

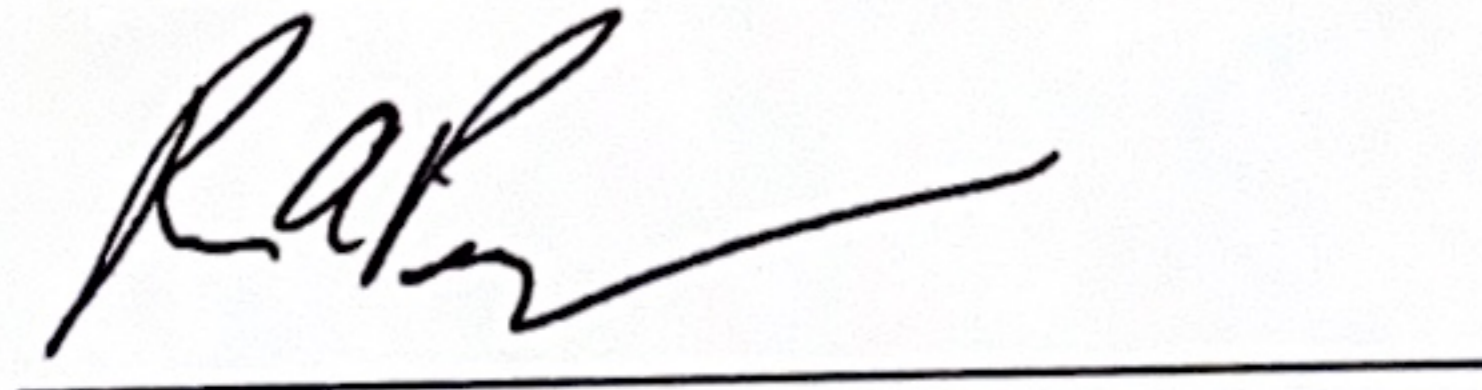
**Memorandum Of Understanding  
San Gabriel Teachers Association  
and  
San Gabriel Unified School District**

**Early Retirement and Notification Incentive  
2024-25 School Year**

This memorandum of understanding ("MOU") is entered into by and between the San Gabriel Unified School District ("District" or "SGUSD") and San Gabriel Teachers Association ("SGTA") with respect to the following:

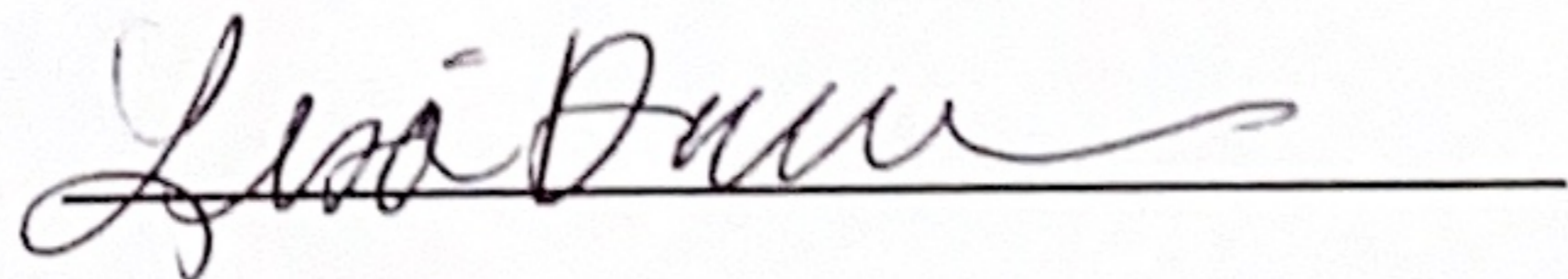
1. The following is only applicable to bargaining unit members who submit their irrevocable letter of resignation effective June 30, 2025 by December 31, 2024.
2. Bargaining unit members who retire between the ages of 58 and 65 with a minimum of 20 years of service with the District shall qualify for retiree benefits as described below for a period not to exceed seven (7) years.
3. For purposes of this MOU, bargaining unit members who turn 58 on or before August 31, 2025 qualify for this incentive.
4. Retiree medical benefits shall cover the value of the lowest cost single member medical plan at the time of retirement. If a member chooses to participate in a higher value plan, the member will be responsible for the difference.
5. Retiree benefits shall also include the PPO dental insurance and vision insurance.
6. If a unit member is eligible or becomes eligible during the seven-year period for Medicare/Medical Plans A and B, he/she is required to sign up for that plan and will no longer receive District medical plans.

For SGUSD:



Ross Perry  
Assistant Superintendent, Human Resources

For SGTA:



Lisa Durandette  
SGTA President

Date: 11/18/24