

Gilroy Teachers Association
Initial (Sunshine) Proposal Pursuant to Government Code Section 3547
to Gilroy Unified School District

The Gilroy Teachers Association (GTA) intends to commence negotiations of a successor collective bargaining agreement for the 2021-22 school year with specific proposals for the following articles and corresponding appendices.

Article 4 Association Rights

Update language to improve GTAs access to unit members as well as District and GTA communications regarding membership.

Article 10 Safety

Ensure safe learning and working conditions for students and educators.

Article 11 Consultation

Increase GTA's role in the decisions made by the District that are within the scope of consultation, in order to improve educational outcomes for students.

Article 12 Hours and Days of Work

Ensure that educators are able to use the time during their day to effectively optimize student outcomes and are compensated fairly when performing extra duties.

Article 13 Summer School

Update language regarding sick leave hours and process.

Article 14 Evaluations

Help ensure that educator evaluation serves as a means to acknowledge and improve the performance of each educator, thus providing every student in Gilroy Unified with high quality instruction and equitable support.

Article 15 Class Size

Ensure equitable educator class sizes and caseloads that will optimize student outcomes and the learning environment for every student. Ensure equitable compensation for class size and caseload overages. Ensure employees have the proper equipment to fulfill their duties.

Article 17 Assignments, Change of Assignments, Transfers, and Reassignments

Update dates and clarify language so it is more easily understood.

Article 19 Willie Brown Act

Update language to complement Article 21 provisions.

Article 21 Part-Time or Split Assignments

Update language to complement Article 19 provisions.

Article 23 Salaries

Ensure the hiring of effective and highly qualified educators. Reduce the costs of constant recruiting and turnover.

Article 24 Professional Advancement and Growth

Ensure the hiring of effective and highly qualified educators. Reduce the costs of constant recruiting and turnover.

Article 25 Fringe Benefits

Ensure the hiring of effective and highly qualified educators. Reduce the costs of constant recruiting and turnover.

Article 26 Preschool Teachers

Ensure effective working conditions for preschool teachers

Article 27 Peer Assistance and Review

Help ensure that educator evaluation serves as a means to acknowledge and improve the performance of each educator, thus providing each student in Gilroy Unified with high quality instruction and equitable support.

Article 33 Term of Agreement

GTA will work with the District to negotiate an appropriate term for the successor agreement.

Janet Lee
Lead Negotiator
Gilroy Teachers Association