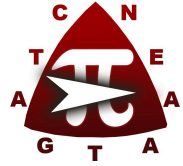


Glendale Teachers Association
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Tentative Agreement Reached!

November 14, 2024

Tentative Agreements must be ratified by GTA members.

GTA's Board of Directors recommends a YES vote on this Tentative Agreement.

Information Meeting for all Bargaining Unit Members (on Zoom)

Thursday, November 21 at 7:00 p.m.

[Register Here](#)

Voting Window

Monday, December 2 - Friday, December 6

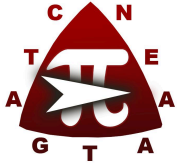
Voting timeline and directions will be sent to GTA members in a subsequent email.

Key Takeaway: After much effort, your bargaining team believes we have reached the best tentative agreement possible given the current situation. If approved by the membership, this agreement would end our current negotiations.

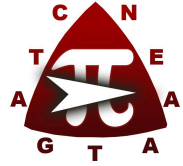
Context: On June 3, 2024 GUSD passed a “last, best, and final” offer. GTA's bargaining team surveyed membership so we could collectively decide how to proceed. A majority directed the bargaining team to continue with negotiations.

In July, shortly after GTA's next steps were determined, GUSD declared an “impasse in bargaining,” which resulted in a state-appointed mediator overseeing negotiations. The mediator required both parties to sign a confidentiality agreement – we were not permitted to publicly discuss the numerous creative ideas that GTA's bargaining team presented to address members' concerns, ensure a path towards stability, and repair the relationship between labor and management in GUSD. Many of you have helped push for a fair settlement by attending rallies, walk-ins, organizing at Back to School Night, football games, and demanding more from GUSD leadership. Together we were strong!

After four mediation sessions, it became clear that we have pushed GUSD as far as they are willing to go in addressing educators' priorities and needs. The District's current budgetary challenges are due in large part to poor management decisions regarding expenditures and



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internal communication. Rather than risk further uncertainty for our members and students, we believe **the time is right** for our union to sign a tentative agreement, celebrate our successes, reflect on our challenges, and put these negotiations behind us.

Click below to review GTA & GUSD's
[November 14, 2024 Tentative Agreement](#)

Summary of the Tentative Agreement:

Article 8 (Evaluations): The tentative agreement includes updates to PPG evaluation forms to align with current standards of practice. Evaluation forms will be moved to Google Docs with dropdown menus and the option to select a “5 year plan” if you are eligible.

Article 13 (Wages):

The tentative agreement includes:

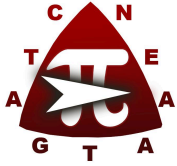
- A 4% ongoing wage increase on all base salaries + summer school, extracurriculars, and other extra duties retroactive to July 1, 2023.
- A 2% off-schedule payment on base salaries for 2024-2025 school year.

[Click here for a rough estimate of your retro + off-schedule payment and new monthly wages.](#)

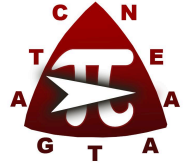
Article 14 (Health and Welfare): The tentative agreement includes no changes to the current Blue Shield employee healthcare plans or the District's contribution to plans for the 2024-25 school year. Looking towards the future, this agreement also includes a commitment that future savings on health and welfare benefits that may result from the work of the 2024-25 Employment Benefits Committee will be subject to negotiations.

Article 23 (Duration and Termination): The tentative agreement will close out negotiations for 2022-23, 2023-24, and 2024-25. Shortly after this tentative agreement is ratified, GTA will begin surveying members about new bargaining priorities for future negotiations, and ways to increase member participation in negotiations.

Memorandum of Understanding - Early Notification Incentive: The tentative agreement includes an opportunity for GTA members who submit to the District an irrevocable resignation or retirement letter to receive a one-time “early notification” incentive of \$4,500. A physical copy of the resignation or retirement form must be submitted no later than 4:30 p.m. on January 10, 2025 and the end date of employment must be June 30, 2025.



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Side Letter of Agreement - Appendix J: The tentative agreement includes a commitment to go back to the bargaining table to address a way to reduce outsourcing of service providers such as SLPs and Nurses. GTA's bargaining team will consult with impacted members before returning to the table.

What's next?

Tentative Agreements must be ratified by GTA members.

GTA's Board of Directors recommends a YES vote on this Tentative Agreement.

Information Meeting (on Zoom)
Thursday, November 21 at 7:00 p.m.

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Voting Window

Monday, December 2 - Friday, December 6

Voting timeline and directions will be sent to GTA members in a subsequent email.