



Glendale Teachers Association
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BARGAINING UPDATE

March 3, 2021

Today GTA proposed a Safer, More Sustainable, and More Equitable Return-to-Campus MOU.

GTA's Proposal is Safer for Everyone:

- No mandated return for any member until after the opportunity for full vaccination and no sooner than April 19
- No mandated return to campus for service providers, counselors, and teacher specialists
- Option to continue working remotely for those with a documented medical condition, those who live with someone with a documented medical condition, and those whose medical condition or bona fide religious reason makes them unable to be vaccinated.
- Additional school nurses to ensure a full-time nurse at each campus.
- No eating in the classroom, or any event that requires the removal of masks in the classroom
- Accountability procedures to ensure classrooms/workspaces shall be cleaned according to the agreed upon schedules, and that PPE is kept in inventory and immediately available to members
- Full implementation of the district's Feb 1, 2021 [Covid Safety Plan](#) that GUSD submitted to the county in order to reopen. This includes a maximum of 14 people in each stable group (students and adults), minimizing the intermixing of stable groups and cohorts, a minimum of 6 feet distancing planned in each room, and asymptomatic testing for students and staff every 2 weeks while we are in the purple/red tier
- Option to work remotely in the afternoon after students are dismissed to allow more time for classrooms to be cleaned
- Minimize visitors to campus; school tours and all meetings will continue to happen remotely

GTA's Proposal is More Sustainable for Educators:

- Option to teach with a full-time assistant (instructional aide) or an EELP teacher
- A joint statement between GTA and GUSD regarding the protocol that teachers maintain 6 feet distance from their students, and that continuing distance learning strategies will help support existing routines
- A mid-morning, 30-minute duty-free break for teachers in grades 1-6 while students attend recess and snack. For grades TK-K, a 15-minute, duty-free break for teachers, and a 15-minute recess break for students.
- 5 optional release days or 36.25 hours of paid time for teachers to prepare their classrooms, plan, and/or attend PD that can be used until May 15
- No-cost childcare option for the children of district employees that encompasses the full contractual day
- Option for EELP teachers to continue working with the classroom they are currently assigned or teach in the employee childcare centers that we proposed

GTA's Proposal is More Equitable for Students:

- Individual basket of school supplies for each student, including a Chromebook and headset to allow in-person and remote students to participate in the same activities at the same time
- A consistent instructional schedule across all grade levels and campuses in which in-person groups meet 2 days per week

GUSD promised to send a counter-proposal today. GTA will update our members once we have reviewed GUSD's counter.

Next Bargaining: To be determined.

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