

# GTA ADVOCATE

The Official Newsletter of the Glendale Teachers Association



## President's Message

By: Taline Arsenian, President



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As we begin the 2019-20 school year, I would like to remind you how important you are and how vital the work you do is, to our students, their families, our community, and the future. Collectively, you educate, inspire, motivate, counsel, advise, and service up to 26,000 children. You are an integral part of their journey to adulthood and you are not celebrated enough. I want you to know what a phenomenal job you are doing, regardless of all of the obstacles that are in your way. You protect our kids from barriers and do your best every day in our classrooms, gyms, school sites, and the District office. Thank you for giving your all daily. Even on the more challenging days, our kids benefit from your dedication, experience, and expertise.

This year will be a busy year for GTA. I, along with Alicia Harris (Vice President) and Nate Banditelli (CTA Executive Director), will be visiting school sites and feeling inspired by all that you do for our students. Our Board of Directors and Bargaining Team will be prioritizing completing negotiations for last year and this year, in order to get caught up on wage, health benefits, and contractual language issues that we are trying to rectify. GTA also has a few grievances that we are working to resolve either through arbitration or settlement with GUSD.

The work that we do as a union would not be possible without the following people (please visit our website at [www.glendaleteachers.org](http://www.glendaleteachers.org) to learn names and/or contacts of leadership and representatives):

- The GTA Board of Directors is the true embodiment of democracy in action. They continue to work after a tiring teaching day, making difficult decisions in determining the direction, and implementing the vision of our union. Your elected BOD serves at your will, our membership. Please make an effort to know who represents you on our leadership board, and communicate your ideas with your board representative.
- GTA committee members volunteer their time and effort to implement the specific goals of each of our committees. Organizing, Health Benefits, Bargaining, Community Relations, Political Action, Elections, and Membership are integral components benefiting our entire membership.
- Site Representatives are truly the foundation on which our support infrastructure rests. Their service is invaluable in meeting the needs of our members. Reps are the liaison between GTA leadership and membership and their role is vital in bringing us all seamlessly together and putting us in sync.
- Our members are the reason we exist. Without your support and participation in the union we would be non-operational, powerless, and without a voice. Know that you are the reason we can continue to advocate for all matters pertaining to our collective bargaining agreement, including wages, health benefits, and working conditions. Moreover, we advocate for our students and be the voice of public education in the city of Glendale. Thank you for your continued support and participation in our union.

Have a purposeful and productive school year. I look forward to all that we will accomplish together as a union for our students, their families, our community, our profession, and public education.

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## Vice President's Message

By: Alicia Harris, Vice President



### CTA and NEA Member Benefits

*For You, For Your Family, and For Your Career*

As a member of GTA you are automatically a member of our state and federal parent organizations—the California Teachers Association (CTA) and the National Education Association (NEA).

GTA, CTA, and NEA provide the support that you need to be great at what you do. Our concern and care for our members goes beyond just their professional lives. Both CTA and NEA, with our strong membership base, have the purchasing power to offer exclusive programs designed to benefit our members.

Participating in Member Benefits programs and enjoying the savings they provide can offset the cost of association dues. CTA and NEA programs can provide you and your family peace of mind. From customized insurance and financial products to numerous discounts for everyday needs and even travel, CTA and NEA Member Benefits have you covered.

CTA and NEA Member Benefits' staff work continuously to provide a wide array of attractive programs and services offered at competitive rates coupled with excellent customer service.

To learn more visit you can visit the following websites.

-[CTAMemberBenefits.org](http://CTAMemberBenefits.org)

-[www.neamb.com](http://www.neamb.com)

-[www.CTAinvest.org](http://www.CTAinvest.org)

-[www.CTAreirementplan.org](http://www.CTAreirementplan.org)

## Executive Director's Message

By: Nate Banditelli, GTA/BTA Executive Director



### Support the Schools and Communities First Act

In November, 2020, California's voters will have another opportunity to cast a vote in support of public education by passing the California Schools and Local Communities Funding Act, know as the Schools and Communities First Act.

#### What is the Schools and Communities First Act?

The Act (SCF, for short) closes a loophole in Prop 13 that has allowed corporations to avoid paying their fair share in property taxes. It will protect homeowners, residential property owners, farms, and small businesses. Large corporate property owners are currently not paying their fair share in property taxes. SCF will require them to pay taxes on the market value of their property rather than on the value of the property when it was purchased. In many cases, that means that they have been receiving a tax break for decades. The playing field will be lowered so that small businesses and startups will not be forced to compete with larger, established corporations that are paying lower property taxes in the same communities.

In Los Angeles County, 57% of all commercial/industrial properties have not been reassessed for nearly 20 years or more, while 18% still have assessments based on property values dating back to 1975-1979. A significant share (24%) of properties are assessed at values that are 20 to 30 years out of date (between 1990 to 1999) and a similar share (24%) are assessed at values from 10 to 20 years earlier (between 2000-2009). Google's Venice headquarters, located in the heart of "Silicon Beach" on the west side of Los Angeles, is assessed on land value at a rate of only \$6 to \$11 per square foot, compared to other parcels within the same few blocks that are assessed at \$300 to \$400 per square foot, and nearby commercial property recently purchased is assessed at \$950. If passed, California will tax large corporate properties in the same way that most other states tax them, while our residential, farm and small business property taxes will remain among the lowest in the United States. We need to know that the funding is being spent on our schools and communities; therefore, this measure ensures transparency and accountability for all revenue restored to California's schools and local communities.

### **Why Do We Need Additional School Funding?**

This initiative will provide an additional \$11 billion per year to California's public services, including \$4.5 billion for K-12 and community college education. Locally, that means more resources for students and fair compensation for educators. While SCF will not entirely fix the problem, it will be a step in the right direction.

Prior to passage of Prop. 13, California's schools were among the best in the country. For example, there were plenty of resources and supplies for all students. Teachers didn't have to buy their own supplies. Imagine walking into a room full of supplies to choose from and not having to take from your own personal funds to make your class inviting and ready for your students.

Over the past 40 years, disinvestment in public education has caused California to fall from one of the top states in per-pupil spending to one that ranks near the bottom. Despite being the 5<sup>th</sup> largest economy in the world, California's schools rank in the bottom 10 nationally. All Californians deserve world class schools and neighborhood services, not concentrated wealth in the hands of a few.

When Prop. 13 went into effect, big businesses and wealthy commercial property owners were paying 45% of property taxes and residential homeowners were paying 55%. Today, residential homeowners and renters are shouldering 72% of the share of property taxes being paid and corporations and wealthy commercial owners only 28%. This underscores a basic trend we're seeing across the country – the tax code is enabling the very rich to pay less and forcing everyone else to pay more.

### **What Can You Do to Support the Act?**

Vote YES on SCF next November. In order to get SCF on the ballot, though, 1.2 million signatures must be gathered and CTA is committed to collecting 150,000 signatures. Please sign the petition and ask you co-workers to sign it, too. Get to know the facts about SCF by visiting [CTA.org/taxfairness](https://CTA.org/taxfairness), <https://schoolsandcommunitiesfirst.org/>, and @Schools1stCA on social media.



## Health Benefits Update

Thank you to Alicia Harris, Jana Wells, Luis Guevara, Melvin Barrientos, Maria Giraco, and Tammy Tiber for being the GTA representatives on the 2019-20 District Health Benefits Committee, made up of representatives from GTA, CSEA (classified employees), GSMA (management employees), and District personnel. This year, the committee is going through training to better prepare for making decisions and recommendations regarding the health benefits options that are available to school districts. The entire District Health Benefits committee will work on develop both short term and long term goals to assure that we receive the best possible health benefits package for all of our employees. The District Health Benefits Committee is an advisory committee to the respective association Board of Directors. All significant changes must be negotiated at the table and voted on by membership.

This school year, the District maximum contribution for health benefits coverage is \$27,080.52 per year, which equates to \$2,708.05 per month on a tenthly deduction basis\*. The chart below represents premiums, and District and/or employee contributions. Only PPO family has a tenthly cost (see below) to the employee. You will incur deductible and/or co-pay costs specific to your plan choice. For more information about your plan choice, you may start an account online at [www.blueshieldca.com](http://www.blueshieldca.com).

<b>Medical Plan Choice</b>	<b>2019-20 Premium per month 10thly</b>	<b>District Contribution per month 10thly</b>	<b>Employee Contribution per month 10thly</b>
HMO Single	\$824.16	\$824.16	\$0
HMO + 1 Dependent	\$1,417.59	\$1,417.59	\$0
HMO + Family	\$1,763.73	\$1,763.73	\$0
PPO Single	\$1,357.10	\$1,357.10	\$0
PPO + 1 Dependent	\$2,334.19	\$2,334.19	\$0
PPO EE + Family	\$2,904.19	\$2,708.05	<b>\$196.14</b>

\*Tenthly deductions begin with the check you receive at the beginning of October and conclude with the check you receive at the beginning of July.

### FREQUENTLY REQUESTED CONTACTS

Blue Shield of CA	855-256-9404	<a href="http://www.blueshieldca.com">www.blueshieldca.com</a>
Mental Health Services (Magellan)	877-263-9952	<a href="http://www.blueshieldca.com">www.blueshieldca.com</a>
NurseHelp 24/7	877-304-0504	<a href="http://www.blueshieldca.com">www.blueshieldca.com</a>
Teladoc	800-835-2362	<a href="http://www.teladoc.com/bsc">www.teladoc.com/bsc</a>
MedImpact Prescription Coverage	844-863-0356	<a href="http://www.mp.medimpact.com">www.mp.medimpact.com</a>
Delta Dental Customer Service	888-335-8227	<a href="http://www.dentaldentals.com">www.dentaldentals.com</a>
VSP Customer Service	800-877-7195	<a href="http://www.vsp.com">www.vsp.com</a>
CA State Teachers Retirement System	800-228-5453	<a href="http://www.calstrs.com">www.calstrs.com</a>
The Standard Disability Insurance	800-522-0406	<a href="http://www.standard.com/cta/member">www.standard.com/cta/member</a>
California Casualty Auto and Home	866-680-5139	<a href="http://www.calcas.com/cta">www.calcas.com/cta</a>
CTA Member Benefits Dept.	650-552-5200	<a href="http://www.cta.org">www.cta.org</a>
CTATravel/Entertainment Discounts	888-818-5217	<a href="http://www.cta.org">www.cta.org</a>
NEA Member Service Center	800-637-4636	<a href="http://www.neamb.com">www.neamb.com</a>



## Disability Insurance

As public employees, public school educators do not contribute to the State Disability Fund. Therefore, you cannot apply for and receive governmental assistance if you should become disabled and not be able to perform your job duties. **GTA recommends purchasing disability insurance through the CTA endorsed company. The Standard (800-522-0406).** You will pay a tenthly premium based on your current salary. Coverage usually includes a portion of your wages not paid due to your inability to work because of a medically diagnosed disability. Please be aware, the District has an affiliation with American Fidelity. CTA has not vetted nor endorses American Fidelity. If you have coverage with American Fidelity, CTA cannot advocate for you if there should be a problem with a claim. If you have coverage from both The Standard and American Fidelity, you will not receive dual compensation of a portion of your unpaid wages. Rather both companies will share the portion that is due to you, which would be the same as if you were covered by only one. **The Standard will be conducting open enrollment during the month of October 2019.** You may change carriers and sign up with The Standard with no medical questions asked if we have at least 60 members join during this membership campaign month. Please see your site representative for more information regarding The Standard's October enrollment campaign.

## Catastrophic Sick Leave Bank (Article 10 Section 20)

A voluntary Catastrophic Sick Leave Bank was established in the GUSD in 1996 and available for permanent certificated employees. You have the option to contribute 1 or 2 sick days during an open window period. Once you have donated 1 or 2 sick days to the bank, you may not rescind the contribution. If you have not yet donated to the Bank, you will receive a memo from HR during the open enrollment period. You may then complete and submit the form in order to contribute and participate.

Once you have elected to donate a sick leave day or two from your personal accumulated sick day balance, you will be eligible to be considered for receipt of sick days from the catastrophic bank after you have exhausted all sick day benefits allotted to you per our Collective Bargaining Agreement (Article 10) , including the 100 days at 50% pay beyond your own personal sick bank. Ed Code defines a catastrophic event as a severe incapacitating illness or injury which is expected to be for an extended period of time, as certified by the attending physician, and which prevents the employee from performing his/her District duties. Use of Catastrophic Sick Leave Bank forms are available at each site and in the Human Resources Office. Completed forms and doctor's note should be received in the HR Office at least 15 working days prior to the exhaustion of all sick leaves. Your request will go to the Catastrophic Sick Leave Bank Committee (3 GTA members and 3 District administrators) for final approval. The intent of the Bank is to extend the additional (50 %) sick days because all approved and granted days will be paid at the 50% pay rate.

# 2019-2020

## Dues

**Category 1** For those whose teaching assignment is more than 60% of a normal assignment, except for those employed as pre-school, head start, child care, and adult education whose salary less than the minimum teacher salary in the district.

\$720.00 CTA	California Teachers Association
\$196.00 NEA	National Education Association
\$236.00 GTA	Glendale Teachers Association
<b>\$1,152.00 TOTAL</b>	<b>\$115.20 Per Month Deduction</b>

**Category 2A** For those whose teaching assignment is greater than 1/3 but not more than 50% of a normal assignment.

\$370.00 CTA	California Teachers Association
\$109.50 NEA	National Education Association
\$142.00 GTA	Glendale Teachers Association
<b>\$621.50 TOTAL</b>	<b>\$62.15 Per Month Deduction</b>

**Category 2B** For those whose teaching assignment is greater than 50% but not more than 60% of a normal assignment, or those employed as pre-school, head start, child care, and adult education whose salary is less than the minimum teacher salary in the district.

\$370.00 CTA	California Teachers Association
\$196.00 NEA	National Education Association
\$142.00 GTA	Glendale Teachers Association
<b>\$708.00 TOTAL</b>	<b>\$70.80 Per Month Deduction</b>

**Category 3A** For those whose teaching assignment is 25% or less than a normal assignment, including those on unpaid leave.

\$195.00 CTA	California Teachers Association
\$66.50 NEA	National Education Association
\$142.00 GTA	Glendale Teachers Association
<b>\$403.50 TOTAL</b>	<b>\$40.35 Per Month Deduction</b>

**Category 3B** For those whose teaching assignment is greater than 25% but not more than 1/3 of a normal assignment.

\$195.00 CTA	California Teachers Association
\$109.50 NEA	National Education Association
\$142.00 GTA	Glendale Teachers Association
<b>\$446.50 TOTAL</b>	<b>\$44.65 Per Month Deduction</b>

# GTA United!

## GTA Board of Directors and Superintendent Vivian Ekchian



Top row left to right: Jennifer Waters, David Platt, Sierra Vasquez, Deb Cohen, Angelina Thomas, Jacqueline Davolio, Judy Scheidhauer, Chris Davis

Bottom row left to right: Virginia Karanfilian, Alicia Harris, Vivian Ekchian, Taline Arsenian, Sarah Morrison



## NEA RA Delegates in Houston

Left to right: Armen Demirchyan, Cindy Rovello, Taline Arsenian, and Marty Martinez



## GTA Bargaining Team

Top row left to right: Angelina Thomas, Sarah Morrison, Vahe Tcharkhoutian

Bottom row left to right: Deb Cohen, Lenore Piskel, Steve Field (Chair), and Nate Banditelli



September 2019

- 9/3 GUSD Board of Education
- 9/6 GTA Board of Directors
- 9/17 GUSD Board of Education
- 9/24 GTA Rep Council

October 2019

- 10/7 GUSD Board of Education
- 10/8 GTA Board of Directors
- 10/22 GUSD Board of Education
- 10/29 GTA Rep Council

October Site Visits

- 10/01 Valley View ES
- 10/03 Hoover HS
- 10/10 FACTS/EEELP/ Pacific Pre-School/PAEC
- 10/17 Toll MS
- 10/24 Verdugo Woodlands ES
- 10/31 Jefferson ES

**Name or Address Change?**

Please notify the GTA Office of any name, address or phone number changes. You may send in the form below to the GTA Office via school mail. GTA will update our records and notify CTA of any changes.

Name: \_\_\_\_\_

New Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

Telephone: \_\_\_\_\_

Email (Non-GUSD): \_\_\_\_\_

School Site: \_\_\_\_\_



Visit our website at [www.glendaleteachers.org](http://www.glendaleteachers.org) for bargaining updates, organizing news, forms and flyers, and pertinent information.

Follow us on Facebook [@glendaleteachers](https://www.facebook.com/glendaleteachers), on twitter [@glendaleGTA](https://twitter.com/glendaleGTA)

THANK YOU FOR YOUR SUPPORT!



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