

SIDE LETTER OF AGREEMENT  
Between  
GLENDALE UNIFIED SCHOOL DISTRICT  
And  
GLENDALE TEACHERS ASSOCIATION

This Side Letter of Agreement ("Agreement") is entered into by and between the Glendale Unified School District ("District") and the Glendale Teachers Association ("GTA"), collectively referred to as the "Parties."

Appendix J of the Collective Bargaining Agreement ("CBA") currently outlines the salary schedule for Speech/Language/Hearing/Visual Impairment Specialists, Orientation Mobility, Nurses, and Assistive Technology employees. The Parties have identified a need to revise this schedule to better reflect the educational qualifications and components of the service providers included in Appendix J.

Additionally, the Parties aim to ensure that the revised salary schedule supports the District's efforts to attract and retain highly qualified employees, thereby reducing reliance on contracting for outside services.

AGREEMENT

Modification of Appendix J

- Appendix J of the CBA shall be revised to reflect only two columns on the salary schedule. The revised Appendix J is attached and incorporated by reference into this Agreement. The effective date of the changed salary schedule will be January 1, 2025.

Removal of Language Tying Appendix K to Appendix J

All language within the CBA that ties Appendix K to Appendix J shall be removed. This includes any references indicating interdependence between the two appendices. Going forward, wage increases or modifications to Appendix K shall be negotiated directly.

- Appendix K footnote (middle paragraph) will be modified as follows:

Counselors are placed on Salary Schedule, Appendix K, based upon experience and unit requirements. ~~The amount for the Class and Step from Appendix J has been multiplied by 1.15 to determine the salary to be earned. The factor of 1.15 reflects the additional time and days worked by counselors.~~

- Article 13 Section 7 will be modified as follows:

Appendix K Annual Salary Schedule - Support Services - Counselors  
Counselors shall be placed on Appendix "K" - Annual Salary Schedule - Support Services, Counselors, based upon experience and unit requirements. ~~The amount for the Class and Step in Appendix "J" — 186 day Support Service employees has been multiplied by 1.15 to determine the~~

~~salary to be earned. The factor of 1.15 reflects the additional time and days worked by counselors, attached hereto and made a part of this Agreement.~~

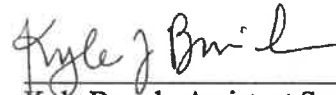
#### No Other Changes

- Except as specifically provided in this Agreement, all other terms and conditions of the CBA remain in full force and effect.

#### Ratification and Signature

This Agreement is subject to ratification by GTA and approval by the District's Board of Education. Once ratified and approved, this Agreement shall become binding on both Parties.

 2/19/2025  
Sarah Morrison, GTA Bargaining Chair  
Glendale Teachers Association

 02/19/2025  
Kyle Bruich, Assistant Superintendent, HR  
Glendale Unified School District

**GLENDALE UNIFIED SCHOOL DISTRICT**  
 Annual Permit Salary Schedule – 186 Days  
 Speech/Language/Hearing/Visual Impairment Specialists,  
 Orientation Mobility, Nurses, Assistive Technology

**APPENDIX J (Before 4% has been added)**

STEP	CLASS 1 – Bachelor’s Degree	CLASS 2 – Bachelor’s Degree + 62 Semester units (93 Quarter Units) or Master’s Degree
1	\$59,552	\$66,136
2	\$62,104	\$69,211
3	\$64,619	\$72,325
4	\$66,666	\$75,449
5	\$69,982	\$78,561
6	\$72,248	\$81,598
7	\$74,799	\$84,714
8	\$77,303	\$87,841
9	\$79,867	\$90,952
10	\$82,420	\$94,047
11	\$84,730	\$96,869
12		\$101,716
13		\$101,716
14		\$101,716
15		\$101,716
16		\$106,794
17		\$106,794
18		\$112,139
19		\$112,139
20		\$112,139
21		\$112,139
22		\$112,139
23		\$114,658
24		\$114,658
25		\$114,658
26		\$114,658
27		\$114,658
28		\$119,844

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for a doctorate earned from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation

*SMA*  
2/19/2025

