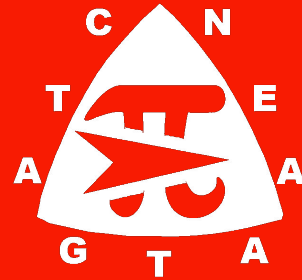


Glendale Teachers Association





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!)

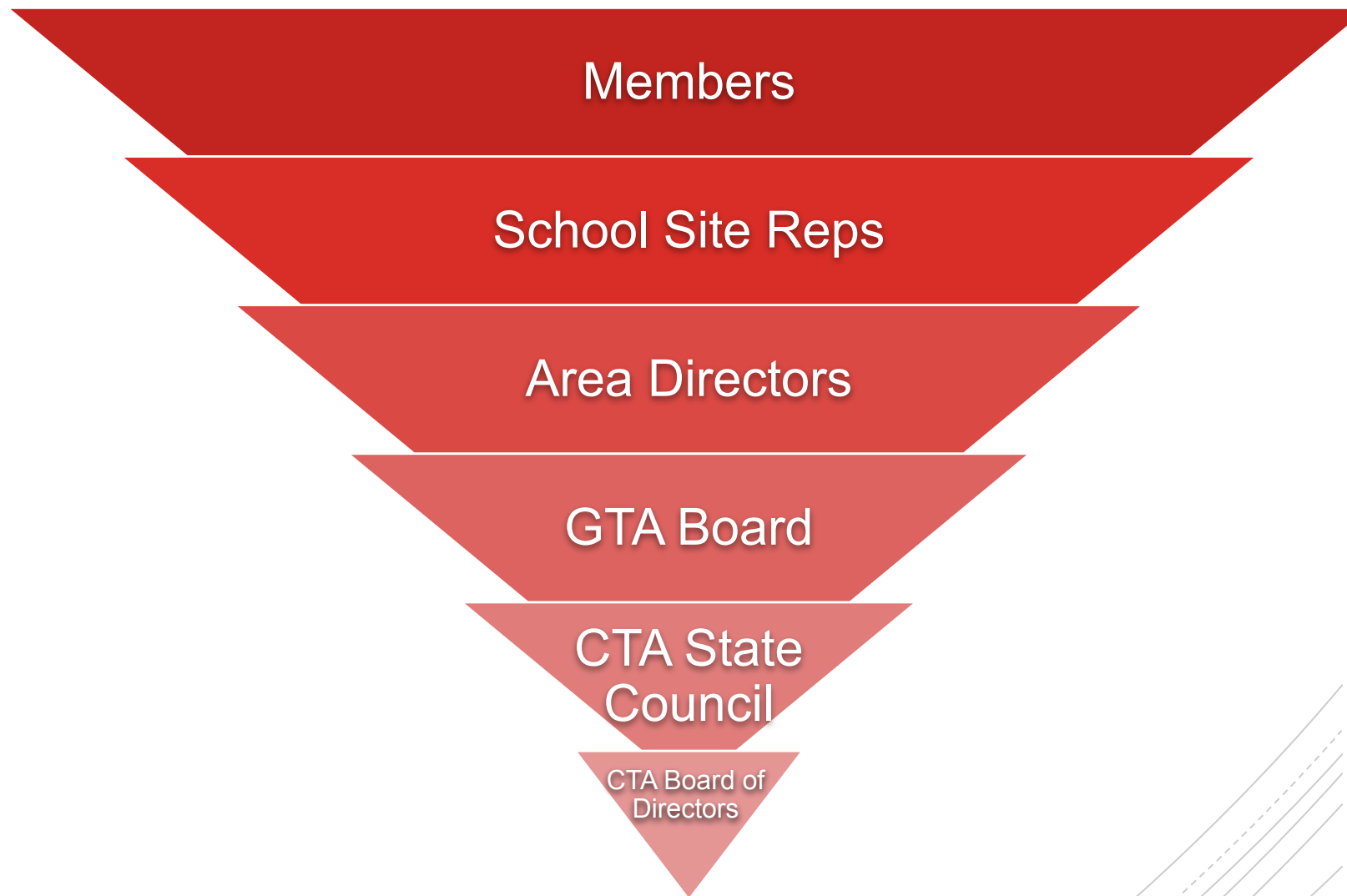
GTA: Who We Are

- 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



A red speech bubble graphic with a white outline, containing the text 'When you need help...'. The bubble has a tail pointing downwards and to the right.

When you need help...

- As a member you have the right to union support in any meeting with management that may impact your wages, hours, and working conditions.
- You have a contract that acts as a legally binding commitment by the employer to maintain certain wages, benefits, and working conditions.
- This contract is unique because it's enforced by you and your co-workers.

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)

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

What we can accomplish together...

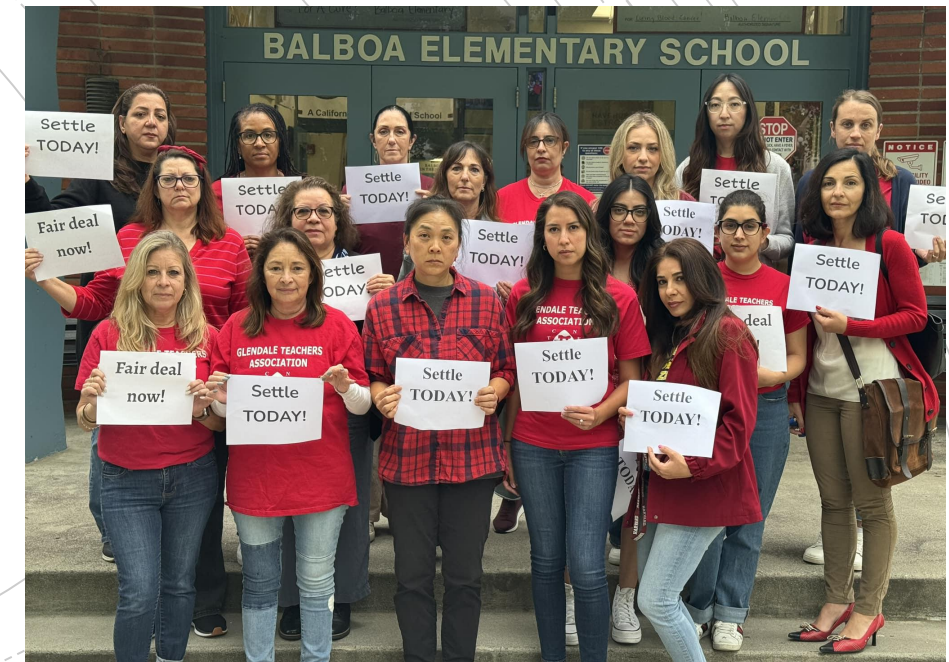
- Together we have the right to negotiate over wages, hours, and working conditions. Our working conditions are our students' learning conditions.
- Currently, we are still in negotiations with GUSD on wages for 2022-23 and 2023-24. All members will be able to vote to ratify tentative agreements.
- **Together in our union, we are legally equals to management in negotiations.**

GTA: What We've Secured

- an initial 8% increase to 2022-23 wages with more currently being negotiated;
- a strong health benefits compensation package that makes our healthcare some of the most affordable for educators and their families in the county;
- robust compensation for extracurricular work and professional development;
- safe work environments for students and educators;
- class size ratio of 24:2 for Transitional Kindergarten;
- resources and instructional aides for full day Kindergarten implementation.
- regular wage increases (currently still in negotiations for final wage increases for 22-24)

How did we accomplish this?

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



#WeAreCTA

Join us.



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
- See more details at www.ctamemberbenefits.org

Benefits of Membership: 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.

We 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.

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.



Jana Charles
714.679.8496

www.readyforquote.com/jana

Home
and Auto
Insurance



Welcome to the
Field of Education!

Education Focused.
Member Trusted.
Community Driven.

As you prepare for what's next in this challenging, yet rewarding profession, find peace of mind with our Auto and Home/Renters insurance program.



To Learn More:
CalCas.com/CTA

Special Enrollment Opportunity for Newly Hired CTA Members



EJ Cotran

Disability Insurance

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• Up to \$400,000 of Life insurance¹ to protect your loved ones• Apply with no health questions asked• For more information, visit standard.com/cta/newhire |
| Enrollment Period | <ul style="list-style-type: none">• Apply within 270 days of starting work at your new school district |
| Who's Eligible² | <ul style="list-style-type: none">• Brand new hires• District transfers |

Apply Online



Schedule Appointment



Join CTA



¹ 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.

² 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



GLENDALE AREA SCHOOLS

CREDIT UNION

It's where you belong

Raffi Ashdjian

Glendale Area Schools Credit Union


+ Free Checking + Easy Car Loans + Great Mortgage Rates +

- Summertime Savings Account
- FREE Checking
- Convenient Credit Cards
- Easy Car Loans
- Great Mortgage Rates
- Special Teacher Loans

Raffi Ashdjian

Director of Marketing
& Business Development

1800 Broadview Dr.
Glendale, CA 91208 

Office: 818.248.7425 

Direct: 818.696.8107

rashdjian@gascu.org 

www.gascu.org 



2024-25

GTA BOARD OF DIRECTORS

- PRESIDENT: **TALINE ARSENIAN**
- CTA EXECUTIVE DIRECTOR: **ALEX MOORE**
- VICE PRESIDENT: **EMILY ROGERS**
- SECRETARY: **PAM GORSUCH**
- 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** **Toll**
Rosemont **Wilson**

2024-2025

GTA BOARD OF DIRECTORS

▪ ELEMENTARY AREA DIRECTORS:

• **MATTHIEU HAMO**

| | |
|----------|-------------------|
| Cerritos | Muir |
| Glenoaks | R.D. White |
| Mann | Verdugo Woodlands |
| Marshall | |

• **ROSEMARIE MCCABE**

| | |
|----------|-----------|
| Balboa | Franklin |
| Columbus | Jefferson |
| Edison | Keppel |

• **ANGELINA THOMAS**

| | |
|--------------|--------------|
| Dunsmore | Monte Vista |
| Fremont | Mountain Ave |
| La Crescenta | Valley View |
| Lincoln | |

▪ AT LARGE DIRECTOR:

• **YOLANDA THIESMEYER**

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

▪ CTA State Council Reps:

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

**Submit your
credits soon!**

For newly hired employees, official transcripts and/or official letters of certification shall be presented within 15 days of the start of paid service whereupon their pay will be readjusted retroactively to the first day of paid service.

First day of service for most is Aug. 19; you have 15 days from that date to submit relevant credits and work experience to be able to retroactively be placed on the correct step and column.

If you miss the deadline, your credits take effect in the month 30 days from submission.

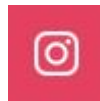
From the CBA: [Appendix C section 8](#)

Member Resources

GO TO OUR WEBSITE:

www.glendaleteachers.org

- List of 2024-25 Site Representatives (coming soon)
- Collective Bargaining Agreement – the Contract
- Negotiations Updates
- New Member Resources
- Forms and Informational Flyers
- Teaching and Learning Resources
- *The Advocate* (our quarterly newsletter)
- Links to our social media pages:



I am GTA!

**Become a
member!**

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.

We are here to help.