



Glendale Teachers Association
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BARGAINING UPDATE

September 23, 2022

GTA's Bargaining Team wants to reach an agreement.

GUSD's Bargaining Team insists on weakening our contract.

GUSD did not move from their previous wage proposal and emphasized that their wage offer would be contingent upon GTA doing the following:

- Dropping three legal challenges/grievances that GTA has filed against GUSD for recent contract violations. (**GUSD's proposal could set a precedent that future contract violations could be bargained away.**)
- Agreeing to remove contract language that ensures secondary teachers will have prep time on a daily basis. (**GUSD's proposal would make it easier for the District to change instructional schedules without consulting with educators, again.**)
- Changing the way members vote for waivers to the contract language at sites. (**GUSD's proposal would allow big decisions to be made without majority consensus.**)

To further complicate matters, at this late stage of negotiations, GUSD's Bargaining Team brought two new proposals to the table, prolonging the hopes of a settlement:

1. Coaches should not be paid to attend trainings during personal time, introduced first on Sept. 9.
2. Remove contract rights that determine non-work days for our CDCC teachers, introduced first on Sept. 23.

And GUSD's Bargaining Team did not withdraw their proposal to cut the guarantee for flexible start/end time for elementary teachers.

GTA continues to propose an 8.5% ongoing wage increase + a 4.5% one-time increase **without negatively impacting working conditions and contractual protections.**

We have a plan. Be ready for action.
When we stand together, we win.

GTA Bargaining Team: Sarah Morrison (Chairperson), Emily Rogers (Secretary), Maggie Malone, Lenore Piskel, Angelina Thomas, and Nate Banditelli (GTA Executive Director)