

GTA ADVOCATE

The Official Newsletter of the Glendale Teachers Association



President's Message

By: Taline Arsenian, President



February 2018

Vol. 35
Issue 10

Governor Jerry Brown is leaving office soon and has a generous parting gift for public schools. Because of increased state revenues and local property taxes, the Prop 98 funding guarantee is at an **all time high**. This means the governor will build upon the significant funding increases of the past five years by fully funding the Local Control Funding Formula, two years ahead of schedule in 2018-19, which will be our highest funded year ever.

GUSD's budget has been consistently increasing the last 5 years, but so has their reserves. The District is required by law to maintain a 3% reserve. Our district on average keeps 5 times the necessary reserves. Having an extra cushion is not a bad idea. However, how high is too high? Doesn't the District have a responsibility to spend incoming dollars on our current students and employees? The District's CBO shared that a 12% reserve is considered a very healthy reserve. I agree. At the end of the 2015-2016 school year, **the year when we received our last wage increase**, the District reserves increased by 12 million ongoing dollars, rising from \$39,576,636 (approximately a 13% reserve) to \$53,534,101 (approximately 17%). Then, at the end of the 2016-2017 (a year when our revenues increased by 10 million ongoing dollars), the reserves went up again to \$57,854,923 (approximately 19%). The District continues to get new on going dollars, and the reserves continue to grow. The mathematician in me can predict that at the end of 2017-18 (a year when we will be getting an additional 7 million in new ongoing dollars), our reserves will increase at least another 5 million dollars taking our percentage of raining day money to 21%, well above what the CBO considers healthy.

Historically, about 40% of the Districts overall budget is spent on GTA members in total compensation. If their budget increases, and we don't get a raise, that percentage decreases. The District and GTA have been working to build interest based bargaining procedures to create transparency and honesty at the negotiations table. This year, after very careful vetting with the CTA finance department, GTA asked for our most reasonable wage offer ever. We didn't start high leaving room for negotiation. We asked for what we knew was affordable. The GTA wage offer of a 1.5% on schedule wage increase for last year and 1.5% on schedule wage increase for this year will cost the District about 5 million in ongoing costs. GTA has identified 3 available funding sources: 1) the reserves, reducing our reserves by 5 million dollars will still leave a 17% reserve 2) in several inactive funds totaling \$6 million (these funds have been inactive for over 3 years) OR 3) in new ongoing monies that the District has been receiving (just in the last 2 years, our wage offer would utilize about 30% of new ongoing dollars).

It's disheartening that we haven't reached an agreement yet on wage increase. It's confusing to me why we will need to organize for this common sense offer. For the District, the ability is there but the willingness is not. Therefore, I invite you to join me as we work together to organize. Please stay in close contact with your site reps as "go time" is quickly approaching.

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Executive Director's Message

By: Sonya Lowe, GTA/BTA Executive Director



The Governor's January budget proposal has been released, which is the first initial projection on education funding for the 2018-2019 school year. We finally have some good news about school funding, which is great to hear in Glendale.

California saw increased state revenues and local property taxes this past year, so the Proposition 98 Guarantee for 2018-19 is at a new all-time high of \$78.3 billion, which is a six percent increase in funding for K-14 education from the 2017 Budget Act levels. Governor Brown is planning on building upon the funding increases of the past five years by fully funding the Local Control Funding Formula two years early.

Governor Brown's K-12 education proposal for 2018-19 provides \$465 per pupil more in funding for 2018-19 than in 2017-18. That works out to be an increase in funding for school districts and charter schools by \$3 billion over 2017-18 levels. For Glendale that means about \$12 million in new ongoing funding in the 2018-19 school year.

The proposed cost-of-living adjustment (COLA) is 2.51% for 2018-19 and is included in the calculation for each district's LCFF target. The \$3 billion increase to LCFF funding that is proposed for 2018-19 is about four times the amount of new LCFF money that was provided in 2017-18 and will include COLA funding.

The Governor is also proposing \$1.8 billion in one-time discretionary funds to use at local discretion. If school districts and charter schools receive funds on a per ADA basis as in the past, they can expect approximately \$295 per ADA. For Glendale that will be over \$7.6 million!

It should be noted that the Governor's proposed budget does not reflect the recent federal tax bill and the fiscal implications it will have on California's long-term fiscal health. We will have to wait and see how that plays out in the coming months.

As a reminder, the budget process is just at the beginning. We still have to wait for the May revision, and then the final budget will be approved in June. Stay tuned, as you will hear more on this, especially once we see how this is going to affect us at the GTA-GUSD bargaining table.

Vice President's Message

By: Alicia Harris, Vice President



Welcome Back and Happy New Year!

I hope all of your new years are off to a great start! Your union is certainly off to an excited start with the knowledge that our members will no longer be required to do yard duty starting next school year (August 2018)! This was a hard fought contractual victory that could not have been gained without the collective work of our members led by our GTA bargaining and organizing teams and your GTA Board of Directors. The GUSD Bargaining team and GUSD leadership listened to our concerns and finally agreed to sign off on the new language. A copy of the agreement can be found on the next page.

To be clear, all language regarding teacher monitored yard duty has been struck from the contract. **Your morning and early morning breaks are now your time to take care of your professional work needs and your personal needs (relief breaks).** This time should not be supplanted by administrators with other assigned duties. Please do be vigilante and speak to your site rep if it appears this is happening. Our contract is clear regarding breaks. Article 7 Section 7 of the CBA states, "On all days including days when students are restricted to the building due to adverse weather conditions, all elementary teachers shall be provided a relief break, morning and afternoon, on an equitable basis".

Middle school teachers should recognize that there has not been any contractual language in CBA requiring you to do yard duty. Any middle school yard duty is voluntary or on a paid basis.

Please continue to stay educated, involved, and active in your union business. Again, the elimination of teacher monitored yard duty could not have happened without our collective efforts.

Cal STRS Workshops For Teachers

Mark your calendar to attend the workshop that's right for you!

- April 19, 2018: My Retirement System (For New Educators) This quick, 30 minute workshop is designed to provide you with the foundation you need to know as a CalSTRS member. You will learn important topics that include understanding the CalSTRS hybrid retirement system, contributions, creditable services and other resources CalSTRS offers based on your career stage.
- May 3, 2018: My Retirement Benefits (For Members 10 to 15 Years From Retirement) In this 1 hour interactive workshop is designed to give you all the tools you need to calculate your retirement. Along with understanding the CalSTRS hybrid retirement system, you will learn important topics including survivor benefits, bridging your retirement gap, and steps to increase your retirement income.

Please RSVP with your name and date of the workshop you would like to attend to gtarsvp1@gmail.com

GLENDAL TEACHERS ASSOCIATION
AND GLENDAL UNIFIED SCHOOL DISTRICT

SIDE LETTER OF AGREEMENT

**Elimination of Mandatory Yard Duty for Elementary Teachers
December 7, 2017**

The Glendale Teachers Association (Association) and the Glendale Unified School District (District) agree on the elimination of mandatory yard duty for all (Grade 1-6) elementary school site teachers, upon the completion of any and all negotiated elements of this change in language. Transition to implementation will begin in January 2018 with full implementation in effect August 2018. The District may establish a pilot program at elementary schools, to be determined by the District, for the period of January 2018 to June 2018. Elementary schools not selected for the pilot program shall continue to cover mandatory yard duty for the 2017-2018 school year.

During August through December 2017, all certificated TK-6th teachers, SPED and Teacher Specialists (unit members) in elementary school sites who are on the scheduled supervision rotation and have performed regular supervision shall receive a proportional amount Burdened Gross Amount"(\$295,000/2).

During January through June 2018, unit members who continue to do yard duty shall be compensated as follows: a new Burdened Gross Amount"will be determined by multiplying (\$295,000/2) by the ratio of unit members doing yard duty during January through June 2018/unit members doing yard duty during August through December 2017"and then proportionally distributed among the unit members doing yard duty during January through June 2018.

Lists of qualified personnel (August through December 2017 and January through June 2018) shall be mutually agreed upon by GTA and the District by April 30, 2018 for the 2017-2018 school year.

Elementary teachers shall be relieved of supervision duty as a regular assignment. If necessary, the site administrator may ask for volunteers to provide the necessary student supervision and those volunteers shall be paid at the teacher hourly rate

It is so agreed:

12/7/2017


Date

12/7/2017

Date


Steven Field, GTA Bargaining Chair


Cynthia McCarty-Foley, Ed.D., GUSD



Glendale Teachers Association

Tax Deductible Dues

2017
January - December

*With PAC Allocation Deducted**

99% of our members will fall into the category
of those who allocate funds to the local PAC

CAT. 1	\$1,051.20
CAT. 2A	\$554.60
CAT. 2B	\$637.00
CAT. 3A	\$352.58
CAT. 3B	\$393.50

Without PAC Allocation Deducted

For members who do not allocate funds to the local PAC

CAT. 1	\$1,081.20
CAT. 2A	\$584.60
CAT. 2B	\$667.00
CAT. 3A	\$382.58
CAT. 3B	\$423.52

*Contributions to a Political Action Committee are not tax deductible.

**If you were employed for fewer than 10 months in 2017 please contact the
GTA office for an adjustment of your tax deductible dues.**

ED CODE YOU NEED TO KNOW: RESIGNATIONS

When the district hires you, you sign a contract. The contract commits you to a full school year of employment. If you are a temporary, probationary 1, or probationary 2 employee, and you do not receive a non-reelect notice by March 15, your contract renews and commits you for the following school year. If you are a permanent employee in good standing, your contract automatically renews, committing you to another full school year of employment. If you need to resign prior to the end of the school year, breaking that contract is not as easy as you may believe. First, you need to give notice to Human Resources and your principal. The District must release you from your contract prior to you leaving. The District will only release you if they have found a qualified candidate to fill your position. This can take some time, depending on the credentialing requirements of the position you are leaving vacant and the availability of educators during that time. The release from your contract may not always occur according to your needs. If you leave without the District releasing you from your contract, the District has the right to put a hold on your credential, rendering your credential inactive for up to 6 months. This means you may not be able to work in another job requiring your credential until the hold is removed or expires. As educators, we must always plan ahead and keep in mind, we are expected to complete the entire school year. Emergencies do come up and changes might necessitate leaving. However, please be vigilant about working within the guidelines of ed-code and communicating with Human Resources/your principal any impending scenarios that might alter the plan. I have already alerted HR that I will moving to Italy when George Clooney comes calling. Clooney knows I will be available only after the District finds my replacement and releases me if it's mid-year.

In loving Memory of Bonnie Gail Lewis



Bonnie Gail Lewis was born on August 9, 1958 in East Meadow, New York. She passed away on January 15, 2018 in West Hills, California. Bonnie taught at Mann Elementary School in Glendale until 2006, when she moved to Richardson D. White Elementary School. Bonnie taught 4th grade and Kindergarten while at White. Bonnie's beloved husband Rodney Lewis predeceased her seven years ago. She is survived by her sister, Charlene, two brothers, Ronald and Donald, and a niece. Students, teachers, parents, and family gathered to mourn her loss on January 18, 2018 at Eden Memorial Park in Mission Hills. Donations may be made to the National Kidney Foundation in her name. She will be missed by her colleagues, students and community.

GTA United!



Toll MS Science Teacher, Vince Underwood, was selected to participate in the 2018 Tournament of Roses parade on the Trader Joe's float representing his store (Montrose #52) and region because of his 14 years as a Trader Joe's crew member while also being a full-time Glendale teacher of 29 years.



February 2018



CALENDAR

February 2018

- 2/6 GUSD Board of Education
- 2/13 GTA Board of Directors
- 2/20 GUSD Board of Education
- 2/27 GTA Rep Council
- 2/28-3/1 BVSCC Elections Held at School Sites

Happy Valentine's Day

March 2018

- 3/6 GUSD Board of Education
- 3/13 GTA Board of Directors
- 3/19-3/23 Spring Break - No School
- 3/27 GTA Rep Council

April 2018

- 4/3 GUSD Board of Education
- 4/10 GTA Board of Directors
- 4/17 GUSD Board of Education
- 4/25 GTA Rep Council (Wednesday, this month only)



Visit our website at www.glendaleteachers.org for bargaining updates, organizing news, forms and flyers, and pertinent information.

“Like” us on Facebook at [Glendale Teachers United](https://www.facebook.com/GlendaleTeachersUnited).

THANK YOU FOR YOUR SUPPORT!



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