



**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)