

# GTA ADVOCATE

The Official Newsletter of the Glendale Teachers Association



## President's Message

By: Taline Arsenian, President



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WE, the Glendale Teachers Association, exist to protect and promote the well being of our members and our students. Through building trust, clear communication, proactive involvement in our schools and our community, along with responding to our members' rights, needs, and concerns, we will serve as the local voice for public education. As another year draws to end, I can't help but reflect on our successes. Together, we have accomplished so much this year. To follow are some highlights:

- We eliminated mandatory yard duty this year. All language that pertains to yard duty has been stricken from Article 7 of our Collective Bargaining Agreement, where it existed for as long as our contract has been in existence. The District finally understood that teachers need that time to take their contractual relief break, or call parent, or make copies, or tutor a student, or return a parent phone call, or just breathe. Next school year and beyond, no teacher will be required to do mandatory yard duty.
- We secured a 1.5% wage increase for last year and a 1.5% wage increase for this year. While other districts continue to organize, or call impasse and fact finding, we received the wage increase we asked for. We did our homework, evaluated the district finances and determined their ability to meet the increase in operational costs and a fair and affordable wage increase for our bargaining unit. It is such a relief to be able to have had our District meet our request. Collectively, we can now focus on the work of educating our kids.
- We improved our Article 7 language, Hours of Employment. All reference to yard duty and supervision has been removed. We were able to include improved language on EEELP positive work year requests, and allow vacation requests for EEELP to be honored on a rotational basis so that teachers would be able to get their first request honored for time off on a rotational basis. All Special Academic Instruction (SAI) And Resource Specialist Program (RSP)/SAI CORE teachers will receive nine (9) full release days per school year for all responsibilities relating to their case loads. SAI/RSP/SAI Core teachers, let your principal and the Director of Special Education know at least a week prior to taking your release day(s). We also added an additional 10 days for Kindergarten teachers to hold parent conferences.
- We signed off on child bonding language that allows each parent to take up to 12 weeks off (60 work days) for child bonding purposes within the first year of their child's birth or adoption. This time is beyond any pregnancy disability a woman takes to give birth and recover from that event. This is good news to our members with expanding families but most of all this is great news for the child.
- Our most important success as an Association is what we do each day to meet the academic, social and emotional needs of our students. This year we have changed the life of our kids. We have helped our students gain knowledge, grow as a person, consider new perspectives, sprint to the finish line, organize and manage their time, learn how to get along with others, accept one another's differences, and learn how to be a better citizen of this planet. We achieved that together by being committed to our profession and by giving our all to our students everyday that we are with them.

Let me take this opportunity to thank you in for your dedication to our profession and our students. We would not achieve success without your efforts and for that I am grateful. I am equally grateful to be able to serve as your president this year and next year. I am so incredibly proud of our work this year and looking forward to all of the amazing things we will accomplish next year. Have a restful and relaxing summer GTA.

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## Executive Director's Message

By: Sonya Lowe, GTA/BTA Executive Director



As the school year comes to a close, at CTA we are keeping a close eye on the Supreme Court and in particular, the *Janus v. AFSCME* case. This case potentially could eliminate the requirement that non-members pay their fair share of union dues; as unions will have to continue to represent them in grievances and at the bargaining table. This lawsuit is one small part of the overall attack on public education, funded by billionaires who ultimately would like to see public education become a private for-profit venture under their control. This summer, these same people may try and interrupt your best efforts at enjoying some time not thinking about school/work.

What I'm referring to is what are known as "drop campaigns." Even after the June election where we are hoping to elect public education supporter Tony Thurmond for State Superintendent of Public Instruction, it is likely you will continue to receive election-like materials in the mail. You might even get people knocking on your door, much like you do during election season. The difference is that these people will be paid, and this mail is not promoting a candidate. They will both be encouraging you to DROP your union membership. That's right, our friends of Betsy DeVos and others in the billionaire circle are actually going to pay people to go door to door to convince people to drop out of the union.

They will try and talk you into saving money and maybe even joining an alternate organization that sounds a lot like a union – but it isn't. I'm writing this as a warning. As union members, our strength lies in our numbers. Look at the success we had in our recent contract negotiations. We finally ended mandatory yard duty for elementary teachers after decades of fighting, we secured the raise we asked for and improved our contract language in many other areas. We did this by wearing buttons, showing up and speaking at school board meetings and leafleting parents. The District knows that we have the strength of our members behind us when we sit at the bargaining table – it is not just the five members who sit at the table, but the 1250 members they represent who give them the power.

Imagine what would happen if the District knew that only half of our teachers were union members. Do you think we would have as much power at the bargaining table? Do you think the District would respond when we brought them concerns over working conditions and curricular issues? Every member counts and makes a difference. If you get a glossy flier this summer that tempts you with reasons why you should drop out of the union or join a different union-like association, think about the cost of that in the long run. You have no voice without a union. It's hard for us to imagine what it would be like to have no salary schedule, no sick leave allowance; we take a lot for granted. Remember that with every individual we lose as a member, we lose that power.

Stay GTA strong, stay united, and have a great summer!



## Vice President's Message

By: Alicia Harris, Vice President



### Lactation Accommodation

According to both CA Labor Code Sections 1030-1033 and Section 7(r) of the Fair Labor Standards Act –Break Time for Nursing Mothers Provision employers must be accommodation for lactating mothers.

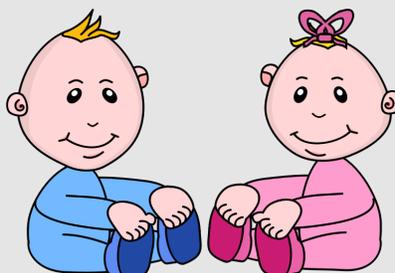
Below are answers to FAQs:

1. Does an employer have to provide an employee with additional break time to express breast milk?  
Yes, an employer must provide additional break time to employees who need it.
2. Does an employer have to pay for the additional time to express breast milk?  
No. While the employer must allow an employee to leave the work area to pump, the employer does not have to pay for pumping time, beyond the standard break time.
3. Can my employer demand a doctor's note or other medical documentation?  
No. Your employer cannot require you to submit any documentation regarding your need to express breast milk.
4. Does my employer have to provide me with a space to express breast milk?  
Yes, your employer must make a reasonable effort to provide you with the use of a room or other location other than a toilet stall an in close proximity to your work area. This may include the place where the employee normally works if it otherwise meets the requirements.

For further information below are two helpful resources.

<https://www.womenshealth.gov/breastfeeding/employer-solutions/industry/education.html>

<http://www.usbreastfeeding.org/workplace-law>



# Glendale Teachers Association Thanks Allen Freemon



Coming from a family of teachers, Allen Freemon really didn't have a choice, teaching is in his blood. He loves and excels in his profession as a math teacher at Crescenta Valley High School. He is admired and respected by his peers for the wonderful rapport he shares with his students. As a union leader, Allen is a fierce advocate for our students, schools, and profession.

Allen has done it all as Site Representative, chair of the Organizing Team and Political Action Committee, two terms as Vice President, two terms as President, and three terms as CTA State Council Rep. Allen had been a committed member of the GTA Board of Directors for over 16 years helping GTA grow strong and defending public education. We value Allen's strength, leadership and character. As Allen terms off of the board this year, we'd like to take this opportunity to THANK HIM for all he has done for GTA and look forward to what the future holds. We know we can count on him to continue to be a public education advocate.



**ELEMENTARY SCHOOL TEACHERS:** The Armenian National Committee of the Western Region, Education Committee is in search of volunteers (unpaid) this summer to help develop lesson plans that are California Common Core aligned and grade level specific relating to the teaching of the Armenian Genocide. Please let GTA know if you would like to participate to help develop lessons or contribute any lessons that you already have created and will graciously share. This would involve one or two work afternoons, possibly in mid June, either in an air conditioned location in Glendale or from the comfort of your own home via webinar. Send an email to [talinearsenian@glendaleteachers.org](mailto:talinearsenian@glendaleteachers.org) with your name and grade-level of expertise if you are willing to assist. Thanks for all you do to help all students.

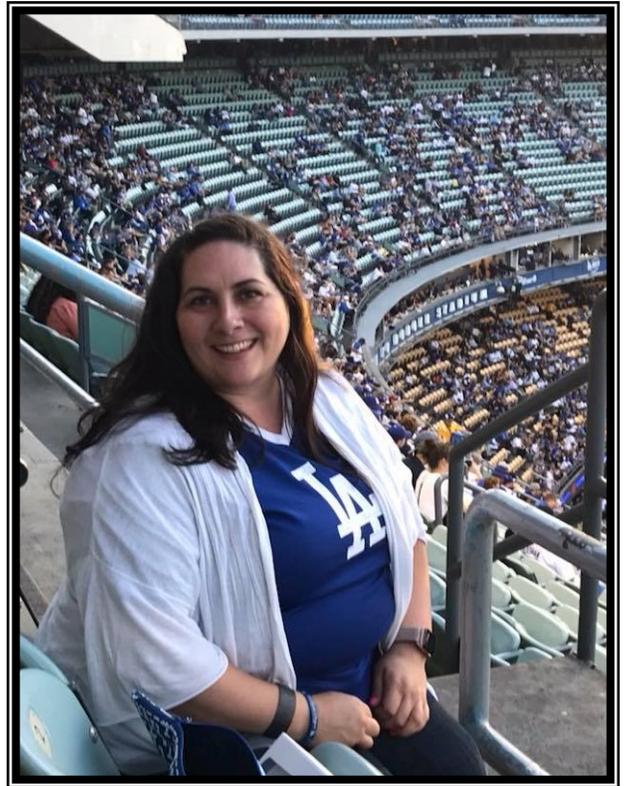


*The Glendale Teachers Association congratulates the following teachers on their many years of service to our students.*

Arstakis, Zifard	Clark Magnet HS	12 years, 9 months
Beyers, Krystal	Toll Middle School	16 years
Brewer, Marta	Rosemont Middle School	34 years
Carcedo-Valdes, Judy	Mann ES	27 years
Donabedian, Shahe	Verdugo Woodlands ES	23 years
Goff, Emily	Daily	16 years
Guerra, Ingrid	Verdugo Academy	32 years
Hill, Marilyn	S.E.L.P.A.	31 years
Hon, Roy Chuck	GHS	23 years, 8 months
Jarnot, Kym	Nurse	21 years, 6 months
Lalaian, Anita	Wilson Middle School	20 years
Liden, Evangelina	Edison ES	21 years
Marachelian, Astrid	Hoover	21 years
Mirau, Susan	Monte Vista ES	29 years
O'Connor, Camie	Glenoaks ES	20 years, 9 months
Piette, Melinda	Toll Middle School	30 years
Robertson, Michelle	Toll Middle School	37 years
Scott, Catherine	Keppel	18 years
Severe, Susan	Verdugo Woodlands	22 years
Specht, Cordula	Keppel	31 years
Stark, Sidney	Daily	33 years
Stedman, Susan	Fremont	27 years
Sullivan, Marcia	La Crescenta ES	21 years
Treston-Abranian, Sheila	Verdugo Woodlands ES	21 years
Underwood, Vince	Toll Middle School	25 years
Wolff, Adele	SLP, SPED	28 years
Zamorano, Stefane	Crescenta Valley	16 years

## *HAPPY RETIREMENT!*

*Thank you for being part of our membership and please consider joining CTA/NEA Retired for continued benefits. We look forward to celebrating you at the GTA Retirement Reception on May 24th. RSVP by 05/22@ [gtarsvp3@gmail.com](mailto:gtarsvp3@gmail.com)*



**Teacher Appreciation Night  
Dodger Stadium  
May 8, 2018**



# GTA United!



**Congrats to Lincoln teacher,  
bargaining team member, and  
CV Elementary Director,  
Angelina Thomas, for receiving  
CTA's 2018 WHO Award.**



# May 2018



## CALENDAR

### May 2018

- 5/8 GTA Board of Directors
- 5/15 GUSD Board of Education
- 5/22 GTA Rep Council
- 5/22 GUSD Recognitions
- 5/24 GTA Retirement Reception

### June 2018

- 6/4 GUSD Board of Education
- 6/11-7/13 GUSD Summer School
- 6/19 GUSD Board of Education

### **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.

“Like” us on Facebook at [Glendale Teachers Association](#).

THANK YOU FOR YOUR SUPPORT!



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