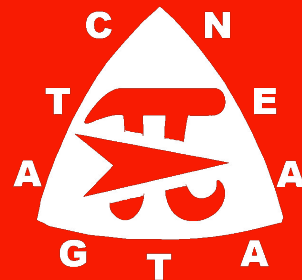


Glendale Teachers Association



WELCOME TO YOUR UNION!

Three Associations. One Movement.

#OURVOICEOURUNION

#WEARECTA



What is a union?

Raise your hand if...

- You have been a member of a union before...
- You have family who have been union members before...
- If you have ever worked a job where you felt like you didn't have a say in your wages, hours, and working conditions...

What are some things at those past jobs you wish you could have changed?



A union is...

WORKERS WHO STAND TOGETHER to bargain with their bosses for better pay, safer working conditions, decent benefits, and for the common good of the community and people they serve.

(For educators, this means working for the benefit of our students too!)

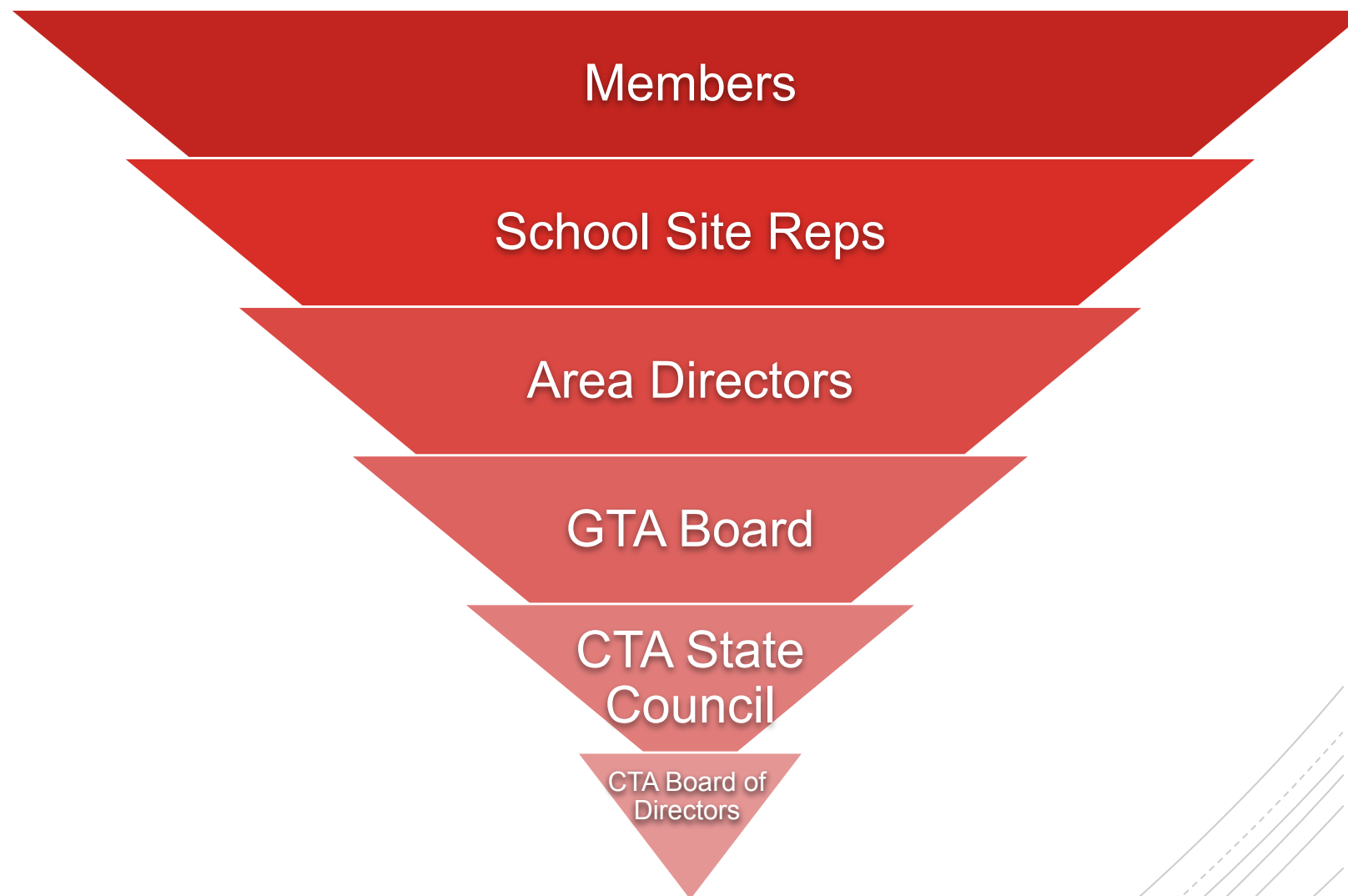
GTA: Who We Are

- Classroom Teachers
- Counselors
- Child Care/Child Development Teachers
- Teacher Specialists
- Teachers on Special Assignment
- Special Education Teachers
- Speech Language Pathologists
- Hearing and Mobility Specialists
- Nurses

GTA: What We Do

- advocate for public education and our profession;
- promote public school funding;
- promote equity and inclusivity;
- fight the privatization of public schools;
- work to get the resources and supports we need to ensure quality public schools for all students.

Your Union's Structure



You have a VOICE

Only members can:

- Vote on collective bargaining agreements negotiated with GUSD.
- Vote in all union elections, including GTA leadership elections, CTA and NEA representative assembly delegates, and school-based management waivers.
- Attend all union meetings.

You have the ability to shape our working conditions, improve our schools, and defend the interests of educators, students, and our community in a way that is only possible by standing together in our union and using our collective voice to make positive change.

2025-26

GTA BOARD OF DIRECTORS

- PRESIDENT: **TALINE ARSENIAN**
- CTA EXECUTIVE DIRECTOR: **ALEX MOORE**
- VICE PRESIDENT: **EMILY ROGERS**
- SECRETARY: **SEBASTIAN HERNANDEZ**
- TREASURER: **GRETA SUKAZIAN**
- HIGH SCHOOL AREA DIRECTORS:
 - **LAURA KELLOGG** **Glendale** **Hoover**
 - **SANDRA DER MESROPIAN** **Clark** **Crescenta Valley** **Daily**
- MIDDLE SCHOOL AREA DIRECTOR:
 - **SANDY FINK** **Roosevelt
Rosemont** **Toll
Wilson**

2025-2026

GTA BOARD OF DIRECTORS

■ ELEMENTARY AREA DIRECTORS:

• **MATTHIEU HAMO**

Cerritos Glenoaks Mann Marshall	Muir R.D. White Verdugo Woodlands
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• **MISS BALDWIN**

Balboa Columbus Edison	Franklin Jefferson Keppel
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• **ANGELINA THOMAS**

Dunsmore Fremont La Crescenta Lincoln	Monte Vista Mountain Ave Valley View
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■ AT LARGE DIRECTOR:

• **YOLANDA THIESMEYER**

Cloud College View CDCC FACTS Jewel City	Nurses PAEC Teacher Specialists Verdugo Academy
--	--

■ CTA State Council Reps:

- **SARAH MORRISON, TALINE ARSENIAN, ANDREA REUTER**

GTA's Organizing Wins

Higher Wages! – 4.5% ongoing increase

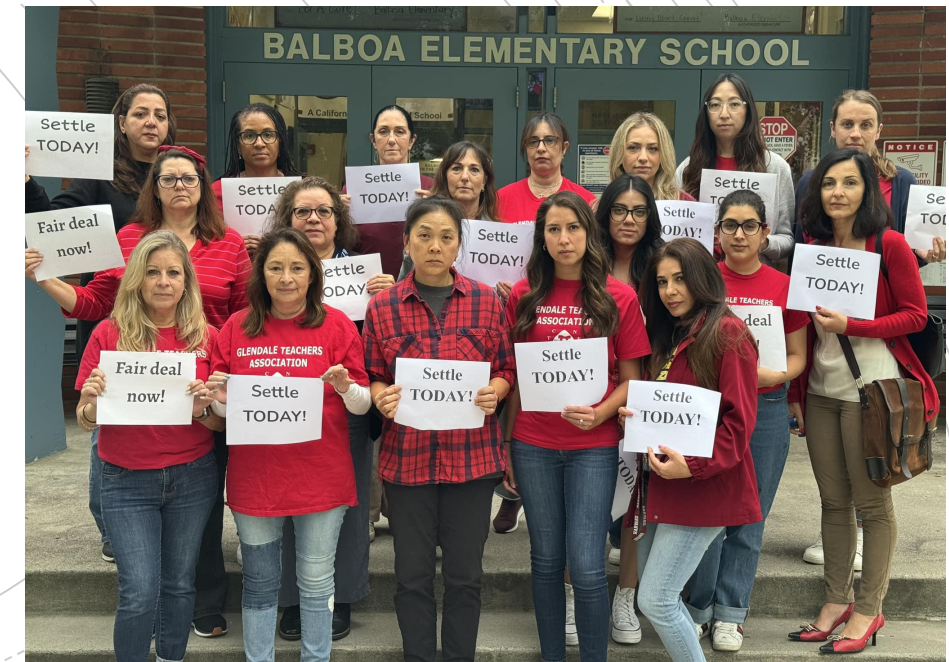
More Healthcare Options! (all premium free) –
Blue Shield HMO, Blue Shield PPO, or Kaiser (new)

Duty free prep time for all Service Providers

Planning committee for **Career Pathway
Opportunities**

How did we accomplish this?

We stood together in our union
and with our school community
and pro-public education allies!



A red speech bubble graphic with a white outline, containing the text "What we can accomplish together...". The bubble has a tail pointing towards the bottom left.

What we can
accomplish
together...

- Together we have the right to negotiate over wages, hours, and working conditions. Our working conditions are our students' learning conditions.
- **Together in our union, we are legally equals to management in negotiations.**

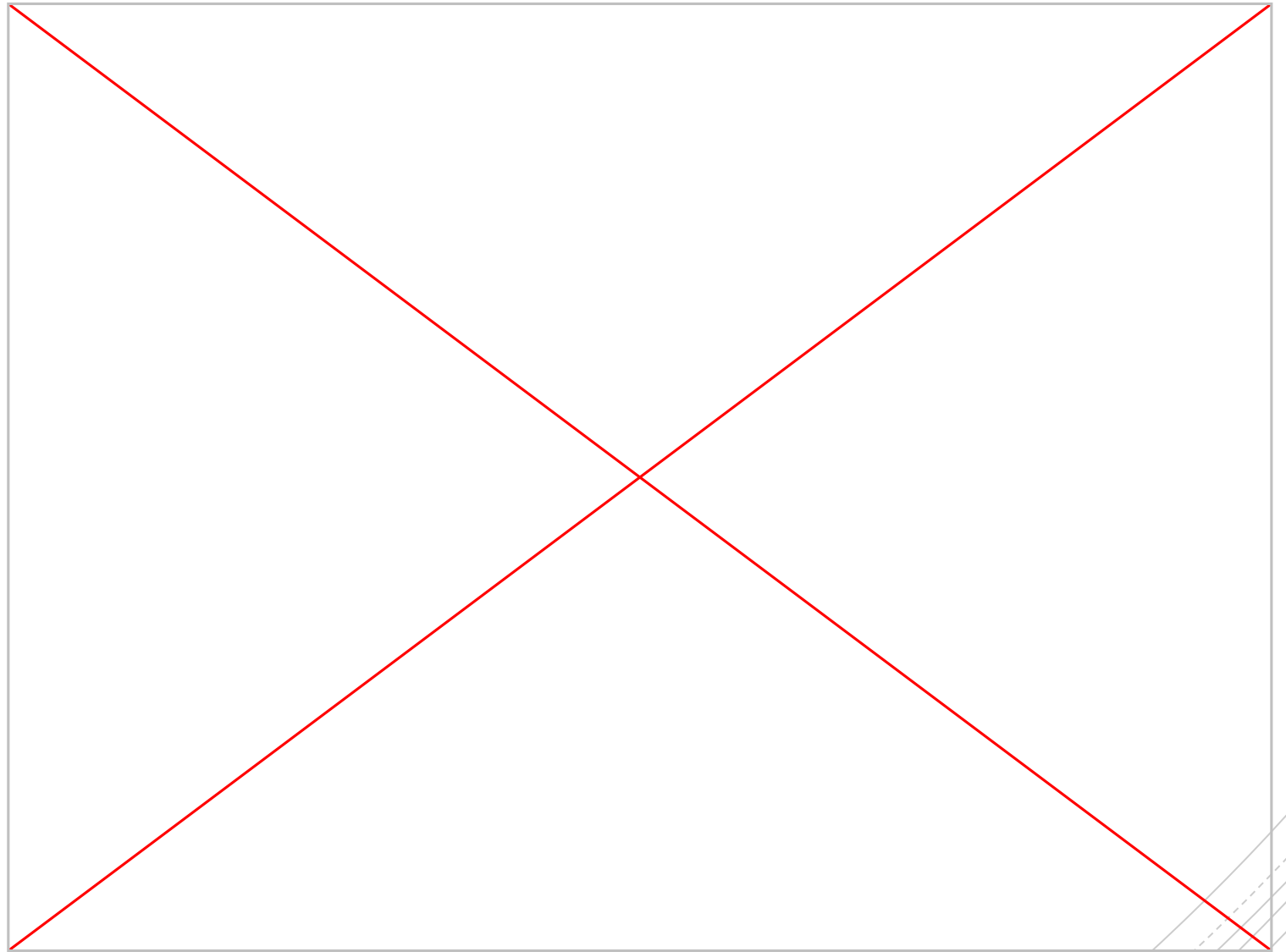
**Your Union
Contract**



Your Union Contract

How to Find & Search Your Contract

[link to video](#)



Salary Placement & Credit Submission

- You move to a higher step by accumulating years of service
- You can receive up to 11 years of salary credit for qualified experience prior to your current employment at GUSD.

Qualified experience includes:

- Previous teaching experience in the District [*GUSD*]; public or private accredited schools or school districts; exchange teaching; and in schools on U.S. military bases.
- A maximum of 1 year experience credit for active military service of at least 9 months with an honorable discharge.
- A maximum of 1 year experience credit for active Peace Corps service of at least 9 months.
- Pre-employment work experience as specified in this article.
[Mostly for CTE teachers with professional experience in their subject.]

See Appendix C (Teachers) or Appendix L (Support Services)

Salary Placement & Credit Submission

- You move to a higher column or “Class” by submitting qualifying education units.
- For newly hired employees your official transcripts and/or official letters of certification must be submitted within **15 days of the start of paid service** to ensure you receive retroactive pay for your units.

Tip: Submit all relevant experience and units as soon as possible to ensure you get paid what you are entitled to.

See Appendix C (Teachers) or Appendix L (Support Services)

Evaluations

- Evaluations include informal observations and two formal observations. Each evaluation is accompanied by a written Plan for Professional Growth with goals chosen by the educator and aligned with GUSD's Standards for Educators – which were negotiated at the table.
- Temporary, Probationary 1, and Probationary 2 Educators are evaluated yearly.
- Permanent teachers are evaluated every two years, starting year 1 of permanency, and may eventually request a 5 year cycle.
- Evaluations are **not** the only measure that ensures Temporary or Probationary educators will be rehired/reelected for the following school year.

Sick Leave

- If you are starting at GUSD after employment at another public school district, you have the right to bring your accrued sick leave with you to GUSD. (*Ed. Code 44979*)
- You accrue 10 days of sick leave per year and you receive these days up front at the start of each year.
- There is no limit on how many days you can accrue.
- Accrued and unused sick leave can be converted to service credit with CalSTRS when you retire.
- No documentation or permission is required, however, these days are limited to injury, illness, or quarantine.

Personal Necessity

- You have the right to use up to 10 days per year of accrued sick leave for “Personal Necessity” for the following purposes:
 - Death of a close friend, colleague or member of the immediate family, if not covered by Bereavement Leave
 - Accident, involving the person or property of the employee, or person or property of a member of the employee's immediate family.*
 - Appearance in court as a litigant
 - Appearance as a witness under an official government order for which salary is not allowed.
 - An illness of a member of the employee's immediate family.*
 - Birth of a child
 - Imminent danger to your home
 - Any other “significant event” with several specific limitations
 - A maximum of 3 days of the 10 can be used for “Personal Business” without providing a reason with several specific limitations

*Must generally be serious enough to require your attention during work hours.

- Be cautious of how public social media posts might be perceived!
- Most Personal Necessity requires advance notice/documentation.

Duty Free Prep Time

- **Secondary classroom teachers** have prep time equivalent to *at least* one prep period (out of 6). Clark and Roosevelt have 2 prep periods (out of 7). At most secondary sites, the prep period occurs daily. At Clark it is measured weekly.
- **Elementary classroom teachers** have prep time during the interval between the end of the student day and the end of the contractual day.
- **Upper elementary (grades 4-6) classroom teachers** also have 120 minutes per week of prep time during the contractual day.
- **Counselors and Nurses** have 30 minutes per day of prep time, at a time when students are in class.
- **SLPs and other Service Providers** have prep time equivalent to two (2) one-half days per week.
- **Most CDCC teachers** have 30 minutes prep time per day. CDCC TK Teachers have 45 minutes.

Prep time is part of your on-site obligation.

Prep Time is “duty free” and is protected time for educators to use in the ways that they need to meet the responsibilities of their job.

Jury Duty

- If summoned during the school year, you must request a deferral to a time when school is not in session.
- If you serve on a jury during summer break or other non-contractual days, the District will compensate you at the daily substitute rate of pay for up to ten days of jury duty actually served. On-call days do not count. You must provide proof of service.
- Any fees paid to you by the court excluding any court paid mileage fee shall be remitted to the District.

How to Enforce Your Rights

- If you suspect the contract was violated, alert your site representative or a union officer as soon as possible.
- We (GTA) have only 30 days to contest/grieve a violation of the contract. “Days” in this case are defined as days you are assigned to work.
- You have the right to a union representative in any meeting with management that may lead to disciplinary action or impact your personal working conditions. You may reasonably reschedule a meeting to obtain this representation.

I am GTA!

**Become a
member!**



Join.CTA.Org

join.cta.org

Join the vast majority of GUSD
educators: submit your GTA
membership form today.

Take a few minutes to fill out and
submit your membership form now.

We are here to help.

If you submitted a membership form, your name is entered in the raffle we will have at the end of this session. Please be present to claim your prize, but remember: all members are WINNERS!!

Raffle for New Members

All members are winners!

wheel



Benefits of Membership

- Employment liability insurance for educators
- Free legal advice and representation
- CTA Disaster Relief Fund
- CTA Death & Dismemberment
- NEA Life Insurance
- CTA-endorsed home/auto insurance (**California Casualty**)
- Life and Disability Insurance (**The Standard**)
- Discounts on travel, entertainment, automobile purchases, and more
- Classroom setup grant for new educators
- CTA Salary Advancement Credit w/ partnership with Chico University
- See more details at www.ctamemberbenefits.org

Your union provides professional development opportunities:

Professional Development Opportunities

- Special Education Conference
-Sep 2024
- New Educator Weekend
-Feb 2025
- Good Teaching Conference
-March 2025
- Virtual Pass to Online Learning (Partnership with CSU Chico or credit advancement)

And more...go to cta.org/conferences

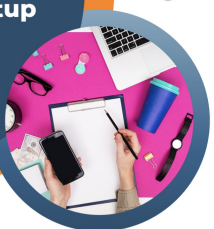
Classroom Setup Grant

- \$300 reimbursement for first time educators to setup their classrooms
- Eligibility:
 - You must be a brand new Active Full-Time CTA Member in good standing who is a TK-14 classroom educator.
 - You must have joined CTA for the first time as a California educator within 12 months from your employment start date.
 - You must submit an application within 12 months from your employment start date.
- [Click here](#) for more info, scan the QR code on the welcome letter, or go to glendaleteachers.org/new-teachers

CTA
Classroom Setup
Grant

A Special \$300 Grant for
Brand New Educators

CTA CALIFORNIA
TEACHER ASSOCIATION
Member Benefits



What can I

The Standard Disability Insurance

Special Enrollment Opportunity for Newly Hired CTA Members



Protect Your Paycheck and Loved Ones With CTA Member Benefits

CTA-endorsed Disability and Life Insurance	<ul style="list-style-type: none">• Disability insurance to protect your paycheck• Includes access to Student Loan Benefit, Cancer Benefit and Summer Benefit¹• Up to \$400,000 of Life insurance² to protect your loved ones• Apply with no health questions asked
Enrollment Period	<ul style="list-style-type: none">• Apply within 270 days of starting work at your new school district
Who's Eligible³	<ul style="list-style-type: none">• Brand new hires• District transfers

Learn More or Apply Online
Scan this code or visit
standard.com/cta/newhire



Schedule an Individual Virtual Appointment
Scan this code or visit
stdrd.co/team4



Not a CTA member? Join today at cta.org/join.

¹ Summer Benefit is offered by CTA to eligible members who meet additional specific criteria. 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.

² Coverage reduces to 65% of the amount in force at age 70, 45% of the amount in force at age 75 and 30% of the amount in force at age 80. Offer not available to retirees.

³ Must be a CTA member and an educator or education support professional in California. Other eligibility requirements may apply.

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 800.522.0406.

GP190-LTD/S399/CTA.1 GP190-LIFE/S399/CTA.3



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