

# GTA ADVOCATE

The Official Newsletter of the Glendale Teachers Association



## President's Message

CHRIS DAVIS, President

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Issue 1

## A new way to stay connected!

How we as an Association of 1250 members communicate is important to GTA's elected leadership.

GTA recently opened a new online forum for communication: the Question Hub. This forum is designed to be a space where members can pose questions or comments and receive responses from GTA's elected leadership.

Any GTA member may sign up, read posts and responses, and post questions or comments on the Hub; doing so will not require an account on a social media platform. Users can easily view all the questions with the most recent near the top, or filter what questions they see by using the categories listed, such as "contract language," "grievances," "leaves," "negotiations," and more.

This forum will serve as another tool for members to engage with the elected leadership in GTA.

This new venue of communication augments our leadership team's current avenues of member communication and listening: our leadership team's weekly site visits where the GTA leadership team shares Association updates and listens to member concerns and ideas; our leadership team's answering of member phone calls and emails, usually within 24 hours; our monthly Rep Council meetings (which are open to all members, not just Site Reps) both in person and on Zoom; our leadership team meeting with member groups who have concerns specific to their jobs; my sending of emails via our website and through Site Reps at least three times per month; our use of GTA's social media channels; and our posting on our website bargaining updates from our negotiations session on the day of each session.

I encourage anyone with a passion for building strength within our Association to get involved by volunteering for a GTA committee or joining the Rep team at their site.

Whether you prefer sending an email to me, or calling to speak to someone in the GTA office, or posting a question on GTA's new Question Hub, the modes of communication are many.

Every voice matters!

I hope you will reach out to your elected leaders – your site reps, your area directors, or your other elected GTA leadership – anytime you have a question or a comment you'd like to share. My hope is that by implementing this online forum, our Association's leadership will be better able to support effective communication with and among members.

These many avenues of communication help foster a productive dialogue among members that builds strength through unity and understanding of our mission as a labor union.

## How to Sign Up

Go to

<https://www.glendaleteachers.org/questionhub>.

Use the personal email associated with your GTA membership. Your account will be validated within 48 hours, and you can begin posting questions / comments.

Sign Up

Username

Email

Password

Confirm Password

Sign Up

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**Glendale  
Teachers  
Association**

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Glendale, CA 91208  
818-240-3924

## Vice President's Message

EMILY ROGERS, Vice President

# YOU are central to GTA

### Upcoming Health Challenge

There's a new healthy lifestyle challenge for November through Blue Shield and the Movespring app: Attitude of Gratitude. Rather than rewarding activity levels as previous challenges have done, this program encourages participants to acknowledge what they are grateful for each day. This practice has shown to improve mood and health, help people deal with adversity, and build stronger relationships.\*

Here's what you need to know if you'd like to participate:

**When:** Nov. 1-14, 2022

**Goal:** Think of at least 3 things you're grateful for each day and log them in the app.

**Prize:** Complete the daily habit Streak goal to be entered into a raffle for a prize. Complete all fourteen Gratitude Prompts for one extra entry into this exciting raffle.

Members can continue to use Movespring to track daily steps and log activities. The app works with

several different devices and apps: Apple Watch, Fitbit, Garmin, Misfit, Google Fit and Apple Health.

Have an idea for a future challenge or wellness program? GTA's Health Benefits Committee (Jamie Alarcon, Luis Guevara, Sevada Isayan, Emily Rogers, Tammy Tiber) makes recommendations to our insurance broker on which programs we would like to participate in. Contact the committee chair at [emilyrogersgta@gmail.com](mailto:emilyrogersgta@gmail.com) to share your ideas.

*\*Giving thanks can make you happier. Harvard Health. (2021, August 14). Retrieved October 22, 2022, from <https://www.health.harvard.edu/healthbeat/giving-thanks-can-make-you-happier>.*

Andrea Reuter, and Emily Rogers) and many other members, we were able to hold an energetic rally with over 350 participants, write countless emails to the Board of Education and Dr. Ekchian, walk into school together each morning at the start of our contractual days wearing red or black, post on social media for more visibility, distribute flyers to parents, sign a solidarity pledge, and begin a postcard delivery campaign. These actions have made a difference in the district's stance at the bargaining table. They also allowed us to become more unified as an association.

Organizing takes time and must be carefully planned with consideration to the details in order to be successful. Thank you for your patience as our team made plans and worked out these details. GTA members will continue to organize and stand together so that our bargaining team can be successful in securing a fair wage agreement without weakening our contract.

### Organizing for Action

GTA members have demonstrated dedication, engagement, and solidarity in our October Action Plan. Thanks to the dedicated members of our Organizing Committee (Kim Balcomb, Kathi Chaplar Beerman, Lisa Jenks, Rosemarie McCabe,



## MEMBER SPOTLIGHT

Our *Advocate* newsletter is all about our members! If you know someone who should be featured in our December "Member Spotlight," please email GTA president Chris Davis.

Whether it's a personal or professional achievement, let the spotlight shine on a fellow GTA member who deserves a shoutout!



### GTA BOARD OF DIRECTORS 2022-23

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Nate Banditelli

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

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818.240.3924





Franklin Elementary School teachers and students show up to support one another!





Fremont Elementary (top left), Cerritos Elementary (middle left), Monte Vista Elementary (middle right) and Rosemont Middle School members show their unity during last month's walk-ins.

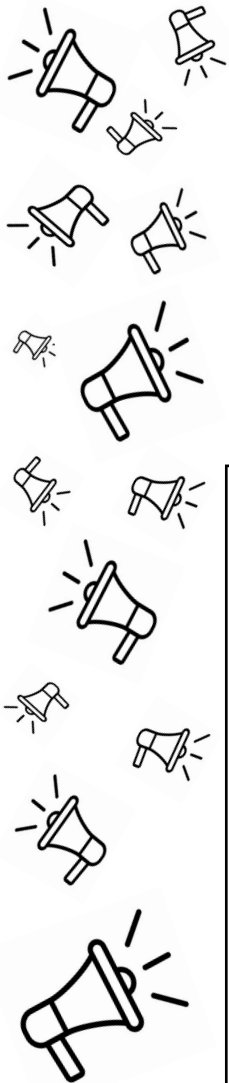






“Silence never won rights. They are not handed down from above; they are forced by pressures from below.”  
- Roger Baldwin

Monte Vista Elementary, Marshall Elementary, La Crescenta Elementary and Glendale High School members call on GUSD to settle wage and contract talks now.







Clockwise from top left: Hoover H.S. members; GTA members march at the Oct. 11 Board of Education meeting; GTA members address the Board of Education; Glenoaks and La Crescenta Elementary members wear red for recent GTA organizing efforts.







## Bargaining Chair's Message

SARAH MORRISON,  
Bargaining Chair

# What are we fighting for?

Since Jan. 14, 2022, GTA's bargaining team has met with GUSD's bargaining team at the table 12 times regarding Contract Negotiations for the 2020-21 and 2021-22 school years. During these sessions, changes to over 30 articles and sections of our Contract have been negotiated, and over 20 agreements have been reached. At this point, there are seven proposals remaining on the table: wages is one of them.

### *We are fighting for a well deserved wage increase.*

A favorable wage agreement is foreseeable. GUSD's counter-proposals on Sept. 9 and Sept. 23 were only \$2 million below GTA's September wage proposals. With state funding for education at an all time high, we all know that the District is able to pay what GTA has proposed.

### *We are fighting for the District to codify the 20+ agreed upon investments to classrooms and programs, quickly.*

Once a tentative agreement is signed, we will see some positive changes to working conditions (for educators) and learning conditions (for students):

**TK:** Smaller class size of 24:2 students : adults

**Consistent daily rate of pay formula for all members**  
(not just teachers)

**Class coverage compensation per hour** (not per period)

**Teacher Specialists:** Higher monthly stipends;  
More opportunities to flex time;  
More opportunities to teach summer school

**Counselors:** Additional 2% salary increase;  
Increased daily rate of pay;  
Increased head counselor stipend.

**Speech Language Pathologists:** New stipend for Lead SLP.

**Assistive Technologists:** Classification as a Service Provider.

**CDCC Head Teachers:** A separate salary schedule, increased over previous stipend.

**Extra hourly rates:** Increased by \$8/hour

**Home Hospital:** Increased to hourly rate of pay

**Increased extra payments for**

Consulting Teacher

National Board Certified Teachers

Teachers with Doctorate Degrees

FLAG Teachers

SPED Teachers

Teacher Specialists

FACTS Teachers

SLPs and other Service Providers

**Preservation of CLAD/BCLAD stipends**

**Clarified language about how salary adjustments are calculated**

**Updated language for SPED**

**Gender Neutral pronouns throughout the CBA**

But none of these contractual changes will be implemented until a full Tentative Agreement is signed and ratified by GTA membership and the Board of Education.

### *We are fighting to protect our contractual rights.*

The District must withdraw its remaining proposals that threaten contractual rights that both teachers and students find valuable. Removal of these contractual rights could easily lead to **more top-down decision making** regarding instructional schedules; **more micromanaging** of elementary teachers' workdays and CDCC teacher non-work days; and **more administrative control** over the outcome of union votes at the site level.

### *We are fighting to put 2020-21 and 2021-22 behind us.*

Neither GTA educators nor District administrators will be free to focus wholeheartedly on *this current school year, 2022-23, or future years, until the District agrees to accept GTA's fair proposal for the 2020-21 and 2021-22 bargaining cycle with no strings attached. Our students need the adults in their lives to be focused on the future, their future, not 2020 and not 2021. Our students deserve educators who, every day, greet them in the classrooms feeling appreciated, respected, and supported for doing the work that GUSD educators are so passionate about doing.*

### *We are fighting to educate Glendale students well.*





# Nov.—Dec. 2022



## **November 2022**

- 11/3 Wilson MS Site Visit
- 11/8 GTA Board of Directors Meeting
- 11/10 Glenoaks ES Site Visit
- 11/15 GUSD Board of Education Meeting
- 11/17 RD White ES Site Visit
- 11/29 GTA Rep Council Meeting

## **December 2022**

- 12/1 Glendale HS Site Visit
- 12/6 GTA Board of Directors Meeting
- 12/8 College View/Verdugo Acad. Site Visit
- 12/13 GUSD Board of Education Meeting
- 12/15 Keppel ES Site Visit



### **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): \_\_\_\_\_

Work Site: \_\_\_\_\_

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

## **THANK YOU FOR ALL YOU DO TO SUPPORT GUSD FAMILIES AND STUDENTS!**



### **GTA ADVOCATE STAFF**



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