



Glendale Teachers Association
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BARGAINING UPDATE

November 8, 2022

At the bargaining table today, GTA **REJECTED** GUSD's 10/18 proposed changes to wages and contractual rights. GUSD DID NOT PRESENT A COUNTER-PROPOSAL.

GTA REJECTED THE FOLLOWING:

- ✗ A LOWER WAGE INCREASE than GTA has proposed—the difference is equivalent to 1.5% of each member's 2021-22 wages.
- ✗ REMOVING FROM THE CONTRACT the *guarantee* of daily prep time for secondary teachers. This permanent contractual change would be applied to instructional schedules now and in the future.
- ✗ ADDING A REQUIREMENT TO THE CONTRACT that elementary teachers must alert their principal at least one full business day in advance when they elect to start their workday early so that they can leave campus before the standard contractual day ends.
- ✗ ADDING A STIPULATION TO THE CONTRACT that would limit the number of times that CDCC teachers may adjust their non-workday calendars to four times a year and with prior written approval.
- ✗ ADDING A STIPULATION TO THE CONTRACT that would deny pay to athletic coaches who are required to attend health and liability workshops during their personal time.
- ✗ ADJUSTING OUR SITE-BASED VOTING PROCEDURES IN THE CONTRACT by introducing two tiers of GTA members. Tier 1 members would be *always included* in site tallies. Tier 2 members would be included *only if they vote*—Tier 2 members include those who are resigning or retiring; members who are on leaves of absence, such as parental leave; and members whose contracts have not yet been renewed, such as temporary teachers.
- ✗ EXTENDING THE WORK YEAR for Counselors, but with a requirement that they take one or two days of unpaid leave in the middle of the school year.

With the exception of wages, GTA's bargaining team has already removed all of *our* proposals that were holding up reaching an agreement. Educators have not received a wage increase since 2020. **It is time for the District to remove all barriers to reaching a fair agreement.**

GTA Bargaining Team: Sarah Morrison (Chairperson), Emily Rogers (Secretary), Maggie Malone, Lenore Piskel, Angelina Thomas, and Nate Banditelli (GTA Executive Director)

