



Tentative Agreement REACHED!



Information
Meeting
March 7, 2023

REMINDER

This is a private union meeting. Do not record.
Only GTA bargaining unit members may be
in attendance.

Please log in with your first and last name.
All slides will be shared after this meeting.


GTA's Bargaining Team


Sarah Morrison (chair), Emily Rogers (secretary), Lenore Piskel, Angelina Thomas, Maggie Malone, Nate Banditelli (CTA)



A Tentative Agreement (TA) was reached on February 28, 2023

This agreement will close negotiations for the first two years of a three year contractual term:

2020-21 

2021-22 

2022-23 – negotiations have not opened yet

Summary of TA

Wages
(Art 13)

Hours of
Employment
(Art 7)

Term/Duration
(Art 23)

Stipends &
Special
Salaries
(Appendices)

Class Size
(Art 11)

Calendars

Temporary
MOU

Compensation/Wages for ALL GTA bargaining unit members

- 4.5% one-time payment on 2020-21 gross earnings
- 3.5% ongoing increase, effective July 1, 2021
- 5% ongoing increase, effective July 1, 2022

How to approximate your new salary

Multiply your current 2022-23 salary
by 1.08675

How to approximate your retro check

- (1) Multiply your 2020-21 gross earnings by 0.045
- (2) Multiple your 2021-22 salary by 0.035
- (3) Multiply your 2022-23 salary by 0.08675, then multiply by 0.6363
- (4) Add together (1), (2), (3)

Note, extra payments (like stipends) might further increase this approximation.

Stipends

ALL Stipends: 3.5% increase for 2021-22 and 5% increase for 2022-23.

Marching Band:

base stipend
increase equivalent
to athletic coach
stipends

Coaches:

new prorated
stipend for
coaches during
postseason play.

Middle School Athletic Director:

new stipend

Middle School Track & Field:

two new stipends

Academic stipends:

more flexibility – “*similar position not listed.*”

Special Hourly Salaries

5% increase retroactive to July 1, 2022 on top of these base increases:

\$34→\$42

FACTS

Categorical Special Project

\$31→\$39

Curriculum Writing & Development

District Initiated Special Projects

\$34→hourly rate of pay

Home/Hospital Instructor

\$37→\$45

Workshop Instructors

Special Monthly Salaries

5% increase retroactive to July 1, 2022 on top of these base increases:

\$119→\$200

Sp Ed Self Contained

SAI Core

Visually Impaired Specialist

Deaf/Hard of Hearing

Workability

Adapted PE

Assistive Technology

College View

Combo Class TK-6

FLAG TK-8

Speech Language Pathologist

\$119→\$250

Teacher Specialists

\$73.89→\$81.89

\$97.88→\$105.88

Elementary Assistant to Principal

Special Annual Salaries

5% increase retroactive to July 1, 2022 on top of these base increases:

\$3214 → \$3582

National Board Certified Teachers

up to \$6160 → up to \$6591

Consulting Teachers

\$237 → \$350 (1 in dept)

\$321 → \$525 (2 in dept)

\$541 → \$800 (3+ in dept)

Head Counselor

Calendars

Finalized calendars for 2023-24, 2024-25, and 2025-26. These calendars are modeled closely after our current calendar.

+ Juneteenth is now an observed district holiday. This will impact summer school and CDCC summer camp.

Transitional Kindergarten

- 24:2 students to adult class size average

This average is separate from K-3 average

CDCC Teachers

- EEELP title updated to “CDCC”
- New salary schedule for Head CDCC Teachers that absorbs (and increases) previous stipends
- Integration of the CDCC MOU from June 2021
- Juneteenth is now an observed district holiday. CDCC programs will be closed.

Teacher Specialists

- Monthly special salary increase: **\$119 → \$250**
- Teacher Specialists (and TOSAs) added to top priority tier for summer school assignments
- New flex time option for those whose hours extend beyond the contractual day. Flex time must be used within a pay period. This new language applies only to those whose job description/funding source allows for this.

Counselors

- 1.13 → 1.15 conversion factor from Service Provider → Counselor salary schedule. This is an additional 2% wage increase for Counselors.
- Teacher daily rate of pay algorithm extended to all unit members
 - Counselors will be paid at this daily rate for work during the summer.
- Increase in Head Counselor special salary.
 - \$237 → \$350** (1 in dept)
 - \$321 → \$525** (2 in dept)
 - \$541 → \$800** (3+ in dept)

Service Providers

- New stipend for the LEAD SLP: **\$180/month**
- Assistive Technology added to the CBA under the Service Provider salary schedule
- Teacher daily rate of pay algorithm extended to Service Providers
- New opportunities to earn extra income as a workshop instructor, or when participating in Categorical or District Initiated Special Projects.

Other Contractual Changes

- Teacher daily rate of pay algorithm extended to all unit members
- Class coverage compensation by hour (not by period)
- Hourly pay will be calculated by rounding up to the nearest 15 minute
- Percent increases will be rounded up to the nearest penny, not the nearest dollar—*this allows for hourly rates to increase over time.*
- FLAG stipend extended to middle school FLAG teachers, TK-8

Other Contractual Changes

- Gender specific pronouns in the CBA will be changed to gender neutral pronouns
- Increased monthly compensation for unit members with Doctoral degrees: **\$100 → \$150**
- Number of required meetings for part time members is now proportionate to the assignment
- Elimination of antiquated “Smog Day” language

Secondary Prep Compromise

- Three year MOU. **No permanent contractual change.**
- No more than 10% of secondary teachers districtwide shall work a schedule with a non-daily prep period—and each of these teachers will receive **\$200/month** compensation.
- Two circumstances in which teachers *may* be assigned non-daily prep:
 - (1) If a teacher requests non-daily prep on their course preference form.
 - (2) If the principal meets with the teacher, explains “*evidence-based student need*” for the decision, and considers “in good faith” alternate options suggested by the teacher.
- This MOU will be applicable **ONLY** at schools where students are assigned seven instructional periods.

GTA members must ratify this agreement.

The Tentative Agreement will go into effect upon ratification by the GUSD Board of Ed and by GTA's membership via a full membership vote.

Voting window is March 8 - March 10.

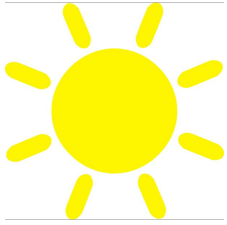
Online ballots will be sent to your personal email.

A majority of those who vote (50% + 1) is required for ratification.

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

Next Steps for GTA's Bargaining Team

March 2023:



2022-23 reopener negotiations will be “sunshined.” GTA’s bargaining team will seek a well deserved wage increase reflective of the 13% increase in LCFF funding that the District received this year. Associations in many neighboring districts are settling for 10% increases for 2022-23.

May 2023:

GTA members will participate in a bargaining survey in preparation for sunshining **2023-24 successor negotiations.**

**Time for
Questions**