

January 30, 2025



Negotiations Update

SGTA Members,

Thank you for your support! Today, your negotiations team held its fourth meeting with the district team to continue working toward a tentative agreement for the 2024-25 school year. Our meeting with the district concluded at 2:35 p.m. Make sure that you read this entire document.

The following topics were discussed:

CALENDARS for 26/27 and 27/28

The 2026-27 and 2027/28 calendar options were reviewed. The next step will be for SGTA members to vote on the options. We will let you know when this vote will take place.

MANDATED TRAININGS IN THE FALL:

SGTA asked for time (half day) for employees to complete mandated training in the Fall during the two PD days.

SGUSD is not willing to compensate financially, but will consider this option and will respond with an alternate solution at the next negotiations meeting.

Budget Update:

Larry Ferchaw presented the update on the SGUSD budget based on the most recent information from the Governor's budget.

In 2024, the board voted to increase the district mandated reserve from 3% to a total of 6%. This increase came at the cost of \$3,000,000 (three million dollars) of the district's budget.

Class Size

Instead of continuing this discussion, the district asked to table this topic until our next meeting.

Salary Proposal:

SGTA initial proposal presented Nov 14

Proposal # 1 to the District

- **8% on schedule retro to July 1st 2024.**
- Adjust the interval between steps 15-25 to reflect the 3% interval change currently between steps 1-13 on the salary schedule.
- Effective July 1, 2025, add steps 29 and 31 to the salary schedule.
- Adjust salary schedule to add step 33 effective 2028 and step 35 effective 2030.
- Off schedule longevity bonus of \$1,500 at years 35 retro to July 1, 2024.
- SLP current and new hires start or move to Column D.

District's Counter Proposal 1/30/25

Due to the reduction in ongoing LCFF funding for the 2024-25 school year, the district is **not able to offer across-the-board compensation increases** at this time beyond the 3% increase that took effect on July 1, 2024.

SGTA's Counter proposal 1/30/25

Article XVII, Salary

- **6% on schedule as of July 1, 2025.**
- Adjust the interval between steps 15-25 to reflect the 3% interval change currently between steps 1-13 on the salary schedule effective July 1, 2025
- Effective July 1, 2025, add steps 29 and 31 to the salary schedule.

- Adjust salary schedule to add step 33 effective 2028 and step 35 effective 2030.
- Off schedule longevity bonus of \$1,500 at years 35 retro to July 1, 2024.
- SLP current and new hires start or move to Column D effective July 1, 2025.

Article VII, Hours of Work

Staff mandated trainings will take place during the professional development days before school starts.

District's Counter Proposal 1/30/25 2:00 pm

- 1% on salary schedule increase effective July 1, 2025.
- Article XVIII, Section A - Add 35th year to the list of years that receive the off-schedule longevity bonus. Add language that states, "Unit members who retire or resign by the end of the one of the aforementioned years of service shall receive the off-schedule longevity payment on their final paycheck or as soon as practicable depending on the date notification is received by the District".
- Effective July 1, 2025, Column A on the SLP salary schedule will be eliminated. The current Column B will become the new Column A, requiring a Master's degree. The current Column C will be renamed Column B, requiring a Master's degree plus 30 units. The current Column D will become the new Column C, requiring a Master's degree plus 45 units.
- **Article XVIII, Salary shall not be subject to reopeners in the 2025-2026 school year.**

Article VII - Hours of Work

The District will designate one hour the first two days of work before the start of the school year for mandated trainings. Site principals will designate an additional hour on early dismissal or collaboration days for mandated trainings.

Your SGTA negotiations team did not consider this proposal and ended the meeting at 2:35 pm. Our next meeting with the district is scheduled for February 12.

Reserves don't teach kids or improve student outcomes.

Next Steps:

- **Be prepared to attend the San Gabriel Unified School Board Meeting in person on Tuesday, February 11th, at 7:00 p.m.**
- **Wear your SGTA shirts**
- **Only work Contractual Hours**
- **Stay tuned for an update regarding future organizing tactics!**

Your SGTA Negotiations Team



San Gabriel Teachers Association | [401 S. Walnut Grove Ave.](#) | [San Gabriel, CA 91776 US](#)

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)