BUILD A STRONG FUTURE IN GRANITE

We believe you can build a solid future in Granite School District. Since its founding in 1904, with only 58 teachers and 4,000 students, Granite is now the eighth largest employer in Utah and currently educates nearly 70,000 students.

When you join our district, you’re working with a strong team of educators. Our teachers and administrators are experienced and supportive. They are guided by the belief that all children can learn. A Dan Jones & Associates survey indicates the public feels Granite’s greatest strength is its dedicated and committed teachers.

The district provides teachers with an array of resources to help students meet their potential. We have an award-winning mentoring program to assist teachers from their first day through their first three years of teaching.

Most important, Granite enjoys a unique “community of caring” among teachers, students and parents. This gives our students an advantage in learning and prepares them for the future.

“Granite School District has the most caring and talented teachers in the nation! We support each other in creating the greatest possible learning environment for our students to grow and thrive. Our district prioritizes time for teachers to collaborate in PLCs and provides us with tools to be successful! I love being a part of this professional team of educators!”

Tracy Jensen, 4th Grade Teacher, Woodstock Elementary

GRANITE SCHOOL DISTRICT AT A GLANCE...

- 60 ELEMENTARY SCHOOLS
- 15 JUNIOR HIGH SCHOOLS
- 9 HIGH SCHOOLS
- 6 SPECIALIZED SCHOOLS
- APPROXIMATELY 4,000 TEACHERS

SPECIALTY SCHOOLS AND PROGRAMS:

ELEMENTARY GIFTED AND TALENTED MAGNET SCHOOLS

Fox Hills Elementary                West Valley Elementary
Morningside Elementary              Woodstock Elementary

INTERNATIONAL BACCALAUREATE PROGRAM

Skyline High

STEM SCHOOLS

Elementary – Neil Armstrong Academy
Junior High – West Lake Junior High School
6–8 JUNIOR HIGH SCHOOLS
Bonneville Junior High School  Granite Park Junior High School
Churchill Junior High School  Olympus Junior High School
Evergreen Junior High School  Wasatch Junior High School

7–8 JUNIOR HIGH SCHOOLS
Hunter Junior High School  Matheson Junior High
Jefferson Junior High School  Valley Junior High School
Kearns Junior High School  West Lake Junior High School
Kennedy Junior High School

7–9 JUNIOR HIGH SCHOOLS
Bennion Junior High School  Eisenhower Junior High School

9–12 HIGH SCHOOLS
Cottonwood High School  Hunter High School
Cyprus High School  Kearns High School
Granger High School  Olympus High School
Granite Connection High School  Skyline High School

10–12 HIGH SCHOOLS
Taylorsville High School

“I chose Granite for the respect I feel as a teacher supported by incredible leaders in my school and at the district level. Granite not only listens and responds to every teacher’s complaint, but celebrates all our accomplishments and individual progress.”

Andrea Carlson, Special Education Teacher, Granite Park Jr. High

“I am proud of the work that my colleagues and I have been able to accomplish via dedicated collaboration time. PLC meetings are held two Fridays each month after school and are directed by our amazing principal. We are able to improve our instruction through analyzing achievement data, creating common lessons & assessments and exploring way to connect with each individual student. I enjoy the comradery of our faculty because we all have the same challenges and we’re able to support each other. PLC meetings give us a quality time to work with our grade level teams to focus on test scores, common core standards, and helps to guide our instruction.”

Jana Manning, 4th Grade Teacher, Rosecrest Elementary
“I’ve traveled the world and the United States but have chosen to live and work in Utah. The people and the state’s unique opportunities to see and do things is why I call Utah my home.”

Robert Dewyze - Eisenhower Jr. High – Science Teacher

“The supports that teachers and principals receive are individualized, helping everyone get the tools they need to be successful. Our superintendent is positive, passionate about student success and equity, and that trickles down into every classroom.”

Dr. Aaron Wilson, Principal, Granite Park Jr. High School

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<tr>
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<th>CHINESE</th>
<th>FRENCH</th>
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<td>Lincoln Elementary</td>
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Granite School District
2019-20 Teacher Salary Schedule (20)
Nine-Month Base Contract (190 Days)

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<th>Steps</th>
<th>LANE A Bachelor's Degree</th>
<th>LANE B Bachelor's Degree + 20 Sem Hrs</th>
<th>LANE C Bachelor's Degree + 40 Sem Hrs</th>
<th>LANE D Master's Degree</th>
<th>LANE E Master's Degree + 20 Sem Hrs</th>
<th>LANE F Master's Degree + 40 Sem Hrs</th>
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<td>$74,376</td>
<td>$78,400</td>
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20 semester hours = 30 quarter hours
This schedule includes a legislative salary adjustment of $4,200 on all steps.
This schedule includes funding from the Teacher & Student Success Act appropriated by the 2019 Utah Legislature.
Teachers at Title I schools may receive up to an extra $1,000 annual Title I stipend.
National Board Certified Teacher Stipend = $2,500
Granite – Gateway to Utah

- 15 min to Park City
- 20 -30 min. to most ski resorts
- 15-20 min to hiking
- 15 min. to downtown SLC

Adventure everywhere!

You just cannot beat the location!!

New Teacher Support Program

Professional Learning

Mentors

Granite Employment

Flip Book

Teacher Tool Kit

Teacher Support Website
UTAH IS A PRETTY GREAT STATE!

Granite School District is situated in the heart of the Salt Lake valley, framed by the Wasatch Mountains on the east and the Oquirrh Mountains on the west. The district’s location allows for quick access to outstanding recreational and cultural opportunities, plus numerous shopping centers, sports facilities, museums, restaurants and art galleries.

Outdoor enthusiasts can access world-class ski resorts just minutes from the city, plus breathtaking locations for camping, golfing, fishing, hiking, biking and more. Beyond the Wasatch Front, Utah hosts several national parks, each with its own distinct landscape, that await exploration.

Salt Lake and its surrounding areas also provide sporting events and other cultural offerings including symphony, ballet, theater, opera, modern dance and museums. The Sundance Film Festival, Utah Shakespearean Festival and Mormon Tabernacle Choir are internationally renowned. The city’s art galleries are showcased during monthly “gallery strolls.” Universities host lectures and student productions open to the public.
NO MATTER THE SEASON, UTAH IS THE PLACE TO BE!

“As a Colorado native, I thought I knew what mountain life was. Since I moved to Utah and started working at Granite, I have had the joy of spending almost every weekend in the mountains (in all four seasons)! They are so close and always there for an easy escape on a moment’s notice.

I love Granite because of their dedication to best practices. There are always opportunities to continue learning about how to serve our wonderfully diverse set of students! District classes are usually fun and engaging with supportive and invested instructors. “

J’amié Pritchard – 1st Grade teacher – Lincoln Elementary

For more information about our community, visit www.visitsaltlake.com or www.utah.gov or call the Salt Lake Convention & Visitors Bureau at 801-534-4900.

You just can’t beat the Utah slopes!
“I am a Spanish teacher at Olympus H.S. in Granite School District. I am originally from out east, I grew up in Philadelphia, PA and Cleveland, OH. About 16 years ago I came out to UT to visit a close friend and I instantly absolutely fell in love with UT, the people, the style and pace of life, the beautiful outdoors as well as the city life. I have now lived in the Salt Lake Area for 15 years and still love it and it’s an incredible place to raise a family, I wouldn’t want to live anywhere else. Once you join Granite you will be part of a family and will feel home. Personally I am a lifer here, wish to retire at Olympus H.S. in Granite.”

Mike Kraniski, Olympus High School, Spanish Teacher

“When moving to Utah I chose Granite because of their transparency with open positions, salaries, and benefits. I stayed at Granite because of the supports provided for students and teachers.”

Kartia Nash-Handler, Math Teacher, Granite Park Jr High School

BUILDING SUCCESS ON A GRANITE FOUNDATION: RECRUITING THE BEST TEACHERS!

Granite’s Human Resources (HR) staff is committed to hiring the most qualified teachers for our schools. To this end, we follow a comprehensive recruitment process.

HIRING GUIDELINES

All known openings in the district must be posted for five district working days. Postings generally begin to occur in early spring (March), and continue as openings arise.

Posted positions will be filled by the most qualified applicant, including consideration of outside applicants.

APPLICATION PROCESS

1. Complete an online application at www.graniteschools.org.

2. Click on the Employment box. This takes you to our Find Employment website where current openings are posted. You can also visit our Human Resources office (2500 South State Street) and apply online in our offices.

3. Upload your resume to your online application. It should not exceed two pages. It should outline your work experience, educational background, licenses and endorsements.

4. Upload your teaching license, Associate License eligibility letter, and degree information if requested in the job posting. If you are a new graduate please upload a letter from you university on letter head verifying that you are on track to graduate, license area, date of anticipated graduation, and any content areas you will be endorsed in.

5. Upload two to three letters of recommendation from individuals who are familiar with your work and education history.

6. Check back every few days for new openings.
HIRING PROCESS

1. Principal obtains a list of qualified applicants from Human Resources. You must be on the applicant list in order to be considered for a position. To be on the applicant list, you must fill out an online application, attach all required documents (see previous page), and qualify for the position.

2. Principal (and possibly additional faculty members) conducts interviews, checks references, selects top choice and makes a recommendation to Human Resources.

3. Human Resources approves the recommendation and contacts the applicant to offer the position.

4. If the offer is accepted, the applicant meets with Human Resources to sign a contract and complete all necessary paper work.

Granite School District is an equal opportunity employer. It is the policy of the district to seek and employ the best qualified personnel available without discrimination as to race, color, religion, national origin, gender, age, marital status, physical or mental disability – except when justified to meet a bona fide occupational requirement.

Granite School District is committed to a policy of keeping its workforce free from sexual harassment. Inquiries concerning Title VI, Title VII, Title IX, and Section 504 may be referred to the Director of Human Resources, Granite School District at 385-646-4517 or by fax at 385-646-4204, or to the Office for Civil Rights, U.S. Department of Education, 1961 Stout Street, Denver, Colorado, 90294.

“I chose Granite for several different reasons. I went to Granite schools growing up and have continually heard positive things from teachers who have taught in Granite for many years. I prefer the traditional school schedule and the great benefits that Granite offers. In these ways, Granite was clearly where I wanted to work.”

Hank Besler, History Teacher, Granite Park Jr. High School

“One of the top benefits of working for Granite School District is the Granite Wellness Center. The Granite Wellness Center has provided a terrific benefit for me and my family. They offer all primary care services from a knowledgeable medical staff. One thing that is important to me is they are open early and stay late, from 7 am to 7 pm and are even open on Saturdays. The greatest part is all services provided are free of charge to all Granite employees and their dependents.”

Jessica Gygi, 6th Grade Teacher, Rosecrest Elementary
THE GREAT BEGINNINGS TEACHER MENTORING PROGRAM IS TOP NOTCH!

Teachers new to Granite District are invited to participate in the award winning Great Beginnings program. The Department for Teacher Induction, Intervention and Support is dedicated to making your years in Granite District memorable for you and your students and to provide individual support to all new teachers. Our dedicated mentors are willing and anxious to assist you in any way. The Great Beginnings Program provides support to new teachers to develop successful skills and strategies to achieve greater student learning and to acquaint new teachers with services and resources within the schools and district.

The New Teacher Induction program called “Great Beginnings” starts with an orientation that is usually held during the first to middle part of August. Teachers new to the district are paid to attend this orientation. This professional learning opportunity provides an overview of critical professional practices related to planning, delivering, and assessing learning experiences for our students. Topics and presentations include: expectations of teachers, lesson design, rules and procedures, understanding student behavior, curriculum and instruction, relationships, technology tools and resources, and professionalism. The sessions are taught by master teachers with many years of classroom experience. Teachers also learn about their benefits, professional learning opportunities, and other issues relevant to their position.

New teachers are provided a highly trained mentor in his/her school during the first three years of teaching. Mentors are supported by the districts Department of Teacher Induction, Intervention and Support. Mentors meet one-on-one with teachers to address any needs the new teacher may have. In addition, mentors hold monthly meetings to help support new teachers with the skills they need to be successful. Mentors will help teachers to reflect on their practice and guide them in incorporating best practices into their teaching.

Professional learning

The Educator Support and Development Services Department helps to provide many opportunities for salary advancement and professional development. For more information on professional learning contact the Educator Support and Development Services Department at 385-646-4665 or visit us online at www.graniteschools.org.

HELPING TEACHERS SCULPT STUDENT SUCCESS IN GRANITE WITH SUPPORT

Operating with the conviction that all students can learn and should have an array of opportunities to do so, Granite offers site-specific support to help teachers meet the diverse needs of their students.

SPECIAL EDUCATION

Granite has long had one of the strongest teacher support systems in the state. Each School has specialists who are prepared to support classroom instruction as well as direct instruction in specialized settings. Backing up this school-level support is a staff of coordinators and specialists who provide additional assistance when unique needs arise.
PREVENTION AND STUDENT PLACEMENT

Some students bring with them a variety of issues and concerns from the home or community. Both prevention services and specialized interventions are necessary for these students to succeed in class. Granite teachers find a wide range of support services available to help them address these issues.

* School psychology, social work, and counseling services
* Drug and alcohol prevention programs and in-class coaching
* Family Centers help engage families and communities
* School safety prevention and intervention
* Special programs for young parents, youth in custody and at-risk students
* Truancy intervention assistance

EDUCATIONAL EQUITY

Students who are culturally and linguistically diverse often face unique challenges in public schools. Specialized support for students and teachers is available through the Educational Equity Department.

* Alternative language services
* Sheltered English strategies
* ESL teacher endorsement classes (costs are subsidized for Granite teachers)
* Newcomer Academy for refugees and new arrivals
* Specialized materials for classroom teachers
* Culturally relevant pedagogy

PRE-SCHOOL SERVICES

Granite’s preschool program is undergoing incredible growth. We are committed to help prepare as many children as we can for success in kindergarten and to be reading at grade level by 3rd grade.

* Early interventions for children with disabilities
* Parent support and training
* Language development and activities designed to build phonemic skills

ADULT HIGH SCHOOL AND COMMUNITY EDUCATION

Besides making schools and programs available to the public in the evenings, this department supports K-12 classroom instruction in many unique ways.

* After-school and summer school programs
* Adult High School & GED preparation
* Adult English classes for 2nd language parents

For more information, contact School Accountability Services at 385-646-4525

“I moved to Salt Lake City from Kansas to be near the mountains and national parks. Little did I know, that I would also be joining an incredible school community at Granite Park Junior High. I appreciate Granite School District because of their focus on meeting all students' needs.”

Caitie Almond, AVID/Drama Teacher, Granite Park Jr. High School

“Granger High and the Granite School District is the place to be! As a new teacher, I have incredible support and feel part of the Granger and Granite family. The Great Beginnings program, district and school Professional Learning Communities, dedicated mentors, admin, and staff are there for me when I need and guide me to be the best I can be.”

Jacqueline Griffith – FACS Teacher Granger High School
ROCK SOLID BENEFITS

The district offers a comprehensive benefits program to fill a wide range of needs. The basic components of the salary and benefits package offered to contract employees are outlined below.

MEDICAL

- Granite contributes 93% toward the cost of medical insurance coverage for full-time contract employees and non-spouse dependents, and 78% for full-time employees electing coverage for legal spouse.
- Employees can choose from four different medical programs with coverage under the following types of plans: HMO and PPO.
- The plans have extensive provider and facility networks and provide broad coverage levels.
- Benefits commence on the first day of the month following the employee’s contract start date.
- Employee costs range from $43.53 for employee only coverage per month to $280.03 for family coverage per month.

DENTAL

- Contract employees can select a plan from different voluntary discount dental plans.

LIFE INSURANCE and AD&D

- Granite provides to contract employees, at no cost, a base amount of life insurance equal to one time the contract employee’s base salary and contains an accidental death and dismemberment/loss of sight provision.
- Granite also offers contract employees the ability to obtain voluntary life insurance and/or accidental death and dismemberment plans for themselves, their legal spouse and dependent children at competitive group term life insurance rates.

401(k) PLANS

- Granite offers 401(k), 403(b) and 457 plans from two different companies that let employees accumulate savings on a tax-deferred basis. The district also offers a ROTH IRA post-tax plan.

RETIREMENT

- Under the Utah Retirement Act, Granite School District’s retirees are eligible for retirement benefits based on years of service and age at retirement.
- These benefits are outlined on Utah Retirement Systems’ website at www.urs.org. Additional information is available through the district’s HR Department.
ADDITIONAL BENEFIT OPTIONS OFFERED TO GRANITE CONTRACT EMPLOYEES INCLUDE:

- Flexible Spending Accounts
- Short Term/Long-Term Disability Insurance
- District Welfare Association
- Vision Insurance
- Accidental/Critical Illness Plans

![Image: A nurse and patient]

**Working to ensure our employees have the best overall benefits is a top priority in Granite School District. We’re “on the job” for you!**

GRANITE DISTRICT’S CONTRIBUTION OF TEACHER BENEFITS

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<th>Annual Salary</th>
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<td>Employee + Child</td>
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<tr>
<td>Employee + Children</td>
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<td>Employee + Spouse</td>
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<td>Family</td>
<td>$280.03</td>
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<td>Retirement (20.02%)**</td>
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<tr>
<td><strong>Basic Life Insurance</strong></td>
<td>Equal to employee’s base contract salary</td>
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*Based on 2018-2019 salary schedule for a First-Year Teacher with a Bachelor's degree. See salary schedule in magazine for additional salary amounts.

**Calculated under Tier 2 DC Only Retirement System

The information contained in this overview is provided to highlight District sponsored benefit plans. It is a summary only and is presented to provide GENERAL information only to eligible Granite School District employees. For more information, visit our website at www.graniteschools.org or call 385-646-4528 or 385-646-4179.

Wellness programs are also available!!
Granite School District provides an onsite Wellness Center for its contract employees and dependents who are on one of the District’s medical insurance plans. Granite is concerned about the upward trend of rising healthcare costs, the health of its’ employees, attracting and retaining good qualified employees. The District views the Wellness Center as a long term solution to help address those concerns. Granite takes great pride in leading the charge for a better healthcare experience.

**Services Include:**
- Primary Care
- Biometric Screenings
- Wellness Coaching
- Rx Dispensing
- Lab Services
- Specialist Referrals
- Acute Care
- Preventive Exams\Physicals
- Condition Management
- Behavior Health Counseling
- Vaccinations\Immunizations
- Care Coordination

**Enhanced Technology**
- Manage appointments on web or phone
- Receive prompts and reminder on phone
- eVisits
- Quality care anytime anywhere
- After hours telephonic care
- Wellness vitals, remote monitoring through mobile apps
BIOTECHNOLOGY
ENGINEERING
MEDICAL ASSISTING
EMERGENCY MEDICAL TECHNICIAN (EMT)
ANIMAL SCIENCE / VETERINARY SCIENCE
COMPUTER PROGRAMMING
3D ANIMATION
AEROSPACE
PRIVATE PILOT, SURVEY OR AVIATION
PROSTART
SPORTS MEDICINE / EXERCISE SCIENCE
ACADEMY OF FINANCE

BIOMANUFACTURING
CERTIFIED NURSING ASSISTANT (CNA)
DENTAL ASSISTING
PHARMACY TECHNICIAN
FLORICULTURE &
GREENHOUSE MANAGEMENT
COMPUTER NETWORKING CERTIFICATIONS
Cisco * Linux * Network + * A+ * Security * Microsoft
ELECTRONICS 1, 2, & 3
MEDICAL INNOVATIONS
NATURAL RESOURCE SCIENCE
HOSPITALITY & TOURISM

PHYSICAL THERAPY
ROBOTICS
FORENSICS
ENGINEERING TECHNICAL DESIGN
CRIMINAL JUSTICE
CONSTRUCTION TRADES
HOME BUILDING * COMMERCIAL CARPENTRY * ELECTRICAL * PLUMBING
EDUCATION ACADEMY
ARCHITECTURAL DESIGN
FIRE SCIENCE
COMPOSITES
WEB DEVELOPMENT

SUPPORTING STUDENTS IN FINDING PERSONAL PURPOSE, POTENTIAL AND A PATHWAY TO THEIR FUTURE
CAREER AND TECHNICAL EDUCATION
### #GSDEDTECH

**Equip every student and teacher with technology and 21st century skills**

### OUR MISSION

<table>
<thead>
<tr>
<th>Enhanced Classrooms</th>
<th>Computer-connected projector with microphone sound system in every classroom</th>
</tr>
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<tbody>
<tr>
<td>Wi-Fi</td>
<td>Pervasive wireless connectivity throughout all our schools</td>
</tr>
<tr>
<td>Student Devices</td>
<td>Granite is approaching a 1-to-1 Chromebook-to-student ratio, with more than 65,000 Chromebooks for the 68,000 students in the district</td>
</tr>
</tbody>
</table>

### HARDWARE

<table>
<thead>
<tr>
<th>Google for Education</th>
<th>Google Drive with unlimited cloud storage for students and teachers, Google Classroom, and many other creation, communication, and collaboration tools</th>
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<tbody>
<tr>
<td>Canvas LMS</td>
<td>Learning management system available for all secondary classrooms, also used with staff professional development</td>
</tr>
<tr>
<td>Office 365</td>
<td>Cloud suite of productivity and communication tools, includes home installation of Microsoft Office for students and staff</td>
</tr>
<tr>
<td>More Resources</td>
<td>OverDrive Digital Library (eBooks and audiobooks), SAFARI Montage (educational video library), digital textbooks, research databases, &amp;c.</td>
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</tbody>
</table>

### VISIT US AT

[www.graniteschools.org/edtech](http://www.graniteschools.org/edtech) to connect with us and see our students and teachers in action.

### SCHOOL TECHNOLOGY SPECIALISTS

Assigned to every school, school technology specialists (STS) or library media educational technology specialists (LMETS) provide technology integration coaching, co-teaching, training, and support to all teachers.

### NEW TEACHER TECH TRAINING

New teachers earn technology badges in this blended learning course.

### TECH TUESDAYS

Menu of evening classes focused on the latest technology tools and strategies, ISTE learning standards, Makerspaces, and more.

### EDUCATIONAL TECHNOLOGY ENDORSEMENT PROGRAM

Comprehensive PD program centers on integrating technology and 21st Century learning skills into classroom practice.
GRANITE DISTRICT
NOW INTERVIEWING DUAL LANGUAGE IMMERSION TEACHERS

WHY?
Teach Spanish, French, or Chinese & other content areas to elementary or secondary students.
100% in the target language!

REQUIREMENTS
Utah Secondary World Language Teaching License in Chinese, French, or Spanish; or Elementary License with Advanced-Mid Language Proficiency (You can teach in a DLI elementary with a secondary license!)

CONTACT
Chinese: Jayne Young
385.646.1456
French: Georgia Geerlings
385.646.7468
Spanish: Kerrie Neu
385.646.4611
Human Resources
385-646-4549

OPENINGS
Elementary
Middle School/Jr. High
High School

MENTORING
District DLI Coaches
School Mentors
Other DLI Teachers
I WANT

YOU

FOR...

Granite

SCHOOL DISTRICT