Human Resources
Contact Information

Dr. Patrick Flanagan
Director
pflanagan@graniteschools.org | 385-646-4160

Wyatt Bentley
Associate Director- Elementary
wlbentley@graniteschools.org | 385-646-4237

Brenda Byrnes
Associate Director– Secondary
cjudd@graniteschools.org | 385-646-4232
Human Resources
Contact Information

Travis Rawlings
Associate Director – ESP and Licensing
tdrawlings@graniteschools.org  |  385-646-4514

Kathleen Timothy
Associate Director – Retirement and Evaluation
ktimothy@graniteschools.org  |  385-646-4344

Berkley King
Associate Director – Benefits
bdking@graniteschools.org  |  385-646-4222

Bryce Day
Director – Special Education
bbday@graniteschools.org  |  385-646-7429

Granite School District Offices
2500 S State Street
Salt Lake City, UT  84115
www.graniteschools.org
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 58,500 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 & Associate’s 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 AT A GLANCE...

- 57 ELEMENTARY SCHOOLS
- 15 JUNIOR HIGH SCHOOLS
- 9 HIGH SCHOOLS
- 6 SPECIALIZED SCHOOLS
- APPROXIMATELY 3,453 EDUCATORS

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

“I have been at my school for 9 years now and I stay because of the amazing people I work with. I have such a great support team of coaches, my admin is always supportive and looking for ways to improve our school, and my teaching team is the best!”

Erin Obrien – 2nd Grade Teacher, West Kearns Elementary
6–8 JUNIOR HIGH SCHOOLS

- Bennion Junior High School
- Bonneville Junior High School
- Churchill Junior High School
- Evergreen Junior High School
- Eisenhower Junior High School
- Granite Park Junior High School
- Jefferson Junior High School
- Kearns Junior High School
- Kennedy Junior High School
- Olympus Junior High School
- Wasatch Junior High School

7–8 JUNIOR HIGH SCHOOLS

- Hunter Junior High School
- Matheson Junior High
- Valley Junior High School
- West Lake Junior High School

9–12 HIGH SCHOOLS

- Cottonwood High School
- Cyprus High School
- Granger High School
- Granite Connection High School
- Granite Technical Institute
- Hunter High School
- Kearns High School
- Olympus High School
- Skyline High School
- Taylorsville High School

I am a Statistics teacher at Granger H.S. in Granite School District. Born and raised in a concrete jungle as Singapore, I find Utah to be incredibly beautiful as I am surrounded by world-famous scenery and recreational opportunities. I have grown to love skiing and developed an appreciation for the numerous amazing outdoor activities. As a keen sports enthusiast, I am officially now a Utah Jazz and Real Salt Lake fan. I have discovered Utah to be a most livable city which is why I have lived in Salt Lake City for the last 20 years! I have always felt appreciated and accepted as an Asian immigrant and a teacher of color. My students are from diverse cultures, unique ethnicities and friendly communities. They are always intrigued by my culture and as I am with theirs. It makes teaching and learning so very interesting and exciting.

Wee Hong Hsu – Math Teacher, Granger High School
I grew up in Granite and really enjoyed my school experience. When I decided to become a teacher, I knew I wanted to teach in Granite. While attending UVU, I was offered an internship in Granite and was ecstatic. 12 years later, and I am still so happy to be working for this great district. Granite supports their teachers and wants what is best for them.

Amy Stevens—1st Grade Teacher, West Valley Elementary

I choose to teach at Granite because of the amazing people, students and staff! I value the diversity of backgrounds represented in Granite School District and I know that my school and district truly strive to support each student in every way because I see it daily.

Elena Leppard—Digital Literacy Teacher, Bonneville Jr. High School

---

### DUAL LANGUAGE IMMERSION SCHOOLS

<table>
<thead>
<tr>
<th>CHINESE</th>
<th>FRENCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary:</td>
<td></td>
</tr>
<tr>
<td>Calvin Smith</td>
<td>Diamond Ridge Elementary</td>
</tr>
</tbody>
</table>

**SPANISH**

<table>
<thead>
<tr>
<th>Elementary:</th>
<th>Secondary:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Granger Elementary</td>
<td>Monroe Elementary</td>
</tr>
<tr>
<td>Hilldale Elementary</td>
<td>Stansbury Elementary</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Primary:</th>
<th>Secondary:</th>
</tr>
</thead>
</table>

### TITLE I SCHOOLS

<table>
<thead>
<tr>
<th>Primary:</th>
<th>Secondary:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academy Park Elementary</td>
<td>Lincoln Elementary</td>
</tr>
<tr>
<td>Farnsworth Elementary</td>
<td>Magna Elementary</td>
</tr>
<tr>
<td>Gourley Elementary</td>
<td>Monroe Elementary</td>
</tr>
<tr>
<td>Granger Elementary</td>
<td>Moss Elementary</td>
</tr>
<tr>
<td>Hilldale Elementary</td>
<td>Olene Walker Elementary</td>
</tr>
<tr>
<td>Jackling Elementary</td>
<td>Pioneer Elementary</td>
</tr>
</tbody>
</table>

---

**GRANITE DISTRICT AT A GLANCE, CONT.**
<table>
<thead>
<tr>
<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>
<th>LANE G Doctorate</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>58,240</td>
<td>59,842</td>
<td>62,643</td>
<td>63,444</td>
<td>65,446</td>
<td>67,448</td>
<td>69,450</td>
</tr>
<tr>
<td>7</td>
<td>60,641</td>
<td>62,242</td>
<td>65,047</td>
<td>65,846</td>
<td>67,848</td>
<td>69,850</td>
<td>71,853</td>
</tr>
<tr>
<td>8</td>
<td>63,044</td>
<td>64,645</td>
<td>67,448</td>
<td>68,249</td>
<td>70,251</td>
<td>72,253</td>
<td>74,254</td>
</tr>
<tr>
<td>9</td>
<td>65,446</td>
<td>67,048</td>
<td>69,850</td>
<td>70,651</td>
<td>72,653</td>
<td>74,660</td>
<td>76,731</td>
</tr>
<tr>
<td>10</td>
<td>67,848</td>
<td>69,450</td>
<td>72,253</td>
<td>73,052</td>
<td>75,074</td>
<td>77,147</td>
<td>79,219</td>
</tr>
<tr>
<td>11</td>
<td>70,251</td>
<td>71,853</td>
<td>74,660</td>
<td>75,488</td>
<td>77,562</td>
<td>79,634</td>
<td>81,707</td>
</tr>
<tr>
<td>12</td>
<td>72,653</td>
<td>74,254</td>
<td>77,147</td>
<td>77,977</td>
<td>80,050</td>
<td>82,122</td>
<td>84,196</td>
</tr>
<tr>
<td>13</td>
<td>76,735</td>
<td>79,634</td>
<td>80,465</td>
<td>82,536</td>
<td>84,609</td>
<td>86,683</td>
<td>88,768</td>
</tr>
<tr>
<td>14</td>
<td></td>
<td>82,122</td>
<td>82,950</td>
<td>85,024</td>
<td>87,096</td>
<td>89,170</td>
<td>91,255</td>
</tr>
<tr>
<td>15</td>
<td></td>
<td></td>
<td>85,438</td>
<td>87,513</td>
<td>89,586</td>
<td>91,655</td>
<td>94,733</td>
</tr>
<tr>
<td>16</td>
<td></td>
<td></td>
<td></td>
<td>89,997</td>
<td>92,072</td>
<td>94,143</td>
<td>96,633</td>
</tr>
<tr>
<td>17</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>94,559</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>75,075</td>
<td>79,220</td>
<td>84,611</td>
<td>87,926</td>
<td>92,484</td>
<td>97,047</td>
<td>99,120</td>
</tr>
</tbody>
</table>

20 semester hours = 30 quarter hours

*This schedule includes a legislative salary adjustment of $8,400 on all steps.*

*This schedule includes funding from the Teacher & Student Success Act appropriated by the 2020 Utah Legislature.*

Teachers at Title 1 schools may receive up to an extra $1,000 annual Title I stipend.

National Board Certified Teacher Stipend = $2,500
THREE WAYS TO GET LANE CHANGE CREDIT

• Additional University/College credit – must be from a four-year regionally accredited university. Educator will provide transcripts from university/college as evidence of credit.

• In-service credit – for lane change credit must be USBE credit and not relicensure/higher education credit. Educator will provide USBE MIDAS transcript as evidence of credit.

• Prior Approval Credit – educator must apply for credit prior to taking a class or workshop. Please see Talent Development Office website for more information and application form.
Granite School District Does hire Associate License holders!

Are you looking to change careers and become a teacher?

We can help!

If you have a Bachelor's degree or certification in a specific trade you may be able to receive an Associate Educator License from the Utah State Board of Education.

This license will allow you to start working as a teacher while you work to complete the requirements for a Professional Educator License.

For more details or to apply for an Associate Educator License, please see the Utah State Board of Education website, here.

Once you hold the Associate license you are then eligible to apply for many Granite teaching positions.

Granite School District offers our Utah State Board of Education-approved Alternative Program to Professional Educator License (APPEL) to all Associate license holders employed by our district.

This program is designed for working teachers to support them in meeting the requirements for a Professional license while being sensitive to the demands of being a working teacher.

Highlights of the program:

• Unique competency-based approach to meeting state licensing requirements.
  • Individualized planning and support to help meet your specific needs.
    • Pedagogy courses provided by the district at no cost to you.
  • Mentoring and support by well-trained, effective licensed educators.

Get your Associate Educator License and start applying today!
NEW TEACHER SUPPORT

GSD Frontline Application

GSD District New Teacher Support/Mentoring

GSD Teacher Video Testimonials

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!!!
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 The Choir at Tabernacle Square, are internationally renowned. The city’s art galleries are showcased during monthly “gallery
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.

NO MATTER THE SEASON, UTAH IS THE PLACE TO

You just can’t beat the Utah slopes!

“I moved to Utah so that I could teach and adventure in a beautiful state. I have been rock climbing, mountain biking, snowboarding, and more. We have also found a wonderful community of kind people. There are hundreds of things to do indoors and out!”

Addie Reynolds – Science Teacher, Eisenhower Jr. High

“I chose Granite because of how much they truly care for teachers and students! As a first year teacher I am heavily supported, and encouraged by my mentors and colleagues every day. As a teacher coming from out of state, I am so excited to call the beautiful state of Utah my home! I am grateful for the opportunity I have to serve and educate students with Granite School District!”

Sophia Melanson – 6th Grade Teacher, Pioneer Elementary
Granite School District has created support structures that are unparalleled! If there is a need, we have a department or group to ensure great outcomes for all. Our Teacher Induction program provides all new teachers with a framework to help our teacher feel successful from the beginning and stay satisfied in their careers. Collaboration is a priority in GSD; together we do great things for students, families, and staff!

Allison Peterson—Principal, Pleasant Green Elementary

The state of Utah offers impressive cultural and outdoor experiences. Since moving to Utah from a neighboring state, I have enjoyed viewing Ballet West and the Utah Shakespeare Festival, as well as, snow skiing and countless hikes. I am very pleased with the endless opportunities and the wonderful people in my new home state.

Lisa Brown—Instructional Coach, Granger 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 on the right. This takes you to our Find Employment website where current openings are posted.

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 or Associate License eligibility letter, and degree information as requested by the application system. If you are a new graduate please upload a letter from your university on letterhead verifying that you are on track to graduate, license area, date of anticipated graduation, and any content areas you will be endorsed in.

5. Under Additional Information—Upload two to three letters of recommendation from individuals who are familiar with your education/teaching history. This is not required, but good information for hiring administrators to see.
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) conduct interviews, checks references, selects top choice and makes a recommendation for hire to Human Resources.

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

4. If the offer is accepted, Human Resources has the applicant sign a contract and complete all necessary hire paperwork.

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 am part of the 12th grade ELA PLC at Cyprus High School. Being a first year teacher, I was very concerned that I would feel overwhelmed with lesson planning, classroom management, and inability to understand a new career path in general. My PLC team has made my transition into teaching seamless. Not only have these seasoned veterans shared lesson materials with me, they allow my voice to be heard and made me feel just as important and valued as the rest of the team. I have had support in understanding PBL, PBIS, and benchmark tests as well as assistance in implementing classroom management techniques that fit our diverse range of students.

Kylie English – English Teacher, Cyprus High School

“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 - Science Teacher, Eisenhower Jr. High

GRANITE’S TEACHER MENTORING PROGRAM IS TOP NOTCH!

Teachers new to Granite District will participate in our award-winning Teacher Onboarding Program. We are dedicated to making your years in Granite District memorable for you and your students and will provide individual support to all new teachers. Our dedicated mentors are willing and ready to assist you in any way. The Teacher Onboarding Program provides support to new teachers to develop successful skills and strategies to achieve high levels of student growth and to acquaint new teachers with services and resources within the schools and district.

Teacher Onboarding begins with a two-day orientation that is held at the beginning of August. Teachers new to Granite School 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 Planning, Behavior Supports, Curriculum & Instruction, Technology Tools & Resources and Professionalism. The sessions are taught by master teachers with many years of classroom experience. Teachers will also learn about their benefits, professional learning opportunities and other issues relevant to their position.

New teachers are paired with a highly trained mentor at his/her school during the first three years of teaching. Mentors are supported by the district’s Teacher Onboarding & Instructional Coaching Department. Mentors meet one-on-one with teachers to address any needs the new teacher may have. In addition, mentors hold regular 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

Granite School District provides many opportunities for salary advancement and professional development. For more information on professional learning, contact the Teacher Onboarding & Instructional Coaching Department at 385-646-4605 or visit us online at www.graniteteachersupport.com.

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
* Tumaini Program for refugees and newcomers
* Specialized materials for classroom teachers
* Culturally relevant pedagogy

PRESCHOOL SERVICES

The Granite District Preschool Program has been designated as a Center of Excellence by the U.S. Department of Education and is committed to preparing children for a successful start in kindergarten. Preschool classrooms are located in district elementary schools and enrollment for 3- and 4-year-old students is open throughout the year. Preschool registration can be accessed at www.graniteschools.org/preschool.

Classrooms are taught by a lead and assistant teacher who engage the children in skill-based activities based on the Utah State Early Learning Core Standards. Children with identified disabilities also receive services based on needs identified in the Individualized Education Program (IEP) in the classroom. Parents are an active part of the classroom and are kept abreast of their child’s growth throughout the year. Teachers and parents work as partners during the year to support learning and prepare the child for a successful transition to kindergarten.

ADULT HIGH SCHOOL AND COMMUNITY EDUCATION

It’s never too late to graduate. Granite Peaks Adult Education offers adult or K-12 exempt students the opportunity:

* to complete their credit high school diploma
* prepare to take the GED
* learn or improve their English language skills
* prepare for college
* prepare for a career

We hold in person or virtual classes that operate in the morning, afternoon, and evenings. For more information visit our website https://schools.graniteschools.org/granitepeaks/ or call 385-646-5447.

“I chose Granite because of the continued support from my colleague's. I wanted to be in an environment that allows and encourages me to grow and develop as an individual and a teacher. I wanted to be where I could live the lifestyle I love and have an impact in the community where I teach.”

Kris Telford - Math Teacher, Cyprus High School

“I chose Granite School District is the perfect district for me and my family. They promote a positive professional/personal life balance, and genuinely care about my mental and physical well being. I especially love the Granite Wellness Center! Being able to see a doctor easily is invaluable as a parent.”

Larry Choffin – Principal, West Kearns Elementary
Granite Wellness Center

A new and improved healthcare experience

Granite School District provides a **FREE** onsite Wellness Center for its contract employees and dependents who are on one of the District’s medical insurance plans. **Free Rx, Zero Copays** and **Zero Cost** for any of the services that are provided at the Wellness Center. 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 **FREE** and 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
- Physical Therapy

**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
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 two different medical carriers offering a three-tier medical plan that is not high deductive.
- 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 $45.52 for employee only coverage per month to $292.83 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 basic life insurance amount 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 up to $500,000 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/Hospital Plans

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

<table>
<thead>
<tr>
<th>First Year Teacher</th>
<th>Annual Salary</th>
<th>$50,380</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical &amp; Retirement Plans</td>
<td>Employee Monthly Cost</td>
<td>District Monthly Cost</td>
</tr>
<tr>
<td>Employee Only</td>
<td>$45.52</td>
<td>$604.78</td>
</tr>
<tr>
<td>Employee + Child</td>
<td>$88.77</td>
<td>$1,179.33</td>
</tr>
<tr>
<td>Employee + Children</td>
<td>$129.73</td>
<td>$1,723.62</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$208.62</td>
<td>$1,183.03</td>
</tr>
<tr>
<td>Family</td>
<td>$292.83</td>
<td>$1,684.07</td>
</tr>
<tr>
<td>Retirement (20.02%)**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Basic Life Insurance</td>
<td>Equal to employee’s base contract salary</td>
<td></td>
</tr>
</tbody>
</table>

*Based on 2022-2023 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...
SUPPORTING STUDENTS IN FINDING PERSONAL PURPOSE, POTENTIAL AND A PATHWAY TO THEIR FUTURE

CAREER AND TECHNICAL EDUCATION
SPECIAL EDUCATION IS HIRING!

Positions Available
- Elementary and Secondary Resource Teacher
- Elementary and Secondary Special Class Teacher
- Preschool Special Education Teacher
- Speech Language Pathologist
- School Psychologist

Requirements (Must Have One)
- Utah Special Education Teaching License
- Associate License through USBE in Special Ed
- Bachelor’s Degree & Accepted in University Special Education or USBE APPEL-S Program

Why Teach SpEd?
- Make a positive impact in lives of students with disabilities
- Wide-variety of positions, class types, and student needs to meet your passions
- Receive amazing mentoring from experienced SpEd coordinators

Great Benefits!
- Competitive Salary
- Medical & Dental
- Life Insurance
- 401(k)
- Utah State Pension
- More...

CONTACT US
(385) 646-4657
Kyle Anderson (Elementary)
Sheri Kennedy (Secondary)

Apply Online!
www.graniteschools.org
Click on "Find Employment"
Welcome to Granite School District! We are so grateful to have you join the GSD team.

Since 1988, the Granite Education Foundation has been working to support educators, as they strive to support and educate our students.

The mission of the Granite Education Foundation is to reduce barriers to learning. That means as you observe a barrier that could prevent a student from presenting their whole self in the classroom, we want to know about it. Through your school’s social worker, you can make a request to access the resources we available.

While you are with Granite School District, we want you to know that you are appreciated and supported for all the hard work and dedication you bring to the profession of education. Consequently, Granite Education Foundation recognizes three educators and one school every month of the school year through our “Thank You Thursday!” initiative. It is our simple way of letting you know we see you and that we appreciate what you do.

To honor excellence in the profession of teaching we recognize nine educators, one administrator, and a GSD Teacher of the Year through our annual EXCEL Awards. EXCEL is a rigorous process to find the best-of-the-best which culminates in an evening of honors and a cash prize.

In a school district with more than half of the children living at or below poverty level, Granite Education Foundation works with individuals, community leaders, and businesses to provide opportunities so all students can attend school and be ready to learn.

FOR MORE INFORMATION

Granite Education Center, #D-108 • 385-646-5437 • GraniteKids.org
# GSDEDTECH
Equip every student and teacher with technology and 21st century skills

<table>
<thead>
<tr>
<th><strong>OUR MISSION</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Technology Coaching</strong></td>
</tr>
<tr>
<td><strong>PROFESSIONAL DEVELOPMENT</strong></td>
</tr>
<tr>
<td><strong>Libraries</strong></td>
</tr>
<tr>
<td><strong>Digital Tools</strong></td>
</tr>
<tr>
<td><strong>Hardware</strong></td>
</tr>
</tbody>
</table>

**Granite School District**
**Educational Technology**
www.graniteschools.org/edtech

| **School Technology Specialists** | In elementary schools, school technology specialists (STS) provide technology integration coaching, co-teaching, training, and support to all teachers |
| **Library Media Educational Technology Specialists** | In secondary schools, library media educational technology specialists (LMETS) manage the school library media center and provide technology integration coaching, co-teaching, training, and support to all teachers |

| **Weekly Lesson Resources** | Granite’s Educational Technology Department and Curriculum and Instruction Department have centrally created tech-integrated lesson resources for all weeks of the school year—these engaging lessons and resources are available for all teachers to use with their students |
| **Edtech.fun / TIP Course** | Technology Integration Progress (TIP) tutorials and on-demand PD focused on effective use of technology for learning and instruction—find it all at edtech.fun |
| **Ed. Tech. Endorsement Program** | Educational Technology Endorsement Program (ETEP) is a comprehensive PD program centered on integrating technology and 21st Century learning skills into classroom practice |

| **School Library Media Centers** | Each school has dedicated library staff who promote reading with students and maintain relevant, diverse collections of print materials and resources for students and teachers |
| **Granite Media** | Curated book lists, reviews, and recommendations from Granite librarians, teachers, and students, and digital resource collections for teaching and learning—find it all at granitemedia.org |

| **Google for Education** | Google Drive with unlimited cloud storage for students and teachers, Google Classroom, and many other creation, communication, and collaboration tools |
| **Canvas LMS** | Learning management system available for all secondary classrooms, also used with staff professional development |
| **Office 365** | Cloud suite of productivity and communication tools, includes home installation of Microsoft Office for students and staff |
| **More Resources** | Sora ebook and audiobook library, Nearpod lesson libraries, Adobe CC, Screencastify, Zoom, digital textbooks, research databases, and more |

| **Enhanced Classrooms** | Computer-connected projector with microphone sound system in every classroom |
| **Wi-Fi** | Pervasive wireless connectivity throughout all our schools |
| **Student Devices** | 1-to-1 Chromebook-to-student ratio across the district |
2022-2023 INDIVIDUALIZED IMMERSION

Recent refugee activity and growing numbers of students has led us to revise and update the Tumaini Welcome and Transition Center. We will now be a program visible in each and every school that receives refugee students!

Our revised program will ensure the success of students being placed into their boundary schools by individually meeting their teacher, staff, and classmates, touring the school, being introduced to a peer leader, and having the security of a liaison throughout the entire process.

Geared to work individually with students and families, the Tumaini program will use a Professional Support Team (PST) to enroll students into their schools quickly. There will be immediate and constant communication with families, including help with technology. Families will be informed of local community centers and interpreters will be made available. The PST will work with individual students as they adjust to their new routines while school staff, administrators, and teachers are provided with resources and ongoing support as they educate their refugee and newcomer students.

WE PROVIDE

- Immediate school immersion
- Individual student support
- Ongoing family support
- Home visits and help with interpreters
- Community connections
- Opportunities for community involvement
- Personal technology support
- Excellent outreach liaisons

FOR MORE INFORMATION:
385-646-7402
Amy McCumber
tumainicenter@graniteschools.org
www.graniteschools.org/edequity
I WANT YOU FOR...
Granite School District