



Glendale Teachers Association
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BARGAINING UPDATE

February 24, 2021

[Click here to read What We Now Know 02-24-2021.](#)

GTA passed a Side Letter of Agreement: GTA proposed a Side Letter of Agreement stating that all members will have the opportunity to be fully vaccinated with enough time for their vaccine to reach full efficacy prior to returning to in-person instruction or services, with a beginning date of in-person instruction no earlier than **April 12, 2021**. This side letter can be signed immediately, prior to reaching agreement on the other matters of the Hybrid MOU. **GTA requested that the District consult with the Board of Education today so that they can respond to this proposal today or tomorrow.** GUSD did not commit to responding.

In a clarifying conversation about GUSD's proposal from 2-19-21, GTA learned that **all Service Providers** (not just Elementary) would be required to report for in-person instruction on March 23, 2021. This was not discussed in the previous session.

GTA introduced ideas about ways to resolve some of our concerns with GUSD's proposal. The District declined to commit to responding to any of our ideas, including:

- Communicating clear expectations with parents/principals about what in-person instruction will look like — namely, students may use Chromebooks and online resources while participating in in-person instruction.
- Avoiding mixing of cohorts and small groups in order to keep contact lists as small as possible.
- Having Special Ed Service Providers and SAI Core teachers working with kids via tele therapy instead of in-person to keep contact lists as small as possible and preserve small group pull-out sessions
- Providing full day childcare for school aged children of employees, regardless of what school district the children attend
- Not mandating the full-time return for members who work with both secondary and elementary students.
- Reducing the ratio of students-nurses in GUSD by hiring more school nurses

The District passed “Exhibit A: Elementary Hybrid Schedule Proposals (DRAFT)” which was excluded from their previous proposal. Some of GTA’s observations about their **proposed** schedules include the following:

- All live-interaction blocks are moved to the morning, before lunch.
- TK-K teachers have no rest break before lunch.
- Snack/Breakfast is served inside classrooms and under teacher supervision.
- At lunch, students leave classrooms and are given grab-and-go lunches.

- Lunch will not happen on campus; students will be released at 11:40 (TK-K), 12:40 (1-3), or 12:50 (4-6)
- The PE/Mindfulness Block will remain asynchronous, even though PE teachers are mandated to return, and be scheduled after lunch.
- No FLAG schedules have been proposed.

Next Bargaining Date: March 3rd

GTA Bargaining Team: Sarah Morrison (Chairperson), Lisa Avery (Secretary), Lenore Piskel, Angelina Thomas, Chris Davis, and Nate Banditelli (CTA Executive Director)