:

- Curricular, athletic and extra-curricular stipends increased by 1.3% for each of the 3 years.
- Teachers may use up to 5 days per year of his/her accumulated sick leave for illness of a member in the immediate family who resides in his/her household.
- Non-birth/parental leave up to 3 weeks for purposes of child bonding. Additional time beyond the 3 weeks is available at the discretion of the Superintendent. Such leave is paid if the employee has sufficient accrued sick days. If not, the leave is available without pay.
- 15 minutes was added to the teacher work day.