

**GRANBY PUBLIC SCHOOLS**

# **AGREEMENT**

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**BETWEEN THE GRANBY SCHOOL COMMITTEE  
AND  
THE GRANBY EDUCATORS' ASSOCIATION  
UNIT A**

**Granby Public Schools**

**September 1, 2016 to August 31, 2017**

Settlement Agreement By and Between The  
Granby School Committee And The Granby  
Educators' Association, Unit A

The Granby School Committee and the Granby Educators' Association, Unit A hereby agree to the following terms, conditions, and understandings to be contained in a successor labor agreement.

1. Term: September 1, 2016 through August 31, 2017.
2. Wages: An across the wage scale increase of 1% retroactive back to September 1, 2016
3. Article IX: Vacancies, New Positions, and Transfers, Section D:

Whenever there occurs a full-time, part-time, summer, other professional, or any compensated extra-curricular vacancy, which the Superintendent intends to fill, the Superintendent or designee will notify the Association in writing (posting). In addition, the Superintendent, or designee, shall send an email to all employees notifying them of the position. During the summer months when school is not in session, the same procedure shall apply. The qualifications for the position, its duties, and the rate of compensation will be clearly set forth. The publication of any subsequent change in qualifications will be preceded by written notice to the Association citing the basis of such a change.

4. Article XI: Length of School Year

Paragraph A: Strike the second sentence, "The staff will be dismissed at 11:30."

5. Article XIII: Personal Leave Section E: Replace this section with the following:

All employees shall be entitled to three (3) consecutive working days without loss of pay for death in the immediate family. Immediate family shall include grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, aunt, uncle.

Employees will be allowed five (5) days of bereavement leave upon the death of a spouse, parent, brother, sister, child (including adopted, foster, step-child) or permanent resident living in the household of the employee. The Superintendent may request proof of residency. Two (2) additional days shall be granted for the death of an immediate family member requiring travel in excess of two hundred (200) miles. Additional bereavement leave may be granted by the Superintendent of Schools.

6. Article XIII: Personal Leave, Section A:

Three (3) days personal leave not to be deducted from sick leave may be granted annually for personal business or religious observance that cannot be conducted outside the normal working day. Personal leave shall be granted upon submission of the Teacher Personal Day Request Form and approval of the Principal and Superintendent, where the personal business is beyond the control of the individual and cannot readily be scheduled after school hours. Unless circumstances otherwise dictate, personal leave may not be taken on the day before or after a holiday.

7. Article XXII: Reduction in Staff:

Proposal to make compliant with changes made in MGL c.71, §42:

Replace the current 1<sup>st</sup> paragraph as follows:

"In the event it becomes necessary to reduce the number of professional status employees. The Superintendent shall terminate the employment of those teachers who have attained professional teacher status based on job performance and the best interest of the students, and whose termination will permit the staffing of all anticipated positions by licensed and qualified teachers. For the purposes of a reduction in force, job performance and the best interest of the students shall be determinative. A teacher's job performance shall be defined as indicators of job performance, including overall ratings resulting from comprehensive evaluations conducted consistent with section 38 and as compared to the teacher's past summative overall evaluation ratings in the targeted discipline in the prior five (5) year period. In cases involving professional status teachers who have identical seniority, preference for retention or recall shall be given to the professional status teacher who has the highest qualifications directly applicable to the vacancy involved as judged by the administration."

Eliminate in the 2<sup>nd</sup> paragraph B "replace an employee through the remainder of the sentence."

8. Article XXV: Professional Development: The second section B will be changed to Section C.

For The Granby  
School Committee



Dated: 12/19/2016

For The Granby  
Educators' Association,  
Unit A



Dated: 11/15/16