

# GTA ADVOCATE

The Official Newsletter of the Glendale Teachers Association



## President's Message

CHRIS DAVIS, President

June 2022

Vol. 39

Issue 4

## The power of labor runs deep

“When we fight . . .,” chants Gabriel Montoya, a spokesperson for the United Healthcare Workers (SEIU- UHW). “We win!” responds the crowd of more than 200 labor leaders in Los Angeles County.

Alicia Harris, a CTA State Council representative from GTA, and I sat in the audience during our second House of Labor meeting at the end of May, both of us marveling at the vibrant labor voices that surrounded us.

The Glendale Teachers Association is a powerful voice for educators in Glendale, but until I began attending meetings of the Los Angeles Federation of Labor this year, I don't think I quite understood the power of the larger labor movement in our county, state, and nation.

The LA Federation of Labor comprises more than 300 affiliated union and labor organizations, which all together make up more than 800,000 union members.

In these House of Labor meetings, members listen to LA Fed member updates from labor organizations. During the May meeting, for example, Starbucks employees shared stories of their efforts to establish collective bargaining rights for their workers at a few stores in Southern California, despite pushback from Starbucks corporate. These young workers, mostly under 25, spoke about trying to achieve working conditions for themselves that are built around respect, safety, and decent wages.

In the halls of the Laborers' International Union in downtown Los Angeles, I have learned that the labor movement is vibrant. Recent numbers across the nation show that even while the number of employees who belong to a labor union has dropped from 20 percent in 1983 to just over 10 percent in 2021, the current labor movement is vibrant, and it won't be stopped.

Work stoppages have actually increased in recent years, with the eight-day teachers strike in

Sacramento and five-day health care worker strikes at Cedars Sinai serving as recent examples in 2022. Gallup polls have even shown a strong uptick in popular support for labor unions, with 68 percent of Americans viewing labor unions favorably in a recent poll.

So what to make of all of this?

**Our voice is strongest when it is a collective voice.** While it is understandable that there will be disagreement and debate within any organization, once a decision is made by the representative body – in this case, our Representative Council – it is imperative that all GTA members support that decision if that policy or recommendation is to have the necessary teeth to make an impact.

**Labor is on the ascendency.** Even with the 2018 Janus decision that found that government employees could not be forced to join a union and could not be required to pay union dues or fees, union membership in public sector unions has remained relatively stable. Workers know that supporting their labor organization results in gains for them personally and for all workers. The educators who engaged in an [eight-day work stoppage in Sacramento](#) this year put their livelihoods and financial security on the line in order to achieve wins for their students, families, and for themselves.

**The Glendale Teachers Association, while at more than 1250 members strong, is but one star in a constellation of labor organizations across our nation.** We shine brightest when our members are active and engaged. While you ponder your summer plans, I hope you also

*Continued on page 6*

### INSIDE THIS ISSUE

President's Message	1
Vice President's Message	2
Executive Director's Message	3
Photos	4-5
Member Spotlight	6
Member Spotlight	7
Bargaining Chair	8

**Glendale  
Teachers  
Association**

3233 N. Verdugo Rd.  
Glendale, CA 91208  
818-240-3924



## Vice President's Message

LISA AVERY, Vice President

# YOU are central to GTA

For most teachers across our nation, the last two school years have been the most challenging of our careers. They have also been years in which our union membership and participation have been critical. *Together, we ensured that all Glendale educators:*

- continued to receive their salaries during lockdown;
- had the option of working from home or school during the height of the COVID-19 pandemic;
- had access to COVID vaccinations as soon as they became available;
- had work sites with increased ventilation and access to PPE;
- were compensated for professional development at their contractual rate;
- had COVID-19 sick days that did not come out of individuals' sick day balances; and
- have priority access to District-provided childcare.

None of these things were guaranteed. This is not something that someone else did. ***Together, as GTA, CTA, and NEA members, we fought for each one.*** *Together, we continue to demand that we receive a fair wage increase in order for Glendale to retain and attract the best educators in the region.*

Where would we have been without a union in these last years? As we reach the end of the year and look forward to a well-deserved rest and fresh start in August, now is also a good time to consider how GTA membership has benefited you. How could *you help to make all of us stronger together?*

***If you believe that you can play a part in building a stronger union,***

***consider volunteering for a committee.*** *GTA Leadership is seeking and recruiting Glendale educators to serve on the following committees:*

**Organizing** – Learn how to connect and mobilize Glendale educators and community members to participate in campaigns and programs to win improvements in our schools.

**Political Action Committee** – Learn how grassroots political action shapes education. During election years, interview candidates, make endorsements for local public offices and campaigns to help elect endorsed candidates; in non-election years, work as a liaison to those in local public office and promote advocacy for CTA's legislative agenda.

**Health Benefits** – Learn how GUSD purchases health benefits and promotes wellness. Work with other District stakeholders to educate members on best use of their health and welfare benefits, design programs to promote wellness, and monitor benefits utilization to make sure that employees receive the best possible benefits at the best possible cost.

**Equity** - Proactively create opportunities to increase equity for both students and employees throughout GUSD.

Also, consider **being a Site Representative or a member of the Negotiations Team.** Most school sites do not have a full allotment of Site Representatives. The more representatives per site, the easier it is to be a Site Rep!

**Site Reps** – Serve as the point of contact for members who have questions about work-related issues,

assist them with their concerns or refer them to GTA leadership for assistance, share information about GTA and CTA programs and campaigns with members, and recruit members to participate.

Attend the monthly Rep Council meeting. Some Site Reps do little more than update the GTA bulletin board while others create workplace communication networks that result in true unity at the site level. The Site Rep is the easiest way to get involved in the GTA leadership structure, but can also lead to higher-level leadership opportunities and more involvement in GTA.

**Negotiations Team** – The Negotiations Team advocates for Glendale educators during negotiations with the District on wages, health and welfare benefits, calendars, and other terms and conditions of employment during annual contract negotiations and at times when Memorandums of Understanding (MOUs) or Side Letters must be negotiated in order to address new District programs or other unanticipated changes to our working conditions.

If more Glendale educators become active participants in committees and as Site Reps, the more change we as GTA members will be able to create *together.* *Contact Chris Davis today to join a committee or become a Site Representative. Together, we can make sure next year will be better.*



## Executive Director's Messages

NATE BANDITELLI, GTA/BTA Executive Director



# Newsom's May Revise brings more dollars to GUSD

The end of the school year coincides with the end of the District and state's fiscal year, and the legislature must now pass a budget that will impact the 2022/2023 school year. The state budget will be based upon a proposal that Governor Newsom published in January and recently updated in the annual "May Revise." It is now likely that education funding will increase beyond what the governor proposed in January for the 2022/2023 school year. The positive outlook is based upon several factors:

- Increased cost of living adjustments (COLA) through 2024/2025. While COLAs are not automatically passed on to employees, the District argument that it cannot afford equitable salary schedule increases will be weakened.
- Additional funding in the LCFF Base Grant, which is the primary source of funding for the District.

- Approximately \$1,500 per ADA (average daily attendance) in one-time funding that can be used for a broad range of expenditures.
- Changes to how student attendance is calculated, which determines total funding. The changes will partially offset the declining enrollment that has caused strain on the District's budget.
- Proposals in the California Assembly and Senate would increase education funding above the governor's proposal.

The legislature must pass a budget in June. When the Governor signs the budget, we'll know exactly how much more funding GUSD will receive.

	2021/22 Enacted Budget	January Proposal	May Revise	Assembly Proposal	Senate Proposal
<b>LCFF Base Grant</b>	Increased by COLA	Will increase by COLA	COLA and base grant augmentation	Statewide increase of approx. \$5.6 billion	\$5 billion statewide increase for 22/23, increased to \$10 billion by 24/25
<b>COLA</b>	5.07% for 2021/22 2.48% for 22/23 3.11% for 23/24 3.54% for 24/25	5.33% for 22/23 3.61% for 23/24 3.64% for 24/25	6.56% for 22/23 5.38% for 23/24 4.02% for 24/25	15% COLA increase	
<b>Average Daily Attendance Calculation</b>	The greater of a school district's current or prior year, with a "hold harmless" to protect against ADA loss due to COVID-19	The greater of a school district's current, prior, or the average of the three prior years' ADA to address enrollment related funding declines and to minimize a single-year drop in enrollment.	Districts can use the pre-COVID enrollment: ADA ratio in the average of the three prior years' ADA to further address declining enrollment.		
<b>One-time Funding</b>	many rounds of state and federal COVID relief	Various categorical programs	\$1,500 per ADA that Districts can use for almost any purpose.		





## MEMBER SPOTLIGHT

# Kori Seaton, Carolyn Spencer, and Christine Dashdemirians



**POSITION / WORK SITE:** Marshall/4th grade (Kori); Balboa/1st grade (Carolyn and Christine)

**RECENT ACCOMPLISHMENT:** All earned their Master's Degree in Administrative Education from Cal State LA.

**Kori:** "I have always taken on leadership roles at my school site. This master's degree will allow me to move on to other leadership roles in education."

**Carolyn:** "Pursuing higher education has always been a goal of mine, and earning this particular degree gives me options for my future."

**Christine:** "This master's degree will give me the opportunity to become the future school administrator that I have always aspired to be. As a product of GUSD schools, I want to be give back to my community and make a bigger impact on the future members of our society."



## PRESIDENT'S MESSAGE

(from p. 1)

think about what active role YOU can play in YOUR Association in the fall – as a Site Rep, a committee member, or as an engaged member who speaks out for our Association's collective interests.

Thank you for whatever leadership role you are willing to take on. When we organize together, we win!

As always, I invite you — even during the summer months — to [email me](#) or call the GTA office (818.240.3924) to discuss your concerns.

## WEINGARTEN RIGHTS: YOUR RIGHT TO UNION REPRESENTATION

# WHAT YOU NEED TO KNOW ABOUT UNION REPRESENTATION

"If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. When the employee makes the request for a union representative to be present, management has three options:

- it can stop questioning until the representation arrives
- it can call off the interview
- it can tell the employee that it will call off the interview unless the employee voluntarily gives up their rights to union representation (an option the employee should always refuse)

### Best practices:

- keep accurate and on-going records of student discipline
- take and keep notes of all parent and administrator meetings
- be cautious with what you post or share on social media



## GTA BOARD OF DIRECTORS 2022-23

### EXECUTIVE BOARD

President	Chris Davis
Vice President	Emily Rogers
Secretary	Diana Echeverria
Treasurer	Sierra Vasquez

### AREA DIRECTORS

GHS, HHS	Laura Kellogg
CVHS, Clark, Daily	Patrick Davarhanian
Middle schools	Christina Thomas
CV-area elementary	Angelina Thomas
GHS-area elementary	Matt Hamo
HHS-area elementary	Rosemarie McCabe
At-Large director	Yolanda Thiesmeyer

### GTA STATE COUNCIL REPRESENTATIVES

Alicia Harris  
Sarah Morrison  
Taline Arsenian

### GTA EXECUTIVE DIRECTOR

Nate Banditelli

Find contact info for all GTA Board of Directors on our website, [glendaleteachers.org](http://glendaleteachers.org)

[glendaleteachers.org](http://glendaleteachers.org)  
818.240.3924



## MEMBER SPOTLIGHT



# Lara Svab and daughter Madeline Svab

Madeline Svab, daughter of GTA member and R.D. White teacher Lara Svab, is the recipient of the 2021-2022 CTA Scholarship for Dependent Children in the amount of \$5,000. The CTA states they issue up to 34 of these competitive scholarships across the state. The criteria includes academic excellence and community and school involvement.

Madeline graduated on May 26 from John Burroughs High School in Burbank. Madeline was among the top students in her class, the President of her high school Band Council and is bilingual in American Sign Language. She will be attending U.C. Berkeley in the fall majoring in Molecular and Cell Biology.

“I’m so honored to receive this award,” Madeline said. “Coming from a family of teachers, it means the world to me. I look forward to pursuing research in virology and molecular genetics, and I would like to thank all of my wonderful teachers and the CTA!”

Lara is a graduate of USC and has been teaching at R.D. White. She has been a proud GTA member for 26 years.



## Monthly Member Contributions for PPO Family (2022-23)

- ⇒ Est. \$39.44 / tenthly deduction (up from \$23.28 for 2021-22)
- ⇒ All other PPO / HMO plans will be **under** the \$34,144 cap for GUSD contribution for health benefits per member for 2022-23.





# 2022



## Bargaining Chair's Message

SARAH MORRISON, Bargaining Chair



As bargaining chairperson for the 2021-22 GTA Bargaining team, I want to thank all members of GTA for standing in solidarity throughout the ongoing negotiations process. Under the direction of GTA's elected Board of Directors, GTA's Bargaining team has maintained a strong position at the table, and will continue to do so on behalf of educators and students who deserve support, safety, protection, honesty, and fair compensation. Thank you for wearing red shirts, union buttons, emailing the Board of Ed, and for demonstrating outside of school sites and the District Office. Together we are protecting public education in Glendale.

2021-22 has been a rough year for educators. Rampant quarantines, constantly changing safety protocols; homophobic attacks on educators and students; gun violence in schools throughout the US; division within the community; and our yet to be settled wage negotiations have made it rougher.

What keeps us going? The twinkle in our students' eyes. The camaraderie of our colleagues. And the confidence

that our Association is FIGHTING for us through it all.

I feel gratitude to our union leaders who carry the weight of all of this, every day. THANK YOU to our GTA President, **Mr. Chris Davis**, who is leading our association with intelligence, heart, and compassion. THANK YOU to GTA's Vice President, **Ms. Lisa Avery**, who has brought maturity, eloquence, and joy to the GTA office. And THANK YOU to CTA's Executive Director **Mr. Nate Banditelli** for guiding our team with expertise and vision through inexplicable challenges.

Also, THANK YOU to the GTA's Bargaining team members who, in addition to teaching full time in their classrooms, have devoted so much of their personal time to scrutinizing proposal and counter-proposals in order to ensure that, when we ultimately reach an agreement at the table, it will be a great deal for all of us! Negotiations might feel slow, but I am fully confident that the time invested will pay off. **Ms. Lenore Piskel, Ms. Angelina Thomas, Ms. Maggie Malone, Mr. Nate Banditelli, Ms. Lisa Avery**, and our newest member (and future VP) **Ms. Emily Rogers** have ensured that every MOU we have secured this year, and that all progress that we have made thus far, are good agreements that we can all embrace.



## GTA ADVOCATE STAFF



**Editors:** Aline Arsenian, Chris Davis

**Contributing Writers:** Lisa Avery, Nate Banditelli, Chris Davis, and Sarah Morrison