



# TENTATIVE AGREEMENT REACHED!

March 1, 2023

After a strong showing of organized support for **GTA's fair wage proposal with no strings attached**, a Tentative Agreement (TA) for 2020-21 and 2021-22 negotiations was reached on Feb. 28 and it is GREAT for students and for educators! **When educators, parents, and community members stand together, schools get better.** Click on [this link](#) to review the GTA GUSD Tentative Agreement .

## FAIR WAGE INCREASE...

- ✓ **Wages**  
 4.5% one-time for 2020-21 gross earnings  
 3.5% ongoing effective 7/1/21  
 5% ongoing effective 7/1/22
- ✓ **Term of Agreement:** Negotiations for last year, 2021-22, and the year before, 2020-21 are now concluded. 2022-23 negotiations may finally begin!

- ✓ **HIGHER WAGES**
- ✓ **STRONGER CONTRACT**
- ✓ **TOGETHER WE ARE STRONG**

## NO STRINGS ATTACHED...

- ✓ **Contingencies Removed!**  
 The District **WITHDREW** the following proposals:
  - ✗ Elementary flex time
  - ✗ CDCC non-workday schedules
  - ✗ Counselor extended work year
  - ✗ School based management
  - ✗ Unpaid mandatory trainings for coaches
- ✓ **Daily prep time** – no permanent contractual change was made. *However, the TA includes a temporary (three year) MOU on pg. 32. This is a compromise. Please read carefully.*

## AND MANY MORE CONTRACTUAL IMPROVEMENTS...

- ✓ **Smaller staffing ratio for TK**  
 24:2 students to adults, with guarantee that smaller TK class size will not impact class size ratios at other elementary grade levels.
- ✓ **Improved working conditions**
  - Increased opportunities for Teacher Specialists and TOSAs to teach summer school
  - Flexible work hours for some Teacher Specialists
  - Assistive Technology named as Service Providers
  - Faculty meetings proportionate to teaching assignment (part time members)
- ✓ **Calendars** for 2023-24, 2024-25, & 2025-26
- ✓ **Daily rate of pay** formula for all members (not just teachers) – Counselor summer rate is significantly increased
- ✓ **CDCC Head Teachers**—new salary schedule
- ✓ **Increased stipends and special salaries**
  - Significant special salary increases for Teacher Specialists, FLAG (TK-8), SPED, Combined Class, Marching Band, Assistant to Principal, FACTS, Workshop Instructors, Special Projects, Categorical Projects, National Boards, Doctoral, Consulting Teacher, and Head Counselor
  - New stipends for Lead SLP, Athletic Coordinator (middle school), Middle School Track, and any Athletic Coach whose team reaches the postseason
  - Flexibility to award stipends to Academic Coaches who are not explicitly listed in Appendix E.

### What's next for GTA Members?

**Tues., March 7 @ 4 pm:** Info Meeting about the TA  
**Wed.-Fri., March 8-10:** Ratification vote (check email)





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