



**Glendale Teachers Association**  
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# BARGAINING UPDATE

**July 23, 2020**

<b>The July 10<sup>th</sup> GTA Proposal:</b>	<b>The July 23<sup>rd</sup> GUSD Proposal:</b>
Members may choose to work from home or campus.	The District agreed.
A 100% virtual remote teaching/learning start of the school year.	The District agreed.
Maintain salary and benefits for all certificated members.	The District agreed.
All meetings are to adhere to CBA guidelines in Article 7 section 4 (faculty meetings).	The District agreed.
A request to immediately negotiate Phase 2-hybrid teaching/learning, and no transition from remote until a mutually agreed upon MOU is in place.	The District agreed to negotiate introducing a hybrid model but would like the ability to launch without an agreement on an MOU for Phase 2.
To extend the leave provision of the Families First Coronavirus Relief Act for any members who are ill due to COVID-19 past its expiration date of 12/31/20.	The District agreed to follow the law but not extend it.
Sites establish a daily schedule.	The District proposed a district-wide daily schedule which sites can alter with approval from the superintendent.
Postponement of evaluation timelines.	The District proposed evaluations for all temporary and probationary unit members and a one-year postponement for permanent employees at principal's discretion.
Teacher determined asynchronous and synchronous instruction, live <b>interaction</b> (now required by law) may be office hours, interactive activities, or check-ins.	The District proposed additional language that emphasizes video conferencing on a standardized schedule.
Teacher driven paid (at the teacher hourly rate of pay) professional development.	The District proposed District driven professional development starting the week of August 10 <sup>th</sup> , some required and some optional, some paid at the teacher hourly rate of pay and some paid at \$31 per hour.
	The District proposed a welcome video message (maximum 2 minutes) be made by each classroom teacher and posted on each school website.

**Next Bargaining Session: Thursday, July 30<sup>th</sup>**

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