



Negotiations Update for 2021/2022 November 18, 2021

The GGEA Bargaining Team met with the District today, November 18. We have additional bargaining dates on: December 9, January 6, and January 20.

On November 19, 2021 GGEA and GGUSD signed the following MOUs:

- **Differential Pay**

GGEA proposed that for the 21-22 school year, employees that move to differential pay will not pay the increased substitute rate. Instead, they will pay \$150 daily rate or the \$175 long term amount. This will be retroactive to October 11, 2021.

- **Compensation for Teachers Covering During Sub Shortage**

GGEA proposed that teachers will be compensated when a substitute is not available, and teachers cover or have additional students placed in their classroom.

9-12 Teachers and 7-8 Teachers who sub during their prep period will receive one hour of their current hourly rate of 1/1000 of Group 1, Step 1* when covering for another class.

TK-6 Teachers, including Ed Specialists, will receive a proportional amount of the substitute daily rate (\$200) when additional students are assigned to multiple classrooms when a sub is not available. At no time shall a teacher receive less than \$50.

For example, if a class is divided amongst two teachers, each teacher would be compensated \$100.
If a class is divided amongst 3 classrooms, each would receive \$66.67

- **Compensation in Lieu of Release Days and IEP Days**

GGUSD and GGEA recognize that there is county, state and nationwide sub shortage. As a result, many teachers have had their release canceled and rescheduled after teachers have completed their sub plans. GGUSD proposed that for the 2021-2022 school year, in lieu of release days, TK-8 teachers will receive \$350 per release day remaining. Teachers who have already agreed to receive payment for their release days, will receive an additional \$150 per release day (the \$200 previously agreed to will now be increased to \$350.)

Trading IEP days for Educational Specialists and Mark Twain SDC Teachers will be voluntary.
Trading release days for 9-12 Education Specialists will be voluntary.

Tentative Agreement 12.1b

After discussions in contract maintenance, GGEA and GGUSD agreed that, upon employment, verified nursing experience will be considered for years worked while holding a Bachelor's Degree and RN license. Previously, nurses only received credit for school nursing experience.

Your GGEA team includes: Bridget Holderman (Chair), Sarah Held, Arquilla Howard, Joe Miller, Tamra Woods, and Paul Kim (Executive Director)

