



**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)**

