

San Gabriel Unified School District
Tentative Agreement with
San Gabriel Teachers Association
April 15, 2025

ARTICLE II ASSOCIATION RIGHTS

Section C – Released Time

3. The District shall provide reasonable released time for negotiations for up to **eight (8)** Association negotiating team members. The negotiating sessions shall be set by mutual agreement between the District and the Association.

ARTICLE VII HOURS OF WORK

Section B – Normal On-Site Obligation

1. ~~Regular classroom teachers shall be present at school at least 30 minutes before the students' normal instructional day begins. Those teaching 0 period at Gabrielino High School shall report in sufficient time to begin professional duties.~~ Unit members shall report to their work location in sufficient time to begin professional duties. The normal daily on-site obligation of teachers shall be seven and one half (7-1/2) hours per day inclusive of the lunch period. [Other unit members, such as counselors, SLP's and librarians, shall have a normal on-site obligation of eight (8) hours inclusive of the lunch period.] Teachers assigned to yard duty supervision before or after school are expected to report at their designated times on scheduled days. Unit members shall make reasonable adjustments to their schedules, with notice provided by the prior working day, in order to be available for meetings scheduled up to 30 minutes before the start of the school day or up to 30 minutes after dismissal.

Section G - Lunch Period, Preparation Period and Replacement Services

3. Each full-time sixth - twelfth grade teacher shall be afforded one class period daily as a preparation period. Preparation periods shall be used for professional, job- related work which will include preparation for classes, preparation of teaching materials, and conferences with administrators, other employees, counselors, students or parents. The scheduled preparation period may be used for providing temporary emergency teaching services, in which case the teacher who loses his/her preparation period shall be paid the contracted emergency substitute rate (~~GHS is .9 hours and JMS is .75 hours per period~~). Emergency substitute work shall be assigned first to volunteers and then to others on an equitable basis.

Section J – School Calendar

Mandatory staff training (minimum 3 hours) will occur on professional development days prior to the beginning of instruction.

ARTICLE XI SPECIAL EDUCATION AND ENGLISH LEARNERS

Section A - Special Education Days of Work

Special Education teachers *unit members* and general education teachers who are participating in the co-teaching model may return to work up to two (2) days (*14 hours*) immediately preceding the first scheduled work day for all unit members if they notify the Special Education Director ~~by June 1st of the~~ *prior to the start of* the school year. Teachers hired after June 1st of the previous school year shall notify the Special Education Director ~~within two calendar weeks of being hired. Teachers hired after the start of the school year are not eligible until the following school year.~~ Such additional days shall be paid at the teacher's per diem rate of pay. These days are for the purposes of planning and preparing student educational materials and IEPs for the upcoming school year.

ARTICLE XVII SALARY

1. 3% on schedule salary increase effective July 1, 2025 and 0.75% on schedule salary increase effective July 1, 2026.
2. Make the following adjustment to the SGTA Teacher salary schedule effective July 1, 2025: adjust the increase for Step 15 to be 5.83 percent of Step 1, Column A for Columns C and D. For column E, the amount is double and for column F, the amount is triple effective July 1, 2025. Corresponding adjustments will be made to the other salary schedules of the SGTA bargaining unit.
3. 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 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".
4. Effective July 1, 2025, Column A, B and C on the SLP salary schedule will be eliminated. All current and new hire SLP's will start or move to Column D.
5. Adjust salary schedule to add step 33 effective July 1, 2028 and step 35 effective July 1, 2030.

ARTICLE XIX HEALTH AND WELFARE BENEFITS

Section A - Effective after Open Enrollment, 2025, for unit members hired before July 1, 2024 the District's Health and Welfare allocation per full time member shall be based on the lowest priced family medical, Dental PPO and Vision. A unit member employed in less than 100 percent full time position shall be entitled to medical benefits in the same percentage their employment bears to full time employment.

Section F – Retiree Medical Benefits

6. For unit members who qualify for Retiree Medical Benefits under this article, effective July 1, 2028, Dental PPO and/or Vision coverage for retired unit members and their qualifying dependents shall be covered by the District.


ARTICLE XXII DURATION


Section A - Duration

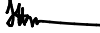
Three-year agreement from July 1, 2024 to June 30, 2027. For 2025-2026, salary shall only be reopened if ongoing base LCFF revenue is provided for the 2025-26 school year that is 3 percent greater than expected as of March 15, 2025. Each party shall have a reopener for Salary, and two additional articles at each parties choosing for the 2026-2027 academic year.

Section B - Successor Agreement

Negotiations for a successor Agreement shall begin by the second semester of 2026-27, subject only to compliance with applicable public disclosure requirements.


Tony Phuong (Apr 17, 2025 13:11 PDT)
Tony Phuong
Co-Chief Negotiator
San Gabriel Teachers Association


Ross Perry
Assistant Superintendent, Human Resources
San Gabriel Unified School District


Terri Hopper (Apr 17, 2025 13:29 PDT)
Terri Hopper
Co-Chief Negotiator
San Gabriel Teachers Association

Date: 04/17/2025












SGTA TA 2024-2025


Final Audit Report

2025-04-17

Created:	2025-04-17
By:	Ross Perry (perryr@sgusd.net)
Status:	Signed
Transaction ID:	CBJCHBCAABAAPjVMOcFcINIt9E9IVKQ5gAeW7KXU84Ln

"SGTA TA 2024-2025" History

-  Document created by Ross Perry (perryr@sgusd.net)
2025-04-17 - 4:51:37 PM GMT- IP address: 156.3.182.200
-  Document emailed to perry_r@sgusd.k12.ca.us for signature
2025-04-17 - 4:55:09 PM GMT
-  Email viewed by perry_r@sgusd.k12.ca.us
2025-04-17 - 4:55:26 PM GMT- IP address: 156.3.182.200
-  Signer perry_r@sgusd.k12.ca.us entered name at signing as Ross A Perry
2025-04-17 - 4:56:29 PM GMT- IP address: 156.3.182.200
-  Document e-signed by Ross A Perry (perry_r@sgusd.k12.ca.us)
Signature Date: 2025-04-17 - 4:56:31 PM GMT - Time Source: server- IP address: 156.3.182.200
-  Document emailed to phuong_t@sgusd.k12.ca.us for signature
2025-04-17 - 4:56:33 PM GMT
-  Email viewed by phuong_t@sgusd.k12.ca.us
2025-04-17 - 7:04:35 PM GMT- IP address: 156.3.182.201
-  Signer phuong_t@sgusd.k12.ca.us entered name at signing as Tony Phuong
2025-04-17 - 8:10:59 PM GMT- IP address: 156.3.182.201
-  Document e-signed by Tony Phuong (phuong_t@sgusd.k12.ca.us)
Signature Date: 2025-04-17 - 8:11:01 PM GMT - Time Source: server- IP address: 156.3.182.201
-  Document emailed to hopper_t@sgusd.k12.ca.us for signature
2025-04-17 - 8:11:04 PM GMT
-  Email viewed by hopper_t@sgusd.k12.ca.us
2025-04-17 - 8:28:52 PM GMT- IP address: 156.3.182.203

 Signer hopper_t@sgusd.k12.ca.us entered name at signing as Terri Hopper

2025-04-17 - 8:29:25 PM GMT- IP address: 156.3.182.203

 Document e-signed by Terri Hopper (hopper_t@sgusd.k12.ca.us)

Signature Date: 2025-04-17 - 8:29:27 PM GMT - Time Source: server- IP address: 156.3.182.203

 Agreement completed.

2025-04-17 - 8:29:27 PM GMT