

GTA ADVOCATE

The Official Newsletter of the Glendale Teachers Association



President's Message, Taline Arsenian

It's time to say "yes".

March 2024

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A common question members ask me when I am out and about at site visits or school board meetings is, "Why do we have to fight so hard EVERY TIME to get a decent wage increase?" The answer is the same each time: willingness vs. ability. GTA confirms "ability" prior to any wage proposal by evaluating the District's budget. This year, the District has reported an increase in their unrestricted LCFF funds of at least 49 million new ongoing (yearly) dollars gained over the last two years (this year and last year). The ability to pay for a competitive wage increase exists in those new dollars. So why, like other Districts, has our District not prioritized the people who serve our students daily by allocating more of the new dollars to employee wage increases? Currently, there is not "willingness" in at least three of our school board members to direct the District's Chief Financial Office, Santha Rajiv, to allocate more of the new ongoing dollars to employee wage increases. WE have the power to increase their willingness. How? More of us need to say "yes" to collective and organized GTA actions.

Here's another question I am asked often, "Why don't we just strike?" Getting "strike ready" means we need more than 90% of our members onboard to striking, which involves losing daily pay, interrupting retirement credits, and disrupting instruction to students. A strike should be the absolute **last resort** action when *all other actions* don't improve the willingness of our decision makers to make the right choice. Striking can legally be done after going through months of mediation, fact-finding, and the District's imposition of their last/best offer. Better than striking can happen **right now** when 90% or more of our members participate in **each and every action, every single time**, no matter how small or big. The answer to each ask from union leadership and site leaders must be "yes", without exception. If you say "no", then we will never be strike ready and the District decision makers will never be willing to say "yes" to our reasonable asks. You have to say "yes" before they will be willing to say "yes". If you have been saying "yes", thank you! But, we need more members to participate...so, please encourage your colleagues to say "yes" with you for every single action.

Say "yes" to becoming a rep at your site if you have no rep or have not filled the site allotment; say "yes" to wearing a red shirt every bargaining session (next negotiations is March 14th); say "yes" to becoming part of the *action team* at your site; say "yes" to coming to union rallies; say "yes" to sending emails to school board members; say "yes" if your rep asks you to send a message to a few colleagues; say "yes" to every ACTION that the organizing team plans and rolls out. We are nearly 1300 members and we need over 1,100 members to say "yes" to every upcoming action in order to change the **willingness** of GUSD leadership to say "yes" to prioritizing employee wages. After all, over 90% of our members said "yes" to signing the petition for a fair wage increase (see pic on page 7). We can change the willingness of at least three school board members to vote "yes" to ensure that GUSD wages remain competitive with neighboring school districts and to guarantee that we attract and retain the best quality educators to GUSD schools and students. There is power in you saying "yes".

**Glendale
Teachers
Association**

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District Data Leak

By Taline Arsenian



The impacts and effects of the GUSD ransomware attack and the subsequent breach of employee data, including having social security numbers posted on the dark web, continues to create chaos for some employees. We have received reports of members having bank accounts opened in their names, members having fraudulent tax returns filed, and other issues resulting from the attack. That being said, the GTA Board of Directors has submitted to GUSD a **demand to bargain** the impacts and effects of the data leak, as we recognize attempting to remedy the outcomes and protect ones identity is time consuming and stress inducing for many of us.

The GTA board of directors encourages members to sign up for the free 1 year credit monitoring the District is offering. If you have misplaced your activation letter and need a new pin, please email Dr. Kyle Bruich at kbruich@gusd.net in advance of the expiration of the activation period which is on March 28th.

There are other preventative measures that you can take to protect your personal information. Here is an [article by CTA from June 2023](#) with advice about what to do when private information is leaked. Here are some additional safety measures:

- Go to <https://www.usa.gov/credit-freeze> for general information about credit freezes
- Go to [Transunion's credit freeze site](#), [Equifax.com's credit freeze site](#), and [Experian's credit freeze site](#)
- How to protect your [Social Security Number](#).
- Get an [identity protection pin](#) for your social security number.
- Here's how to check to see if someone has opened a bank account in your name: [cnet article](#)

GUSD leadership has suggested these actions, if necessary:

- For fraud related to California tax returns, a report can be made to the California Franchise Tax Board. You will need to complete form FTB 3552 which can be found at: <https://www.ftb.ca.gov/help/scams/identity-theft.html>.

Mail Filing Compliance Bureau MS F151, Franchise Tax Board

PO Box 1468

Sacramento CA 95812-146

Phone number: 916-845-7088 Weekdays, 7 AM to 5 PM

- For protection from federal tax fraud or additional steps you can take to protect yourself, please go to <https://www.irs.gov/newsroom/taxpayer-guide-to-identity-theft> for additional information.
- [Employee Assistance Program](#)

To access the links on this page, please visit www.glendaleteachers.org, under the member info tab, find The Advocate, March 2024.



GTA Endorsement Process By VP, Emily Rogers

Have you ever wondered how GTA selects candidates for endorsement for GUSD School Board and other local city offices? GTA has a democratic system for endorsing candidates and Political Action Committee that helps with the process.

- We announce the application process through the local newspapers, the GTA social media pages, and at a school board meeting and City Council meeting during public communications.
- Interested candidates submit an application form online that has several questions related to public education, our school district, and our association.
- Our team of educators on our Political Action Committee (PAC) interview the candidates.
- The PAC committee deliberates using both the candidate’s application responses and in-person interview responses to select candidates that are best for GUSD students and schools and makes recommendations.
- The PAC recommendations then goes to our two bodies of elected leadership: first, to our 13 member Board of Directors and then our 80 member Representative Council. The site representatives are elected at all of the sites in the district, with a ratio of one rep for every 15 members (for a total of approximately 80 site representatives).
- The final vote occurs at the Representative Council meeting. We invite the recommended candidates to come speak with our site representatives before the vote occurs, followed by a discussion. Finally, the vote is taken. The candidates who are chosen are notified afterward the rep council meeting.
- With our endorsement comes the use of our logo, sometimes a campaign contribution, and sometimes an independent expenditure.
- Three dollars of your monthly GTA dues contribution (unless you have opted out) goes to our Political Action Committee fund, the Glendale Teachers Public Education Improvement Fund. These funds are used to make campaign expenditures, like campaign contributions directly to a candidates campaign or independent expenditures, which is a campaign run by the GTA PAC committee completely independent and not in collaboration with any candidate.

As the chair of GTA’s PAC committee, I want to thank this year's PAC committee members, Alicia Harris, Sierra Vasquez, Greta Sukazian (PAC treasurer), and Lisa Messineo. We have been working together diligently since November of last year to help elect the GTA endorsed school board candidates, Telly Tse and Neda Farid, in the March 5th election. We ran an independent expenditure campaign that involved campaign flyers, newspaper ads, television ads, digital and social media ads, phone/text banking, and canvassing. GTA received a grant from CTA’s ABC (Association for Better Citizenship) fund to supplement our own PAC funds. This CTA financial assistance doubled our budget, which allowed GTA to run an aggressive campaign against two extremists.

Thank you also to the following folks who phone/text banked and canvassed (bolded names volunteered multiple times):



Taline Arsenian	Darren Orchid
Betsy Astor	Lenore Piskel
Gina Brownstein	Andrea Reuter
Cynthia Chan	Emily Rogers
Chris Davis	Taline Satamian
Lisa Derusha	Allison Stewart
Cory Dobos	Greta Sukazian
Mohammed Elzanaty	Christina Thomas
Alicia Harris	Tammy Tiber
Angela Orchid	

ELECTION 2024



GTA WEARS RED





GTA Bargaining Chair's Message, Sarah Morrison

Parents of prospective students often ask GUSD teachers for inside information about whether or not a particular school is “good.” Typically, this sort of question is based on data, such as standardized test scores and school rankings. When this question is posed to me, my response is, if you *really want to look at meaningful data, ask about the **teacher retention rate**, because if teachers are staying (despite all of the obstacles) then something amazing is happening at that school.*

At the bargaining table, we talk about teacher retention as well because investing in educator wages is an investment in low turn-over rates. Unfortunately, thus far the District has been un-moved by **the fact** that educators salary rankings in GUSD are falling into the bottom 25% of school districts in LA County; OR **the fact** that the national teacher shortage is making it harder to compete for new teachers; OR **the fact** that few GUSD educators can afford to purchase homes or even rent homes in Glendale; OR **the fact** that California’s housing crisis is luring our own educators to accept new positions in districts that offer higher pay and shorter commute; OR **the fact** that over 1100 educators (over 90% of members) signed GTA’s petition in support of GTA’s bargaining proposal; OR **the fact** that and hundreds of educators, parents and community members Rallying for Respect at the February Board of Ed meeting; OR **the fact** that COLA is ample and ADA is rising; OR **the fact** that GUSD students *deserve the best educators that our budget can fund.*

If the Board of Education agrees that GUSD students deserve high quality teachers in every classroom, then they should also agree that a competitive wage increase is an investment the District *must make. Not only an investment in the well-being of employees, but in the quality of education that GUSD can provide.*

Nonetheless, after five months of negotiations, the District has not made movement at the bargaining table: they have passed the same 3% proposal every time. Oddly though, the District’s rationale for their low offer keeps changing. First, they said that there was no money... But that changed! Next the District said, *actually, only the emergency COVID money has been spent. But that changed! And the latest is that the on-going money exists, but it is “parked” in other parts of the budget, unspent, just parked.*

We are experiencing a critical moment in GUSD history, a moment a staffing crisis *could be averted, and a moment that calls on all of us who love GUSD schools and students to stand together for the District to invest in students and educators. We all love GUSD, and we want students and families to love it too. It is all of our hope that we will continue to celebrate teacher retention rates as a proud indicator of the excellence of GUSD schools. GTA’s wage proposal would accomplish that.*





Additional Benefits at No Additional Cost

CTA-endorsed Disability insurance includes extra benefits at no additional cost.

- Student Loan Benefit
- Cancer Benefit
- Summer Benefit*

Learn more at [CTAMemberBenefits.org/Disability](https://www.ctamemberbenefits.org/Disability)

Call 1-800-522-0406

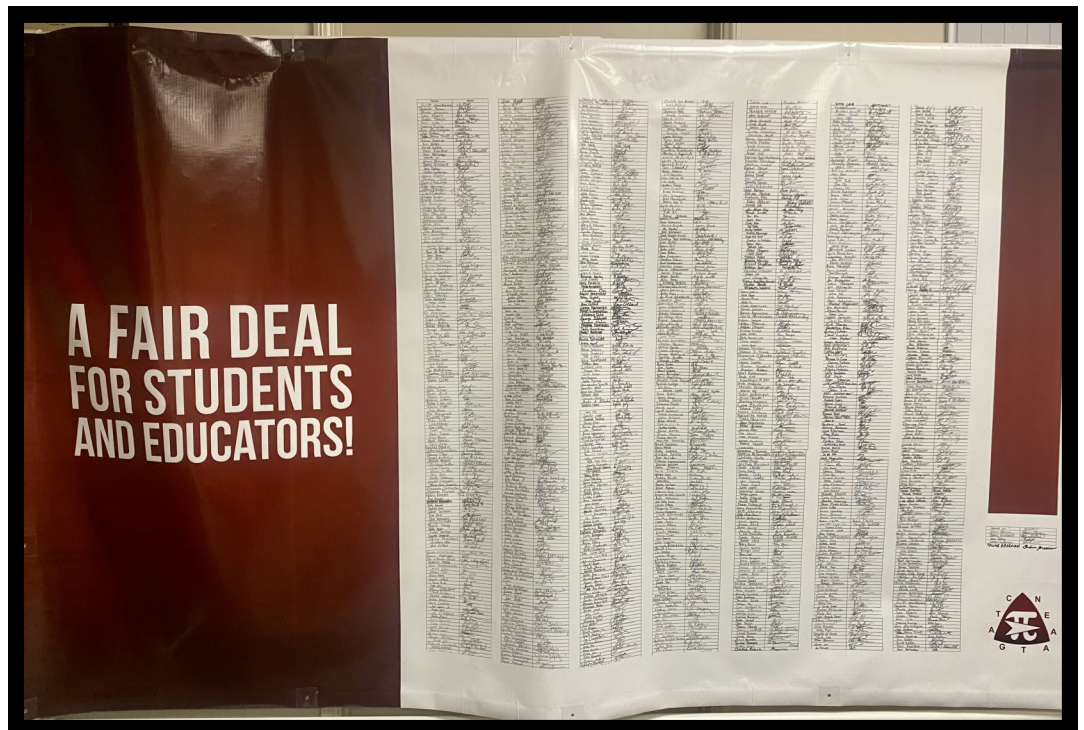


<https://www.ctamemberbenefits.org/thestandard>

*Summer Benefit is offered by CTA to eligible members who meet additional specific criteria during months of June and July. 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.

For costs and further details of the coverage offered by Standard Insurance Company, including the exclusions, benefit waiting periods, and reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0406. GP190-LTD/S399/CTA.1 SI 23884-CTAvol (11/23)

THANK YOU to the over 90% of members who signed the Fair Deal for Students and Educators Petition. We presented the original signatures to the GUSD Board of Education on February 13th. Say “yes” to a fair deal *now*.



CALENDAR

March 2024

- 03/06 GTA Board of Directors Meeting
- 03/07 La Crescenta ES Site Visit
- 03/11 Roosevelt MS Site Visit
- 03/12 Toll MS Site Visit
- 03/12 GUSD Board of Education Meeting
- 03/18 to 03/22 Spring Break No School
- **03/26 GTA Rep Council Meeting**
- 03/28 Glendale HS Site Visit

April 2024

- 04/02 GTA Board of Directors Meeting
- 04/04 Fremont ES Site Visit
- 04/09 GUSD Board of Education Meeting
- 04/11 Franklin ES Site Visit
- 04/18 District Office Site Visit
- 04/25 Jefferson ES Site Visit
- **04/30 GTA Rep Council Meeting**

GTA Board of Directors 2023-24

President	Taline Arsenian
Vice President	Emily Rogers
Secretary	Pamela Gorsuch
Treasurer	Greta Sukazian

High School Area Directors	
GHS/Hoover	Laura Kellog
CV/Clark/Daily	Patrick Davarhanian

Middle School Area Director
Sandy Fink

Elementary Area Directors	
GHS Area	Matthieu Hamo
CV Area	Angelina Thomas
Hoover Area	Rosemarie McCabe
At-Large	Yolanda Thiesmeyer

CTA State Council	Andrea Reuter
	Sarah Morrison
	Taline Arsenian

CTA Executive Director
Alex Moore

Contact info on www.glendaleteachers.org

**THANK YOU FOR ALL YOU DO TO SUPPORT
GUSD FAMILIES AND STUDENTS!**



Name or Address Change?

Please notify the GTA Office of any changes. You may send in the form below to the GTA Office via school mail. GTA will update our records and notify CTA of any changes.

Name: _____

New Name: _____

Address: _____

City, State, Zip Code: _____

Telephone: _____

Email (Non-GUSD): _____

Work Site: _____

You can email the above information to Aline @ glendaletaoffice@gmail.com.



GTA ADVOCATE STAFF

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