



- Five steps occur continually in the negotiation process:**
1. Preparation and planning.
 2. Definition of ground rules.
 3. Clarification and justification.
 4. Bargaining and problem-solving.
 5. Closure and implementation.



**SGTA and SGUSD Joint Communication
February 5, 2024**

SGUSD and your SGTA negotiations team started their meeting today at 9:00 a.m. Our meeting lasted until 4:30 p.m. We all have worked hard and are pleased to announce that we have reached a tentative agreement for the 2023-2024 SGTA Contract, some of which includes:

1. On schedule salary increase
2. Additional steps to the salary schedule
3. Longevity bonus starting at 5 years
4. Hourly raise for all hourly work, increasing from \$35-42 to a straight \$50 for all hourly work

Moving forward, the following steps will occur:

1. We will meet with the SGTA Executive Board within the next week to review the agreement for their approval
2. Once the SGTA Executive Board agree to the proposal, a zoom meeting will be scheduled to review the proposed agreement with our unit members. Date TBD
3. General Membership will vote on ratifying the agreement, Date TBD.
4. District Administration and the School Board will discuss and vote for approval at the March 12, 2024 School Board meeting.

SGTA Bargaining Team SGUSD Bargaining Team

- Dena Dragoo-Amadori
- Alex Edwards
- Stephen Feng
- Terri Hopper
- Larry Ferchaw
- Tony Phuong
- Natalie Lehman
- Carol Thompson
- Vince Lopez
- Chanda Strom
- Joan Perez
- Carol Thompson
- Ross Perry

Sandra Alley