

Tentative Agreement

Between the Glendale Teachers Association (GTA) and the  
Glendale Unified School District (GUSD)

April 16, 2025

Background: In accordance with the Side Letter of Agreement entered into between the Glendale Teachers Association (“Association”) and the Glendale Unified School District (“District”) on May 14, 2024 related to health benefits, the District, the Association, and the Employee Benefits Committee (“Committee”) completed joint health benefits training and planning during the 2024-2025 school year. After the training was completed the District and the Committee decided to conduct a Request for Proposal (“RFP”) and obtain bids for a new health insurance vendor. Upon the conclusion of the RFP process, the Committee voted to recommend Self Insured Schools of California (“SISC”), one of the major California health insurance pools, for the 2025-2026 plan year. The Committee recommended SISC because of the actuarial value of its plans and the savings it provided over the renewal of the District’s current health insurance vendor, Blue Shield. If the District moves to SISC it will save \$6,834,901.60, which can be reallocated to employee salary.

*To effectuate this change in health insurance providers, the Association and District agree to update Article 14 section 1 a.*

1. Article 14 - Health and Welfare Benefits

Section 1

- a. Effective July 1, 2025, the District shall provide each full-time eligible employee with a maximum annual employer contribution toward health insurance premiums for plans offered by the District of \$30,196.80. If the employee selects health coverage with a premium cost above the maximum employer annual contribution, such additional premium costs shall be deducted from the employee’s payroll warrants in approximately equal amounts over the number of warrants paid in the year as a condition of receipt of coverage. Commencing July 1, 2011 and each year thereafter, the maximum annual employer contribution shall be increased by 8% over the maximum contribution from the previous school year.

Effective with the 2015-2016 school year, plans will not be continued or offered that exceed the Affordable Care Act levels resulting in a luxury

tax being imposed (Cadillac Tax), once the luxury tax is implemented. It is understood by both parties that Article 14 remains subject to bargaining and potential plan design changes. For medical, either Blue Shield Zero Admit \$10, Blue Shield PPO E 90/70 \$20, or Kaiser Permanente Traditional HMO Plan. Under any of the options, the District contribution applies toward the employee and qualifying dependents.

*In addition, the Association and District agree to the following changes to the introductory section to Article 13 (before section 1):*

2. Article 13 - Wages

*To reflect the District's savings from the change in health insurance providers:*

Article 13-Introduction

- a. The District shall utilize the savings gained from the change of health insurance providers in the 2025-2026 school year for wage increases for employees. Effective July 1, 2025, Association bargaining unit members shall receive a two and one-half percent (2.5%) wage increase to appendices A, B, E, F, G1, G2, I, J (186 days), K, and N, including the payment for an earned Doctoral degree. Appendices D, H1, H2, J (204 days), and M, shall increase in accordance with Article 13 sections 1-9.

*And to reflect the Association and District's shared interest in competitive employee compensation.*

- b. Effective July 1, 2025 Association bargaining unit members shall receive a two percent (2%) wage increase to appendices A, B, E, F, G1, G2, I, J(186 days), K, and N, including the payment for an earned Doctoral degree. Appendices D, H1, H2, J(204 days), and M, shall increase in accordance with Article 13 sections 1-9.
- c. All hourly rates of pay shall be increased by the percentages specified in (a) and (b). The dollar amount shall be rounded up to the next hundred (.01) of a dollar when the new dollar amount contains a fraction of a cent.

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- d. Unit members who earn a per-hour or hourly rate of pay for any reason shall be paid the hourly rate in fifteen (15) minute increments. Once the duration of the assignment exceeds fifteen (15) minutes, the unit member shall be paid for thirty (30) minutes.

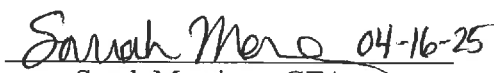
*Packaged with this tentative agreement are the following side letters and MOUs addressing summer school wages and retiree benefits (attached):*

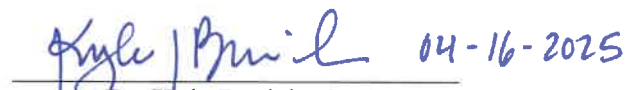
3. Appendix D & M Side Letter of Agreement.
4. Temporary Retiree Benefit Memorandum of Understanding.

*Furthermore, in the interest of reaching a timely tentative agreement for 2025-26, the District and Association agree to the following updates to Article 23. Note that the successor Agreement dates were updated as of the November 14, 2024 mediated tentative agreement.*

5. Article 23—Duration and Termination

1. The Agreement shall be the successor Agreement of the parties for the period July 1, 2023 through June 30, 2026.
2. Reopener negotiations for the 2025-2026 school year are closed except for the following topics:
  - a. CDCC Transitional Kindergarten MOU
  - b. Extended Day Kindergarten MOU
  - c. Negotiations regarding CDCC ELOP Funds
  - d. And any new topics which modify the wages, hours, and working conditions of Association bargaining unit members, arising between the date this agreement is signed and the parties' successor negotiation.
3. The parties shall begin negotiations for a successor agreement during the 2025-2026 school year. The parties will make reasonable efforts to begin successor negotiations before Winter recess of the 2025-2026 school year.

  
Sarah Morrison, GTA

  
Dr. Kyle Bruich, GUSD

Side Letter of Agreement  
Glendale Teachers Association  
And  
Glendale Unified School District

“Appendix D and M, Article 13 Section 2 and 8”

The Glendale Teachers Association (the “Association”) and the Glendale Unified School District (the “District”) hereby enter this Side Letter of Agreement regarding Appendix D and Appendix M.

Salary matrices in Appendix D and Appendix M shall be removed and replaced with the following salary regulation statement:

Appendix D Summer School Salary Schedule - Teachers in Summer School instructional assignments, excluding employees assigned to the Child Development and Child Care Programs, shall be paid at the daily rate of pay as defined by Article 7, Section 1d for a full day assignment, or half the daily rate of pay for a half day assignment.

Article 13, Section 2 shall be altered as follows:

**Section 2.**

As a condition of working summer school, teachers shall participate in a faculty meeting (up to two hours) prior to the start of summer school scheduled during contractual hours of the pupil free day at the end of the school year.

Appendix D Summer School Regulations - Teachers in Summer School instructional assignments, excluding employees assigned to the Child Development and Child Care Programs, shall be paid at the daily rate of pay as defined by Article 7, Section 1d for a full day assignment, or half the daily rate of pay for a half day assignment.

Article 13, Section 8 shall be altered as follows:

**Section 8.**

Appendix M Summer School Regulations - Support Services - Speech/Language/-Hearing/Visual Impairment Specialist, Orientation and Mobility, Nurses, Assistive Technology

Summer school assignments shall be paid at the daily rate of pay as defined by Article 7, Section 1d for a full day assignment, or half the daily rate of pay for a half day assignment.

These changes shall be effective June 12, 2025.

Sarah Morrison 04-16-25  
Sarah Morrison, GTA

Kyle Bruich 04-16-2025  
Dr. Kyle Bruich, GUSD

Memorandum of Understanding  
Between  
Glendale Teachers Association  
And  
Glendale Unified School District

“TEMPORARY RETIREE BENEFIT AGREEMENT”

The Glendale Teachers Association (the “Association”) and Glendale Unified School District (the “District”) hereby enter this Memorandum of Understanding (“MOU”) in order to address a historical equity issue for a group of bargaining unit members who may not have been informed of the eligibility requirements for retiree health benefit coverage.

For a temporary period of time, this MOU shall supersede Article 15 Section 1a and shall be interpreted to grant an additional right to a certain group of employees, not to eliminate any right(s) for the rest of the bargaining unit that are provided by Article 15, Section 1.

For employees who retire on or after the ratification of this agreement and before July 23, 2025, and who meet the age, service and other requirements set forth below, and retire from regular District service prior to age 65, the District shall provide health benefit coverage and benefits set forth in Article 15, Section 1.b and .c, until the end of the plan year in which the employee has reached age 65, or until the employee's death prior to age 65. To be eligible, the employee must meet each of the following requirements:

- (1) Must retire with STRS benefits, after attaining age 55 and before attaining age 65;
- (2) Must have been employed by the District on a regular basis for the ten (10) year period immediately preceding retirement. Paid leave and military leave count as active employment for this purpose; unpaid leave status does not count toward the ten-year service requirement, but does not constitute a "break" in the consecutive years' requirement.
- (3) Must, as of the time of retirement, have been eligible for, and covered under, one of the District-sponsored benefit plan options;
- (4) Must, at the time of retirement and annually thereafter, notify the District's Human Resources Office of their desire for coverage, and of the retiree's current address; such notification is a requirement for continued coverage;
- (5) Must not have accepted coverage for health benefits pursuant to any other employment by another employer; and

(6) The retired employee or dependent must not have dropped coverage (there is no re-enrollment privilege for those who have dropped coverage).

(7) The employee must notify the District no later than June 12, 2025.

This MOU shall be in force from the date of ratification, and shall expire on July 23, 2025, and shall not be precedent-setting.

Sarah Morrison 04-16-25

Sarah Morrison, GTA

Kyle Bruich 04-16-2025

Dr. Kyle Bruich, GUSD