5/14/26
2:30 pm

Memorandum of Understanding
San Gabriel Teacher's Association
and
San Gabriel Unified School District

Temporary Freeze on District Health and Welfare Contributions
Article XIV - Health and Welfare Benefits
2026-2027 Plan Year

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

1. For the plan year effective October 1, 2026, through September 30, 2027, the District's maximum monthly contribution toward health and welfare premiums shall be temporarily frozen at the rates in effect as of September 30, 2026.

2. This one-year freeze will be applied to all tiers, including the contribution levels for unit members hired after July 1, 2024.

3. The floating cap structure described in Article XIX of the Collective Bargaining Agreement shall resume on October 1, 2027, unless otherwise negotiated.

This MOU shall expire in full without precedent on October 1, 2027.

The undersigned represent that they are authorized to execute this MOU.

For SGUSD:

Ross Perry
Assistant Superintendent, Human Resources

For SGTA:

Lisa Durandette
SGTA President

Tony Phuong
SGTA Negotiations Co-Chair

Terri Hopper
SGTA Negotiations Co-Chair