



**Negotiations Update for 2022-23
May 17, 2023**

The GGEA bargaining team met with the District 4/6, 4/13, 4/27, 5/11, and 5/17.

This year JROTC instructors became members of our Union and will be added to our recognition section of our Contract. GGEA and GGUSD agreed to a JROTC MOU, which includes the following:

- Holidays
- Sick Leave
- Grievance Procedure
- Evaluation Process
- Healthcare
- Wages including stipend, overnight pay, and compensation for holidays worked.

GGEA sent a Demand to Bargain Impact Letter requesting negotiations on behalf of teachers who are participating in a TK/SPED Co-plan/Co-teach pilot program where teachers will be teaching GenEd and SPED in the same TK classroom.

GGEA and GGUSD agreed to the following MOU:

- Providing full-day aide coverage for every TK/SPED classroom for the 2023-2024 school year.

GGEA and GGUSD agreed to the following MOUs for the 2023-2024 school year:

- Pay for Extended Learning Opportunities
 - This is a continuation from the 22/23 school year. Teachers will continue to receive \$86.71 per hour.
 - Teachers who teach ELO before school must report for their required contractual minutes prior to the start of their ELO in order to be compensated for their full ELO minutes.
- Compensation for Teachers Covering During Substitute Shortage
 - This is a continuation from the 22/23 school year.
 - Compensation for high school teachers taking in additional students outside of their prep period will receive a proportion of the current hourly rate. At no time will a class be split to more than 3 teachers.
- Differential Pay
 - This is a continuation from the 22/23 school year.
 - Teachers who use differential days will be charged \$150/\$175 and not the current substitute daily rate of \$200/\$225.
- Optional Early Start for Nurses
 - Nurses have the option of reporting up to three (3) days early to prepare for the school year, with approval.

GGUSD proposed changes to the PAR Side Letter and proposed a continuation of the MOU for Compensation In Lieu of Taking Release Days. No agreement was reached. Negotiations will resume in September.

**Bargaining Team Members: Sara Held, Arquilla Howard, Joe Miller, Theo Vo, Tamra Woods (Chair), and Paul Kim
(Executive Director)**



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