



**Glendale Teachers Association**  
3233 N. Verdugo Road, Glendale, CA 91208  
(818) 240-392  
www.glendaleteachers.org



# BARGAINING UPDATE

**November 30, 2023**

## **Continuation of 2022-23 Negotiations and Beginning of 2023-24 Negotiations**

**ARTICLE 13–Wages:** GTA proposed a 10% ongoing wage increase for this year (2023-24) and last year (2022-23) combined. This would be in addition to the 5% ongoing wage increase for 2022-23 that educators already received. GTA’s bargaining team urged the District’s bargaining team to agree to our proposal as a way to ensure that GUSD returns to a competitive ranking with neighboring school districts so we can recruit and retain the best educators for GUSD students.

**ARTICLE 14–Health and Welfare:** GTA rejected the District’s previous proposal to remove our right to collectively bargain changes to our health care provider.

**Healthcare Plan Side Letter:** GTA rejected the District’s previous proposal to freeze District health and welfare contributions at 2023-2024 rates for four years. GTA countered with a proposal that the District and GTA work with the California Education Coalition for Healthcare Reform, a neutral third-party who takes no money from the insurance industry, to complete training, create a strategic plan, and conduct a competitive bidding process for health and welfare benefits in GUSD. GTA has an interest in the long-term stability in employee health and welfare benefits. The best way to achieve this stability is not to simply shift the cost to employees, as the District proposed, but rather to guarantee we are getting the best care at the most competitive rates.

**✔ARTICLE 8–Evaluations:** The parties reached a tentative agreement in May on updates to PPG evaluation forms to align with current standards of practice. Implementation of this agreement will not occur until after a full Tentative Agreement for 2022-23 is reached and ratified by GTA members (via a full membership vote) and GUSD’s Board of Education.

GUSD management did not provide any counterproposals today.

***Wear RED on Thursday, December 14, 2023 &  
Sign Our Bargaining Petition with Your Site Rep***

 GTA’s Bargaining Team 

Sarah Morrison (Chairperson), Emily Rogers (Secretary), Lenore Piskel, Angelina Thomas,  
Maggie Malone, Alice Petrossian, Alex Moore (CTA)