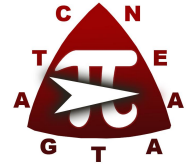




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BARGAINING UPDATE

October 20, 2023

Continuation of 2022-23 Negotiations and Beginning of 2023-24 Negotiations

Contract Proposals

ARTICLE 13–Wages: The District proposed a 3% ongoing increase for 2022-23 and 2023-24 that would be staggered over four increments. The District claims that the cost of educational programs that are unique to GUSD leaves no money available to raise educator salaries in a way that is comparable to other LA County raises. GTA's bargaining team requested additional data from the District about the nature and cost of these unique educational programs. Before providing a counter on wages, we need to see this information. GTA's bargaining team secured an additional bargaining date: November 6.

ARTICLE 14–Health and Welfare Side Letter: The District proposed eliminating GTA's right to negotiate any future changes to the healthcare plan (currently Blue Shield). They proposed that decisions about plan changes would be made by the District Employee Benefits Committee, where GTA may consult, but management makes the final decision.

Healthcare Plan Side Letter: Per our current contract, the District's contribution to healthcare (the "soft cap") increases 8% each year. Our current soft cap is the highest in Los Angeles County. The District proposed a 4 year freeze on this soft cap, preventing any increases to the District's contribution to our premiums until the 2028-29 school year.

ARTICLE 8–Evaluations: The parties reached a tentative agreement in May on updates to PPG evaluation forms to align with current standards of practice. Implementation of this agreement will not occur until after a full Tentative Agreement for 2022-23 is reached and ratified by GTA members (via a full membership vote) and GUSD's Board of Education.

Wear RED on Monday, November 6, 2023

 GTA's Bargaining Team 

Sarah Morrison (Chairperson), Emily Rogers (Secretary), Lenore Piskel,
Angelina Thomas, Maggie Malone, Alice Petrossian, Alex Moore (CTA)