SGTA Contract Negotiations Update

As of April 16, 2026

District offer stands at

1%

Your Absence and **Silence** will be taken as your approval.

THIS affects your PAYCHECK and your RETIREMENT

For an employee with step 10 and 20 years on column E, this is your 1% pay raise per day

10 Years	$89,491	$4.81 per day
20 years	$107,951	$5.80 per day

STRS Retiree Benefit - 61.5 yrs old with 25 yrs of credit

1%	$122,839	$6141.95
5%	$127,704	$6385.20
That’s $243.25 More Every Month		

ASSUMPTION

Multi- Year Projection

Multi-Year Projection: General Fund Ending Fund Balances

2023-2024
First Interim Budget Report

	Board Approved 23/24 Budget	First Interim Projected 23/24	Projected 24/25	Projected 25/26
Net Change in Funds	$979,887	($3,643,569)	($6,587,061)	($7,289,331)
Unrestricted Ending Balance	**$6,007,596**	**$6,509,162**	**$4,458,409**	**$2,384,874**
Restricted Ending Balance	$16,346,528	$11,170,908	$6,680,642	$1,464,845

Note: Ending Fund Balances exclude nonspendable components.

Multi-Year Projection: General Fund Ending Fund Balances

	Board Approved 24/25 Budget	First Interim Projected 24/25	Projected 25/26	Projected 26/27
Net Change in Funds	($7,298,232)	($8,876,112)	($5,306,058)	($1,467,728)
Unrestricted Ending Balance	**$7,745,743**	**$7,522,198**	**$5,767,061**	**$5,315,209**
Restricted	$6,475,844	$5,121,510	$1,570,589	$554,713

Multi-Year Projection: Unrestricted Ending Fund Balances

Unrestricted	Board Approved 25-26 Budget	First Interim Projected 25-26	Projected 26-27	Projected 27-28
Net Change in Funds	(1,044,369)	(1,209,275)	(1,839,067)	(559,160)
Beginning Balance	9,750,839	9,750,839	8,541,564	6,702,497
Ending Balance	8,706,470	8,541,564	6,702,497	6,143,337
3% Reserve for Economic Uncertainties	2,562,555	2,677,555	2,654,071	2,643,611
3% Strategic Reserves	2,562,555	2,677,555	2,654,071	2,643,611
Allocation for instructional materials, revolving cash, prepaid expenditures, and declining enrollment	3,581,360	3,186,454	1,394,356	856,115

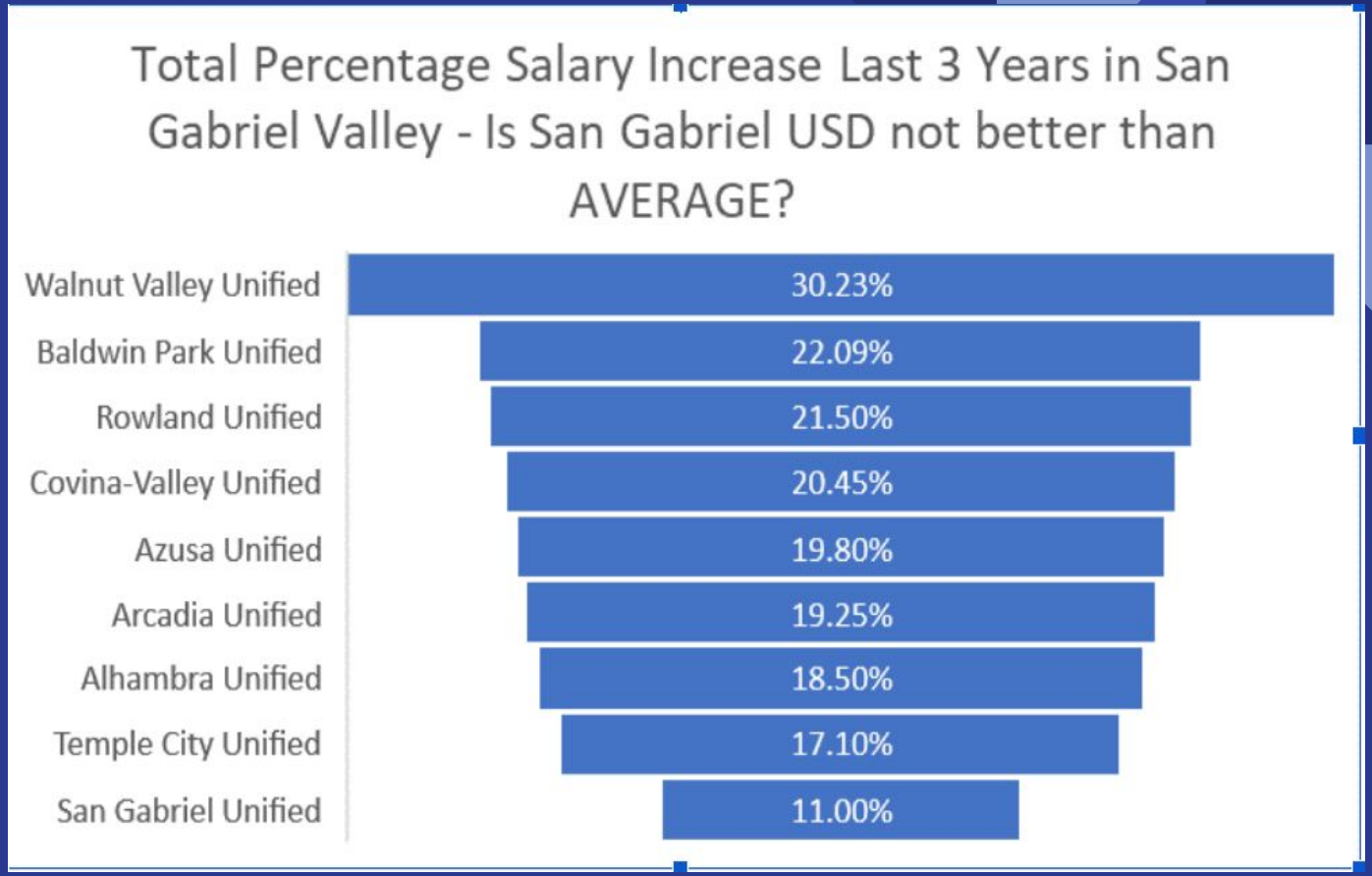
Extra

Cost of 1%

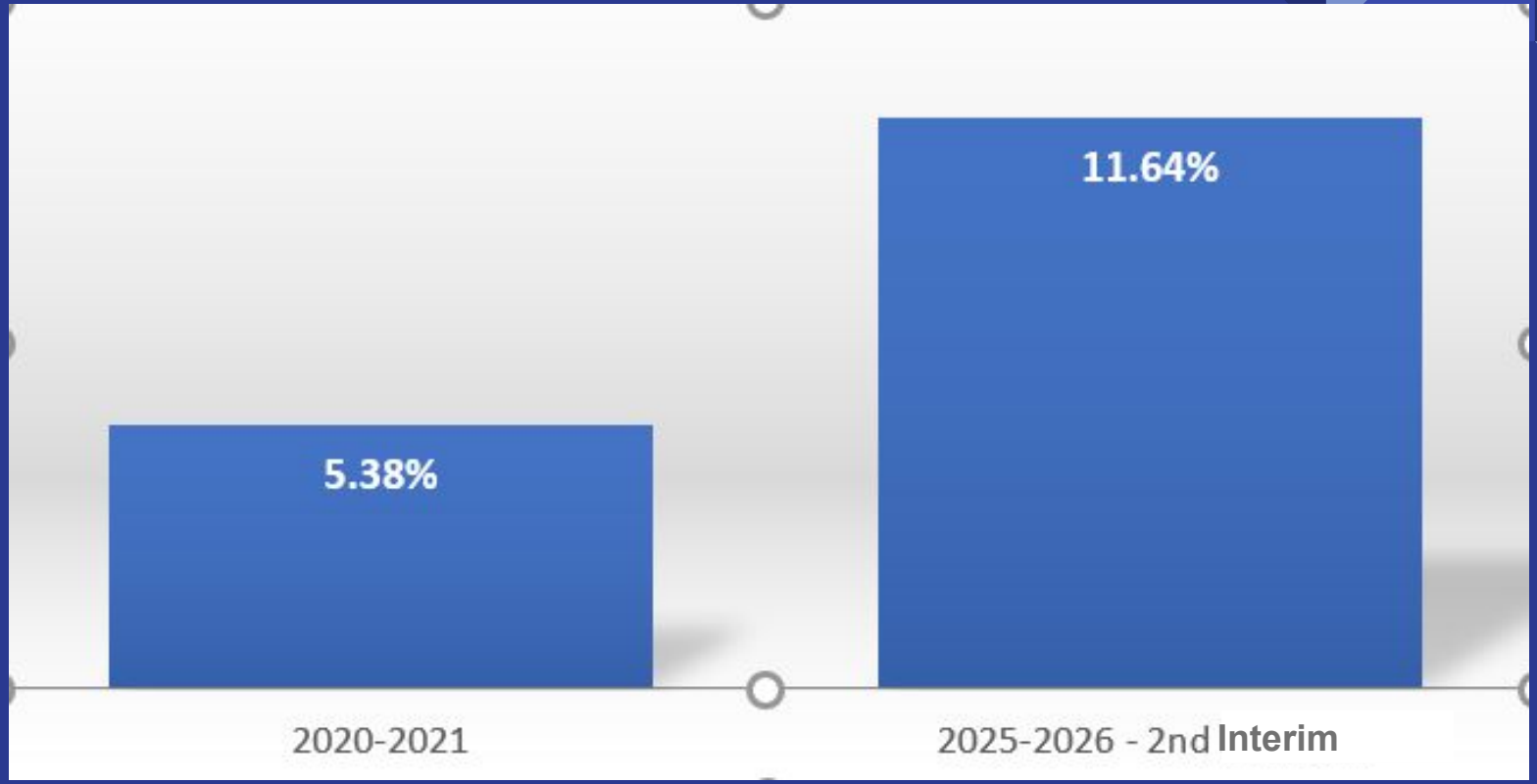
$265 K

$8,706,470

Unrestricted Ending Fund


Total Percentage Salary Increase Last 3 Years in San Gabriel Valley - Is San Gabriel USD not better than AVERAGE?
Walnut Valley Unified
30.23%
Baldwin Park Unified
22.09%
Rowland Unified
21.50%
Covina-Valley Unified
20.45%
Azusa Unified
19.80%
Arcadia Unified
19.25%
Alhambra Unified
18.50%
Temple City Unified
17.10%
San Gabriel Unified
11.00%

Consultants - Fewer Students, More Consultants



2024-25 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION B: UNIFIED SCHOOL DISTRICTS — TEACHERS

Unified School District	BA, No Exp Provisional Service Document Annual Rate		BA, No Exp Credential Annual Rate		BA+28/30, No Exp Credential Annual Rate		MA Only, No Exp Credential Annual Rate		BA+28/30, 5 Yrs Credential Annual Rate	
A B C	$65,755	z	$65,755	z	$67,399	z	$69,084	z	$78,115	z
Acton-Agua Dulce	55,205		55,205		60,276		64,059	f	72,949	
Alhambra	53,782		68,609		69,586		NC		73,964	
Arcadia	76,742		76,742		76,742		76,742		93,112	
Azusa	63,883		65,480		NC		66,763		NC	
Baldwin Park	60,201	z	61,404	z	62,633	z	65,764	z	76,204	z
Bassett	56,730		56,730		60,880		63,064		75,517	
Bellflower	NC		66,974		74,468		77,752		84,520	
Beverly Hills	74,743		74,743		NC		79,094		NC	
Bonita	66,322		66,322		66,322		66,670		77,009	
Burbank	55,004	z	61,282	z	63,201	z	NC	z	71,431	z
Charter Oak	52,765	z	52,765	z	NC		61,207	z	NC	
Claremont	61,214		61,214		NC		64,554		NC	
Compton	52,034	z	62,900	z	64,308	z	65,755	z	75,457	z
Covina-Valley	60,242	z	62,684	z	65,199	z	67,804	z	81,220	
Culver City	60,905		60,905		NC		64,596		NC	
Downey	70,352		75,767		75,767		76,568	f	88,818	
Duarte	58,181	z	58,181	z	58,335	z	59,517	z	68,801	z
El Rancho	62,890		62,890		63,867		67,690		77,098	
El Segundo	54,481		62,184		67,159		70,495	f	78,024	
Glendale	56,417		60,473		60,475		NC		66,014	
Glendora	64,480		64,480		64,480		68,640		75,003	
Hacienda-LaPuente	70,168		70,168		73,716		77,439		86,423	
Inglewood	NC		55,016		60,754		NC		69,050	
La Cañada	62,394		65,826		NC		73,503		NC	
Las Virgenes	57,129		60,422		63,390		64,649		74,460	
Long Beach	65,703		73,336		73,338		73,340		80,591	
Los Angeles	59,111		67,972		70,124		NC		76,331	
Lynwood	62,324	z	62,324	z	63,519	z	NC		76,142	z
Manhattan Beach	63,155		63,155		63,159		64,897		77,321	
Monrovia	57,572	z	57,572	z	57,572	z	NC		68,795	z
Montebello	NC		60,125		64,406		69,038	f	84,254	
Norwalk-La Mirada	69,345		69,345		72,812		72,812		85,645	
Palos Verdes	58,812		65,071		66,759		66,759		74,281	
Paramount	73,292		73,292		76,957		80,801		89,211	
Pasadena	64,658	z	64,658	z	NC		NC		NC	
Pomona	59,841	t	62,519	t	67,692	z	NC		77,638	t
Redondo Beach	67,023		67,023		67,025		67,172		80,032	
Rowland	61,987	z	67,618	z	NC		69,676	z	NC	
San Gabriel	54,976		60,884		60,884		63,838		75,236	
San Marino	NC		63,157		64,058		NC		71,082	
Santa Monica-Malibu	61,560		61,560		62,470		NC		74,846	
South Pasadena	53,985		53,985		62,077		62,077		76,277	
Temple City	55,613	z	70,970	z	70,976	z	70,979	z	78,130	z
Torrance	62,009		65,097		65,097		67,068		75,740	

Quick Raise of a Hand...

How do you make ends meet?

- Self sustained with current salary?
- Help from a Spouse/Partner?
- A Side Hustle?
- Cut back on family budget?

SGTA Next Steps:

- Attend April 28th School Board Meeting
- Arrive at 6:30 for 7:00 meeting start time
- Wear your SGTA shirt
- 1% Educator Raise = 99% DISRESPECT
- BRAINSTORM OTHER IDEAS…
- Wear black armbands

Direct & punchy

- “1% Respect Isn’t Enough.”
- “We Teach 100%. We Deserve More Than 1%.”
- “A 1% Raise = A 99% Disrespect.”

More emotional

- “Invest in Educators, Not Excuses.”
- “Our Work Shapes Futures—Value It.”
- “Students Deserve Supported Teachers.”

Slightly sharper / protest tone

- “You Can’t Educate on 1%.”
- “Fair Pay for Essential Work.”
- “Stop Short Changing Our Classrooms.”

Signs will be available for the Board meeting

Just a few ideas….

Respectful but pointed

- “Support Educators. Strengthen Our Schools.”
- “A 1% Raise Doesn’t Meet the Moment.”
- “Invest in Teachers, Invest in Student Success.”

Accountability-focused

- “Budget Choices Reflect Priorities—Choose Educators.”
- “Retention Requires Respect—and Fair Pay.”
- “Strong Schools Start with Supported Staff.”

More direct (without being inflammatory)

- “1% Isn’t Competitive. Our Schools Should Be.”
- “You Can’t Retain Excellence on 1%.”
- “Fair Compensation Is a Board Responsibility.”

Collaborative tone

- “Let’s Build a Contract That Supports Classrooms.”
- “Partner With Educators for Real Solutions.”
- “Together for Stronger Schools—and Fair Pay.”

ORGANIZING

We need SGTA members to become LEADERS and ORGANIZE in 2026-2027!

SGTA will pay to send you to
CTA Summer Institute
July 15 - 19

Institute for Organizing

District offer stands at

1%

Your Absence and Silence will be taken as your approval.

We need your support. .

Thank you for your support

Your SGTA Negotiations Team

Negotiations Co-Chairs: Tony Phoung and Terri Hopper

Members: Dena Dragoo, Carol Thompson, Rawya Hitti, Adrienne Reible, Andres Diosdado