GUSD can do better than this . . .

The Glendale Teachers Association bargaining team met with the GUSD bargaining team on April 26, 2023 with the goal of closing out our 2022-23 contract negotiations. With a limited number of articles in our contract open for bargaining – Article 8 (Evaluations), Article 13 (Wages), Article 14 (Health and Welfare), and Article 23 (Term) – such a goal was fully attainable.

However, here we are at the end of the 2022-23 school year, and despite GTA’s concerted efforts to reach agreement with the district, our Association is no closer to settling a fair wage agreement for 2022-23 than we were in April.

GTA’s bargaining team presented evidence-based rationale for how the district can afford an ongoing wage increase for 2022-23 beyond the 5 percent that was already agreed to earlier this school year.

Here is some of that rationale:

**COST OF LIVING ADJUSTMENT CAN SUSTAIN A LARGER WAGE INCREASE:** GUSD has received an 11.4 percent COLA for 2022-23 ($28 million in new, ongoing funding) and is slated to receive an 8.2 percent COLA for 2023-24 (estimated to be $22.8 million in new, on-going funding) for a total of more than $51 million of new, ongoing funding.

And how much in District monies does a one percent ongoing wage increase cost for our GTA bargaining unit members? $1.5 million. And yet, the district says it can only afford a one-time 1.5 percent wage offer to close out 2022-23.

**GUSD CONTINUES TO SEE INCREASING ENROLLMENT:** GUSD continues to see rising enrollment at a time when most school districts are losing students. With an estimated increase of 600 new students coming into the district, the district should feel confident that the possibility of more than $10 million in new funding (approx. $17,000 per new student) can sustain a double-digit wage increase for the years 2021-22 and 2022-23.

**GUSD CAN PRIORITIZE KEEPING GUSD WAGES COMPETITIVE WITH OTHER DISTRICTS:** Other districts put on the table creative ways to afford wage increases (adding contingencies tied to the state budget or starting the wage increase with an effective date later than the beginning of the school year). Other districts find ways to cut costs and to pass on those savings to their employees.

However, even when GUSD had the opportunity to save $3.4 million in healthcare costs by negotiating a switch to a different health care carrier beginning in 2023-24 – a carrier that had been fully endorsed by the GUSD Employee Health Benefits committee, on which sit five members from GTA – the district turned up its nose at this opportunity by refusing to pass on any savings in the form of an ongoing wage increase.

What does this all mean for our members?

It means that when we return to school in the fall – hopefully rested and rejuvenated – we must take our call for a fair wage increase for these past two years back to our superintendent and our Board of Education. After all, a fair wage increase ensures that Glendale can continue to attract and retain the best educators now and into the future, so that our students and our community ultimately become the beneficiaries of fairly compensated educators whose talents and time are valued.

The decision makers who sit at the dais in the Board Room must understand unequivocally that it is incumbent upon them to make sure our educators are respected not only through words but also through wage proposals that are commensurate with the work we do and that are comparable to the average 11 percent, two-year wage increase other teachers in our state have seen for 2021-22 and 2022-23.

Together we are GTA. Together we are strong.
Name or Address Change?
Please notify the GTA Office of any 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): _______________________________________________
Work Site: _______________________________________________________

You can email the above information to Aline @ glendaletaoffice@gmail.com.

CTA Director’s Message
Alex Moore, CTA Executive Director

New executive director for GTA

I wanted to take the opportunity to introduce myself in this final newsletter of the 2022-23 school year: I am Alex Moore, the new Glendale Teachers Association (GTA)/Burbank Teachers Association (BTA) Executive Director. I will be working alongside your elected leadership in pursuing a Glendale Unified School District (GUSD) that honors the crucial contribution of educators and provides a peerless learning environment for our community’s students.

I am the son of educators, an adjunct professor who taught at community colleges and universities across Los Angeles County (many non-union with minimal benefits and low pay), and a teacher under a CTA contract whose good wages and high-quality health benefits contributed significantly to a stable childhood.

For the last eight years, I’ve organized and worked alongside classified employees from San Miguel to San Pedro with the California School Employees Association (CSEA). At CSEA, I helped organize a new union of classified employees at Calbright College and served as the staff lead for negotiations at the Los Angeles Unified School District. I also briefly negotiated classified agreements at GUSD and supported the CSEA chapter, its staff, and dozens of other local chapters in Southern California as the Senior Labor Relations Representative for the Glendale field office.

I am sure for many of you, the end of the school year has been more stressful than anticipated as GUSD has ended up being the focus of hostility from individuals who oppose a more just and equitable society for all people, especially those who identify as LGBTQ+.

In the spirit of building a more inclusive world, I would like to share some materials at the intersection of Pride Month and the Labor Movement at the end of this letter.

Ultimately, I am excited to begin organizing alongside and supporting educators in this new role. Please don't hesitate to introduce yourself by email at amoore@cta.org or next school year if you see me on a site visit or at the GTA offices.

In Solidarity,
Alex Moore

Labor/Pride Resources

- CTA’s Pride Month page contains many resources, including publications on the legal rights of LGBTQ+ staff and students.
- Pride at Work is an officially recognized constituency group within the AFL-CIO that organizes mutual support between the Labor Movement and the LGBTQ+ community.

GTA ADVOCATE STAFF

Editors:
Aline Arsenian, Chris Davis

Contributing Writers:
Chris Davis and Alex Moore
WHEREAS, THE GLENDALE TEACHERS ASSOCIATION values nurturing learning and teaching environments; supports and respects educators as trained professionals; and is committed to ensuring that all students can thrive; and

WHEREAS, THE GLENDALE TEACHERS ASSOCIATION values our educators, who through pedagogically sound, age-appropriate curricula and teaching standards help students understand our collective past, spark curiosity and critical thinking, and prepare students to live in a diverse world; and

WHEREAS, CALIFORNIA ED CODE SEC. 233.5 states that educators are encouraged “to create and foster an environment that encourages pupils to realize their full potential and that is free from discriminatory attitudes, practices, events, or activities, in order to prevent acts of hate violence”; and

WHEREAS, CALIFORNIA ED CODE SEC. 60040 states that whenever schools and governing boards adopt instructional material, they shall ensure that these materials “accurately portray the cultural and racial diversity of our society”; and

WHEREAS, ARTICLE 1 OF THE CALIFORNIA CONSTITUTION guarantees that “all students and staff of public [schools] . . . have the inalienable right to attend campuses which are safe, secure and peaceful”; and

WHEREAS, THE GLENDALE TEACHERS ASSOCIATION representative body voted overwhelmingly to support SB 596, the Teacher Protection Bill, in order to provide assurances to all educators that threats and harassment related to their official duties as educators shall be punishable offenses; and

WHEREAS GLENDALE EDUCATORS are committed to upholding the legal requirements pertaining to their work as public educators in ensuring that all students are able to learn in safe environments that honor and respect all students.

THEREFORE, BE IT RESOLVED on this 15th day of May, 2023, by the Glendale Teachers Association Representative Council, that Glendale teachers stand steadfast in their commitment to fostering an inclusive, culturally-responsive educational environment where every student, educator, and community member is treated with dignity and respect.

BE IT FURTHER RESOLVED, that the Glendale Teachers Association supports upholding State Education Code and law that guarantee the rights of all students to be able to learn in a safe environment; that foster their ability to thrive and grow as individuals in a pluralistic society; and that support the rights of educators to ensure students’ wellbeing and intellectual and social-emotional growth.

ADOPTED this 15th day of May, 2023, on behalf of the Glendale Teachers Association
More than 140 people — including 14 GTA retirees, their guests and families, GTA members, GUSD administration, and community leaders — attended the annual GTA Retiree Celebration at Descanso Gardens on June 1. GTA members who retired during this past year were honored following a taco dinner held in the Descanso Gardens rose garden. State Senator Anthony Portantino rode his bike from Burbank to the event and congratulated the retirees. Those in attendance also received certificates and a “golden apple” for their service.

<table>
<thead>
<tr>
<th>Name of Teacher</th>
<th>School Site</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Silvana Ake</td>
<td>Cerritos Elem.</td>
<td>21 years, 6 months</td>
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<tr>
<td>Robert Amses</td>
<td>Glenoaks Elem.</td>
<td>18 years</td>
</tr>
<tr>
<td>Anahtia Arakelyan</td>
<td>Marshall Elem.</td>
<td>26 years</td>
</tr>
<tr>
<td>Karine Armen</td>
<td>R.D. White Elem.</td>
<td>32 years</td>
</tr>
<tr>
<td>Natalie Augustine</td>
<td>Marshall Elem.</td>
<td>27 years</td>
</tr>
<tr>
<td>Zhenik Avetyan</td>
<td>Hoover H.S.</td>
<td>23 years, 1 month</td>
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<tr>
<td>Shakeh Balmanoukian</td>
<td>Hoover H.S.</td>
<td>27 years</td>
</tr>
<tr>
<td>Mark Bitetti</td>
<td>Hoover H.S.</td>
<td>27 years, 7 months</td>
</tr>
<tr>
<td>Vicky Caplinger</td>
<td>Hoover H.S.</td>
<td>20 years</td>
</tr>
<tr>
<td>Martha Cooper</td>
<td>Hoover H.S.</td>
<td>32 years</td>
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<tr>
<td>Julie Curry</td>
<td>Wilson M.S.</td>
<td>29 years, 5 months</td>
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<tr>
<td>Nicola Di Carlo</td>
<td>Rosemont M.S.</td>
<td>21 years</td>
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<tr>
<td>Cynthia Gardner</td>
<td>Dunsmore Elem.</td>
<td>25 years</td>
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<tr>
<td>Nazeli Gasparyan</td>
<td>Cerritos Elem.</td>
<td>21 years, 10 months</td>
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<tr>
<td>Ronnie Gunnoc</td>
<td>Mt. Ave Elem.</td>
<td>26 years</td>
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<tr>
<td>David Huber</td>
<td>Hoover H.S.</td>
<td>17 years</td>
</tr>
<tr>
<td>Randall Kamiya</td>
<td>Daily H.S.</td>
<td>24 years, 6 months</td>
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<tr>
<td>Reiner Kolodinski</td>
<td>Glendale H.S.</td>
<td>16 years</td>
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<tr>
<td>Jina Leal</td>
<td>Jefferson Elem.</td>
<td>32 years</td>
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<tr>
<td>Celeste Maeshiro</td>
<td>Lincoln Elem.</td>
<td>21 years</td>
</tr>
<tr>
<td>Anahit Makhmuryan</td>
<td>Marshall Elem.</td>
<td>26 years</td>
</tr>
<tr>
<td>Kathryn Markarian</td>
<td>CVHS</td>
<td>23 years</td>
</tr>
<tr>
<td>Bonnie Shermer</td>
<td>La Crescenta Elem.</td>
<td>9 years</td>
</tr>
<tr>
<td>Hasmig Simonian</td>
<td>Marshall Elem.</td>
<td>31 years</td>
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<tr>
<td>Kimberly Sinclair</td>
<td>Glendale H.S.</td>
<td>30 years</td>
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<td>Grace Sheldon-Williams</td>
<td>Roosevelt M.S.</td>
<td>32 years</td>
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<tr>
<td>Ray Shelton</td>
<td>Keppel Elem.</td>
<td>25 years</td>
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<tr>
<td>Lean Teoh</td>
<td>Glenoaks Elem.</td>
<td>26 years</td>
</tr>
<tr>
<td>Antoinette Treling</td>
<td>Nurse</td>
<td>23 years</td>
</tr>
<tr>
<td>Karine Turdjian</td>
<td>Clark Magnet H.S.</td>
<td>15 years</td>
</tr>
<tr>
<td>Esther Witter</td>
<td>CVHS</td>
<td>10 years</td>
</tr>
<tr>
<td>Bobbi Wooldridge</td>
<td>Fremont Elem.</td>
<td>15 years</td>
</tr>
</tbody>
</table>

*This list is based upon GUSD Board reports and may not be complete. Our apologies if we misspelled your name or omitted your name.
Photos courtesy of Nicolas James and Chris Davis
The fight is never about grapes or lettuce. It is always about people.

— Cesar Chavez

It is one of the characteristics of a free and democratic nation that it have free and independent labor unions.

— Franklin Delano Roosevelt

Every advance in this half-century — Social Security, civil rights, Medicare, aid to education, one after another — came with the support and leadership of American Labor.

— Jimmy Carter

NEW SUMMER BENEFIT EXCLUSIVELY FOR CTA MEMBERS

Enjoy additional protection during June and July with the new Summer Benefit.*

Learn more:
CTAMemberBenefits.org/Disability

* Summer Benefit is offered by CTA to eligible members who meet additional specific criteria during the months of June and July. CTA provides this benefit at no extra cost, and The Standard acts as the claims administrator of this benefit. Summer Benefit is not provided under the Voluntary Disability insurance policy.

For costs and further details of the coverage and this enrollment opportunity, including the exclusions, benefit waiting periods, and reductions or limitations and the terms under which the policies may be continued in force, please contact Standard Insurance Company at 800.522.0400. * GP19O-LTD/SB86/CTA 1. SI 23545-CTAvol (5/23)
MEMBER SPOTLIGHT

Patrick Davarhanian and Gagik Galfayan

Editor's Note: In this “Member Spotlight,” the Advocate asked Patrick Davarhanian (GTA Area Director for Crescenta Valley, Clark and Daily High Schools) to share the story of the efforts that he and GTA member Gagik Galfayan undertook in helping to give life to SB 596, the School Employee Protection Bill (authored by Sen. Anthony J. Portantino, D-Burbank). SB 596 recently passed in the California Senate and will soon be up for a vote in the Assembly.

Gagik Galfayan and I were compelled to act in support of teachers when we started seeing teachers in our district get doxed, harassed and threatened for simply doing their jobs in teaching state standards. This was a major privacy issue, a legal issue, and a matter that was beginning to impact our profession. In our one-on-one discussions with educators throughout the district during our inclusive classrooms professional developments, we were learning that teachers were becoming hesitant to teach these standards as a result of intimidation and fear.

We felt that if the state mandates teaching standards and educators are being attacked by a loud vocal minority for teaching these standards, then the law should protect teachers in doing the work they are expected to do as it does for other public servants.

We contacted our local representatives and Senator Portantino was very supportive. He connected us with his legislative assistant and we began sharing ideas for how to address the issue. After our Zoom meetings, legislation was crafted and we began to receive support from Equality California and the CTA and GTA.

Following Sen. Portantino’s press release, extremist social media outlets put us on blast, and both Gagik and I received threats for advocating for the bill - further proof as to why teachers need this protection now more than ever before.

Here are some misconceptions and myths about SB 596 that I would like to debunk:

⇒ The bill is not new legislation. SB596 simply amends existing law that already protects educators on campus by extending the protection to off campus (which is when teachers are being threatened).

⇒ The bill does not stifle transparency or criticism in anyway. It simply “protects teachers from threats, harassment.” People can disagree and complain but they simply have no right to threaten our lives — this should be a no brainer. There already exist school board policies for formal complaints about literature or other issues.

⇒ The bill is not about parents. In fact the threats that most teachers were facing (including ourselves) have been coming from folks outside our city. The bill doesn't even mention parents.

⇒ This is a non-issue. Unfortunately, what is happening now in Glendale is happening all over the country and it won’t end anytime soon. Threats, intimidation, and harassment are being used to coerce teachers and school districts. If we allow this to continue then it will further endanger our profession. If every time someone somewhere feels emboldened to attack and threaten an educator simply because they do not like a book that is being read, a topic that is being discussed, or a lesson that is being taught, then our ability to educate our youth will be jeopardized. This is a slippery slope and a dangerous precedent that will impact us for years to come.

We urge members to please follow the bill and feel free to email and call in support of this legislation.
GTA Makes Contractual Gains in 2023

GTA member walk-ins, community business contacts, members to the Board of Education, and rallies and speeches before the Board helped produce contractual wins for all of our bargaining unit members!

2022-23 Bargaining Produces Big Results

- 8.5% ongoing wage increase with option to continue to negotiate for more.
- 4.5% one-time (COVID-related) increase that "makes right" the District’s false claims that this money was already received.
- 24:2 class size requirement for TK.
- Many extra hourly rate increases averaging an additional $8/hr.
- Improved contract language and opportunities for Teacher Specialists, Counselors, Service Providers, and CDCC Head Teachers.
- MOUs ensuring childcare for the children of unit members.
- Calendars for the next three years.
- Preservation of contractually-guaranteed working conditions that the District intended to weaken.