



Glendale Teachers Association
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BARGAINING UPDATE

March 9, 2021

The Bad news:

- GUSD insists that elementary teachers, counselors, nurses, teacher specialists, and all service providers return to campus on March 22, and that in-person instruction will start on March 29 for TK-2, and April 5 for grades 3-6 — rejecting GTA’s proposal to wait until educators are fully vaccinated.
- GUSD rejected GTA’s proposal that the association be notified 2 weeks prior to changing their COVID Safety Plan — in fact, they changed their COVID Safety Plan last Friday.
- GUSD rejected GTA’s proposal that in-person instruction be in stable groups of no more than 14 individuals, instead proposing that groups may be as large as classrooms can accommodate.
- GUSD proposed additional language that would encourage 4 days/week student attendance rather than 2 days/week, despite increases in class size.
- GUSD proposed that asymptomatic COVID testing of students and staff be voluntary and opt in.
- GUSD rejected GTA’s proposal that teachers be able to request a full-day instructional aide or EELP teacher to assist them in the classroom, offering instead “an additional adult” during instructional blocks, but only if “resources are available.”
- GUSD proposed that GTA members may be in 2 cohorts per day, and 2 different cohorts a different day — which they believe will address the scheduling concerns of FLAG and upper-grade classrooms by giving “flexibility” with how many contacts we have each week.
- GUSD rejected GTA’s suggested changes to their instructional schedule, including giving TK-K students a scheduled recess.
- GUSD added additional job duties for elementary teachers, insisting on both one hour of drop-in office hour per week plus three days a week of scheduled office hours.
- GUSD rejected GTA’s proposal to give elementary classroom teachers 2 release days before students return to prepare for hybrid instruction, insisting instead that educators will prepare for the transition to hybrid outside of contractual hours.
- GUSD removed assurances that GTA members will not have to work indoors if their classroom HVAC system malfunctions.
- GUSD agreed to provide one HEPA air purifier for every classroom, but not for office and workspaces.

- GUSD rejected GTA's proposal that all nurses, counselors, teacher specialists, and service providers be provided an unshared office space that allows for 6 feet distancing from others.
- GUSD rejected GTA's proposal to reduce the COVID Contact Tracing responsibilities of school nurses.
- GUSD proposed that EEELP teachers will no longer provide support for students in elementary classrooms, instead placing them in Technology Learning Pods, which the District intends to expand.
- GUSD rejected GTA's proposal that all school tours happen outside of GTA members' contractual day.
- GUSD refused for this MOU to be in effect until the end of the contractual year, June 30.

Progress:

- GUSD proposed that we begin negotiating childcare possibilities for the children of members who are required to return, but they want to do this as a side letter.
- GUSD did not reject GTA's proposed one-time payment to compensate elementary teachers for increased supervision.
- GUSD did not reject GTA's proposal that in-person students will be provided with a Chromebook and headset with microphone.

Next Bargaining Date: To Be Determined

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