

Article IX.A.3.d. Salary Levels and Stipends

A. Statement of Purpose

It is the intent of the Board of Education of Granite School District (Board) to pay wages and salaries that shall enable Granite School District (District) to secure and retain qualified personnel. Human Resources, under the direction of the Superintendent, is responsible for implementing this policy.

B. Statement of Policy

1. The teacher salary schedule and the placement of a teacher on the salary schedule are dictated by the Professional Agreement between the Board of Education of the Granite School District and the Granite Education Association. All other contract employees shall be placed on the appropriate salary schedule according to Human Resources policies and procedures.
2. When there is a shortage of qualified candidates for a specific position, additional credit may be allowed by Human Resources for verified experience with approval of the Superintendent.
3. An employee who wishes to change a job assignment into a lower job classification will be placed in the appropriate lane consistent with prior experience in the new job category. Step placement will remain at the same step currently held in the higher lane.
4. When an employee is promoted, the employee will be placed on the step of that salary schedule that provides an increase consistent with amounts negotiated by employee groups and consistent with Human Resources policies and practices. For promotions that occur on or before July 1, step credit (if available) will be applied to the prior administrative position before determining the applicable step placement. If an additional increase for cost of living is negotiated, this amount will be added to the established step/lane placement.
5. With the approval of the Superintendent, stipends may be applied to individual positions as the district deems necessary. Stipends are always temporary and may be discontinued for any reason or no reason.

**HISTORY:**

Revised October 2023

Revised February 2022: Combined with Article IX.A.1.u., IX.A.2.c., IX.A.2.g., IX.A.3.q., IX.A.5.b.