SGTA Contract

Tentative Agreement

May 20, 2026

Salary

Article XVII, Salary

- Effective July 1, 2026, **2.75% on schedule** salary increase. This increase is not inclusive of the 0.75% on schedule increase already in effect for July 1, 2026.
- This brings your salary increase as of 7/1/26 to **3.5%**

TEACHER SALARY SCHEDULE (T)
DRAFT July 1, 2026 - June 30, 2027

STEPS	COL A BA	COL B BA + 15	COL C BA + 30 or Credential *	COL D BA + 45 or MA	COL E BA + 60 or MA + 15	COL F BA + 60 + MA OR MA + 30
~~1~~	~~52,487~~	~~55,636~~	~~58,785~~	~~61,935~~	~~65,084~~	~~68,233~~
~~2~~	~~55,547~~	~~58,696~~	~~61,845~~	~~64,995~~	~~68,144~~	~~71,293~~
3	58,607	61,756	64,905	68,055	71,204	74,353
4	61,667	64,816	67,965	71,115	74,264	77,413
5	64,727	67,876	71,025	74,175	77,324	80,473
6	67,787	70,936	74,085	77,235	80,384	83,533
7	70,847	73,996	77,145	80,295	83,444	86,593
8	73,907	77,056	80,205	83,355	86,504	89,653
9		80,116	83,265	86,415	89,564	92,713
10		83,176	86,325	89,475	92,624	95,773
11			89,385	92,535	95,684	98,833
12			92,445	95,595	98,744	101,893
13				98,676	101,825	104,974
15			95,505	101,736	107,945	114,154
16			96,451	102,682	108,891	115,100
17			97,397	103,628	109,837	116,046
18			98,343	104,574	110,783	116,992
19			99,289	105,520	111,729	117,938
20			100,235	106,466	112,675	118,884
21			101,181	107,412	113,621	119,830
22			102,127	108,358	114,567	120,776
23			103,073	109,304	115,513	121,722
24			104,019	110,250	116,459	122,668
25			104,965	111,196	117,405	123,614
26			105,911	112,142	118,351	124,560
27			106,857	113,088	119,297	125,506
28			107,803	114,034	120,243	126,452
29			108,749	114,980	121,189	127,398

Additional stipends for special services as assigned and doctoral degree to be added to unit members placement on above schedule, and paid during contract year.

TEACHER - Hourly Rate $ 58.00 Effective August 1, 2026

DOCTORATE - For earned doctorate obtained after and upon compliance with rules for horizontal movement $520/year

Contract year for all new teachers 189 days/7 hours
Contract year for all continuing teachers 186 days/7 hours

The San Gabriel Unified School District grants up to twelve years of teaching experience credit.
Experience must have been within the last fifteen years.
Effective July 1, 2016, the minimum initial placement for new hires shall be Step 3.
The maximum entry step is 13.

* Applies to employees with a BA and a valid California preliminary credential.

Teacher salary schedule

SAN GABRIEL UNIFIED SCHOOL DISTRICT
SAN GABRIEL, CALIFORNIA

COUNSELOR SALARY SCHEDULE (Q)
DRAFT July 1, 2026 - June 30, 2027

STEPS	COL A BA	COL B BA + 15	COL C BA + 30 or Credential *	COL D BA + 45 or MA	COL E BA + 60 or MA + 15	COL F BA + 60 + MA OR MA + 30
~~1~~	~~58,077~~	~~62,616~~	~~66,054~~	~~69,693~~	~~73,131~~	~~76,670~~
~~2~~	~~62,415~~	~~65,954~~	~~69,493~~	~~73,031~~	~~76,570~~	~~80,108~~
3	65,854	69,392	72,931	76,470	80,008	83,547
4	69,292	72,831	76,369	79,908	83,447	86,985
5	72,730	76,269	79,808	83,346	86,885	90,424
6	76,169	79,707	83,246	86,785	90,323	93,862
7	79,607	83,146	86,684	90,223	93,762	97,300
8	83,046	86,584	90,123	93,661	97,200	100,739
9		90,022	93,561	97,100	100,638	104,177
10		93,461	96,999	100,538	104,077	107,615
11			100,438	103,976	107,515	111,054
12			103,876	107,415	110,953	114,492
13				110,877	114,415	117,954
15			107,314	114,315	121,291	128,268
16			108,335	115,336	122,312	129,289
17			109,355	116,356	123,332	130,309
18			110,376	117,377	124,353	131,330
19			111,396	118,397	125,373	132,350
20			112,417	119,418	126,394	133,371
21			113,437	120,438	127,414	134,391
22			114,458	121,459	128,435	135,412
23			115,478	122,479	129,455	136,432
24			116,499	123,500	130,476	137,453
25			117,519	124,520	131,496	138,473
26			118,540	125,541	132,517	139,494
27			119,560	126,561	133,537	140,514
28			120,581	127,582	134,558	141,535
29			121,601	128,602	135,578	142,555

Additional stipends for special services as assigned and doctoral degree to be added to unit members placement on above schedule.

COUNSELOR (190 days/7.5 hours) [May serve up to 6 additional days if principal determines a need]
10% of per diem x work year

DOCTORATE - For earned doctorate obtained after and upon compliance with rules for horizontal movement — $520/year

The San Gabriel Unified School District grants up to twelve years of teaching experience credit. Experience must have been within the last fifteen years.

The maximum entry step is 13.
Effective July 1, 2016, the minimum initial placement for new hires shall be Step 3.
* Applies to employees with a BA and a valid California preliminary credential.

Counselor salary schedule

SAN GABRIEL UNIFIED SCHOOL DISTRICT
SAN GABRIEL, CALIFORNIA

CTE TEACHER SALARY SCHEDULE (F)
DRAFT July 1, 2026 - June 30, 2027

STEPS	COL A Preliminary CTE Credential	COL B Clear CTE Credential	COL C BA + Clear CTE Credential
~~1~~	~~52,487~~	~~55,636~~	~~58,785~~
~~2~~	~~55,547~~	~~58,696~~	~~61,845~~
3	58,607	61,756	64,905
4	61,667	64,816	67,965
5	64,727	67,876	71,025
6	67,787	70,936	74,085
7	70,847	73,996	77,145
8	73,907	77,056	80,205
9		80,116	83,265
10		83,176	86,325
11			89,385
12			92,445
13			95,505

TEACHER - Hourly Rate 58.000 Effective August 1, 2026

DOCTORATE - For earned doctorate obtained after and upon compliance with rules for horizontal movement $520/year

Contract year for all new teachers 189 days/7 hours
Contract year for all continuing teachers 186 days/7 hours

The San Gabriel Unified School District grants up to twelve years of teaching experience credit.
Experience must have been within the last fifteen years.
Effective July 1, 2016, the minimum initial placement for new hires shall be Step 3.
The maximum entry step is 13.

CTE salary schedule

SAN GABRIEL UNIFIED SCHOOL DISTRICT
SAN GABRIEL, CALIFORNIA

LIBRARIAN/SCHOOL NURSE SALARY SCHEDULE (1)
DRAFT July 1, 2026 - June 30, 2027

STEPS	COL A BA	COL B BA + 15	COL C BA + 30 or Credential *	COL D BA + 45 or MA	COL E BA + 60 or MA + 15	COL F BA + 60 + MA OR MA + 30
~~1~~	~~57,736~~	~~61,200~~	~~64,664~~	~~68,128~~	~~71,593~~	~~75,057~~
~~2~~	~~61,102~~	~~64,566~~	~~68,030~~	~~71,494~~	~~74,959~~	~~78,423~~
3	64,468	67,932	71,396	74,860	78,325	81,789
4	67,834	71,298	74,762	78,227	81,691	85,155
5	71,200	74,664	78,128	81,593	85,057	88,521
6	74,566	78,030	81,494	84,959	88,423	91,887
7	77,932	81,396	84,860	88,325	91,789	95,253
8	81,298	84,762	88,226	91,691	95,155	98,619
9		88,128	91,592	95,057	98,521	101,985
10		91,494	94,958	98,423	101,887	105,351
11			98,324	101,789	105,253	108,717
12			101,690	105,155	108,619	112,083
13				108,544	112,008	115,472
15			105,056	111,910	118,740	125,570
16			106,097	112,951	119,781	126,611
17			107,137	113,991	120,821	127,651
18			108,178	115,032	121,862	128,692
19			109,218	116,072	122,902	129,732
20			110,259	117,113	123,943	130,773
21			111,299	118,153	124,983	131,813
22			112,340	119,194	126,024	132,854
23			113,380	120,234	127,064	133,894
24			114,421	121,275	128,105	134,935
25			115,461	122,315	129,145	135,975
26			116,502	123,356	130,186	137,016
27			117,542	124,396	131,226	138,056
28			118,583	125,437	132,267	139,097
29			119,623	126,477	133,307	140,137

Additional stipends for special services as assigned and doctoral degree to be added to unit members placement on above schedule, and paid during contract year.

LIBRARIAN (194 days/7.5 hours)

DOCTORATE - For earned doctorate obtained after and upon compliance with rules for horizontal movement — $520/year

The maximum entry step is 13.

* Applies to employees with a BA and a valid California preliminary credential.

Librarian and school nurse salary schedule

SAN GABRIEL UNIFIED SCHOOL DISTRICT
SAN GABRIEL, CALIFORNIA

SPEECH PATHOLOGY SALARY SCHEDULE (R)
DRAFT July 1, 2026 - June 30, 2027

STEPS	COL D
~~1~~	~~77,016~~
~~2~~	~~80,120~~
3	83,242
4	86,356
5	89,469
6	92,582
7	95,695
8	98,809
9	101,922
10	105,035
11	108,148
12	111,261
13	114,396
15	126,848
16	127,770
17	128,691
18	129,613
19	130,534
20	131,456
21	132,377
22	133,299
23	134,220
24	135,142
25	136,063
26	136,985
27	137,906
28	138,828
29	139,749

DOCTORATE - For earned doctorate obtained after and upon compliance with rules for horizontal movement — $ 104 per month

National Certificate of Clinical Competence (CCC) from the American Speech- Language-Hearing Association (ASHA) for Speech & Lang. Pathologist — $4,000/year

Effective July 1, 2016, the minimum initial placement for new hires shall be Step 3.

Work Year 186 Days/7.5 hours

Speech Pathologist salary schedule

SAN GABRIEL UNIFIED SCHOOL DISTRICT
SAN GABRIEL, CALIFORNIA

ADAPTIVE PE SALARY SCHEDULE (H)
DRAFT July 1, 2026 - June 30, 2027

STEPS	COL A BA	COL B BA + 15	COL C BA + 30 or Credential *	COL D BA + 45 or MA	COL E BA + 60 or MA + 15	COL F BA + 60 + MA OR MA + 30
~~1~~	~~53,400~~	~~56,604~~	~~59,808~~	~~63,012~~	~~66,216~~	~~69,420~~
~~2~~	~~56,513~~	~~59,717~~	~~62,921~~	~~66,125~~	~~69,329~~	~~72,533~~
3	59,626	62,830	66,034	69,238	72,442	75,646
4	62,740	65,944	69,148	72,352	75,556	78,760
5	65,853	69,057	72,261	75,465	78,669	81,873
6	68,966	72,170	75,374	78,578	81,782	84,986
7	72,079	75,283	78,487	81,691	84,895	88,099
8	75,193	78,397	81,601	84,805	88,009	91,213
9		81,510	84,714	87,918	91,122	94,326
10		84,623	87,827	91,031	94,235	97,439
11			90,940	94,144	97,348	100,552
12			94,053	97,257	100,461	103,665
13				100,392	103,596	106,800
15			97,166	103,505	109,822	116,139
16			98,088	104,427	110,744	117,061
17			99,009	105,348	111,665	117,982
18			99,931	106,270	112,587	118,904
19			100,852	107,191	113,508	119,825
20			101,774	108,113	114,430	120,747
21			102,695	109,034	115,351	121,668
22			103,617	109,956	116,273	122,590
23			104,538	110,877	117,194	123,511
24			105,460	111,799	118,116	124,433
25			106,381	112,720	119,037	125,354
26			107,303	113,642	119,959	126,276
27			108,224	114,563	120,880	127,197
28			109,146	115,485	121,802	128,119
29			110,067	116,406	122,723	129,040

DOCTORATE - For earned doctorate obtained after and upon compliance with rules for horizontal movement — $ 104 per month

Effective July 1, 2016, the minimum initial placement for new hires shall be Step 3.

Work Year 186 Days/7 hours

Adaptive PE salary schedule

Hourly rate

- Effective August 1, 2026, increase certificated hourly rate from $50 to $58.

Off schedule payment

- For the 2026-2027 school year, unit members shall receive **a one-time, non-recurring, off-schedule salary payment equal to 0.25%** of their 2026-2027 annual base salary.
  a. This payment shall be calculated based on the unit member's placement on the salary schedule as of July 1, 2026, after the 3.5% (2.75% + 0.75%) on-schedule increase is applied.
  b. To be eligible for this payment, the unit member must be in active paid status or on an approved leave of absence at the time of payment.
  c. This one-time payment shall not be added to the base salary schedule and will not be used for the purpose of calculating any future salary increases.

Unfold steps 15-28

Effective July 1, 2026, the District shall eliminate biennial (every-other-year) movement for unit members by implementing interim even-numbered steps from step 15 and above. This ensures that once a unit member reaches Step 15, they shall advance one vertical step annually for each year of service.

Calculation and Implementation (Effective July 1, 2026)

- Calculation and Implementation (Effective July 1, 2026): The District shall implement Steps 16, 18, 20, 22, 24, 26, and 28. The salary for each new interim step shall be the exact midpoint (arithmetic mean) between the preceding and succeeding odd-numbered steps.

Future Annual Interim Steps

- Effective July 1, 2027: Step 30 (midpoint of 29 and the future step 31).
- Effective July 1, 2028: Step 32 (midpoint of 31 and 33) shall be added.
- Effective July 1, 2029: Step 34 (midpoint of 33 and 35) shall be added.

Wait Period (Steps 13 to 15)

- Unit members shall continue to move biennially from Step 13 to Step 15. Annual vertical movement shall commence only upon the unit member reaching Step 15.

Article XIX, Health and Welfare Benefits (Adding the MOU to the CBA)

- Section F, Retiree Medical Benefits:

~~1.~~ 1. Bargaining unit members who retire between the ages of ~~60~~ 57-65 with a minimum of 20 years of service credit with CalSTRS and at least five (5) full years of consecutive service with the District shall be eligible to receive District-paid coverage for the lowest-cost single-party medical plan available at the time of separation. This benefit shall continue until the unit member reaches age 65. ~~qualify for one (1) year of District-paid benefits for every five (5) years of full-time District service for a period not to exceed five (5) years.~~

continued…

2. Retiree medical benefits shall cover the value of the lowest cost single member medical plan only, at the time of retirement. If a member chooses to participate in a higher value plan, the member will be responsible for the difference.

3. If a unit member is eligible or becomes eligible during this ~~the five-year~~ period for Medicare/Medical Plans A and B, they are ~~he/she is~~ required to sign up for that plan and will no longer receive district medical coverage.

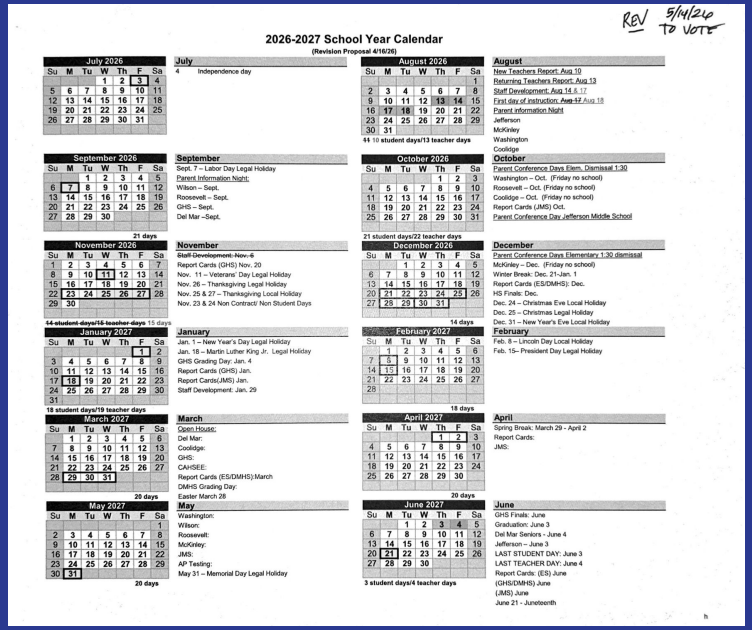
4, The unit member must be covered under a negotiated medical insurance plan at the time of retirement.

5. The District's contribution toward medical coverage shall only apply if the former unit member is not eligible for medical coverage through their own direct employment.

6. Dental and/or vision coverage for either the retired unit member or his or her dependents is not covered and will be available under COBRA. 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.

Calendar

Revise 26/27 Calendar to move NOVEMBER PD day to the beginning of the school year before school starts



REV 5/14/26 TO VOTE

2026-2027 School Year Calendar

(Revision Proposal 4/16/26)

July 2026

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

July
4 Independence day

August 2026

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

~~11~~ 10 student days/13 teacher days

August
New Teachers Report: Aug 10
Returning Teachers Report: Aug 13
Staff Development: Aug 14 & 17
First day of instruction: ~~Aug 17~~ Aug 18
Parent information Night
Jefferson
McKinley
Washington
Coolidge

September 2026

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

21 days

September
Sept. 7 – Labor Day Legal Holiday
Parent Information Night:
Wilson – Sept.
Roosevelt – Sept.
GHS – Sept.
Del Mar –Sept.

October 2026

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

21 student days/22 teacher days

October
Parent Conference Days Elem. Dismissal 1:30
Washington – Oct. (Friday no school)
Roosevelt – Oct. (Friday no school)
Coolidge – Oct. (Friday no school)
Report Cards (JMS) Oct.
Parent Conference Day Jefferson Middle School

November 2026

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

~~14 student days/15 teacher days~~ 15 days

November
~~Staff Development: Nov. 6~~
Report Cards (GHS) Nov. 20
Nov. 11 – Veterans' Day Legal Holiday
Nov. 26 – Thanksgiving Legal Holiday
Nov. 25 & 27 – Thanksgiving Local Holiday
Nov. 23 & 24 Non Contract/ Non Student Days

December 2026

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

14 days

December
Parent Conference Days Elementary 1:30 dismissal
McKinley – Dec. (Friday no school)
Winter Break: Dec. 21-Jan. 1
Report Cards (ES/DMHS): Dec.
HS Finals: Dec.
Dec. 24 – Christmas Eve Local Holiday
Dec. 25 – Christmas Legal Holiday
Dec. 31 – New Year's Eve Local Holiday

January 2027

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

18 student days/19 teacher days

January
Jan. 1 – New Year's Day Legal Holiday
Jan. 18 – Martin Luther King Jr. Legal Holiday
GHS Grading Day: Jan. 4
Report Cards (GHS) Jan.
Report Cards(JMS) Jan.
Staff Development: Jan. 29

February 2027

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

18 days

February
Feb. 8 – Lincoln Day Local Holiday
Feb. 15– President Day Legal Holiday

March 2027

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

20 days

March
Open House:
Del Mar:
Coolidge:
GHS:
CAHSEE:
Report Cards (ES/DMHS):March
DMHS Grading Day:
Easter March 28

April 2027

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

20 days

April
Spring Break: March 29 - April 2
Report Cards:
JMS:

May 2027

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

20 days

May
Washington:
Wilson:
Roosevelt:
McKinley:
JMS:
AP Testing:
May 31 – Memorial Day Legal Holiday

June 2027

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

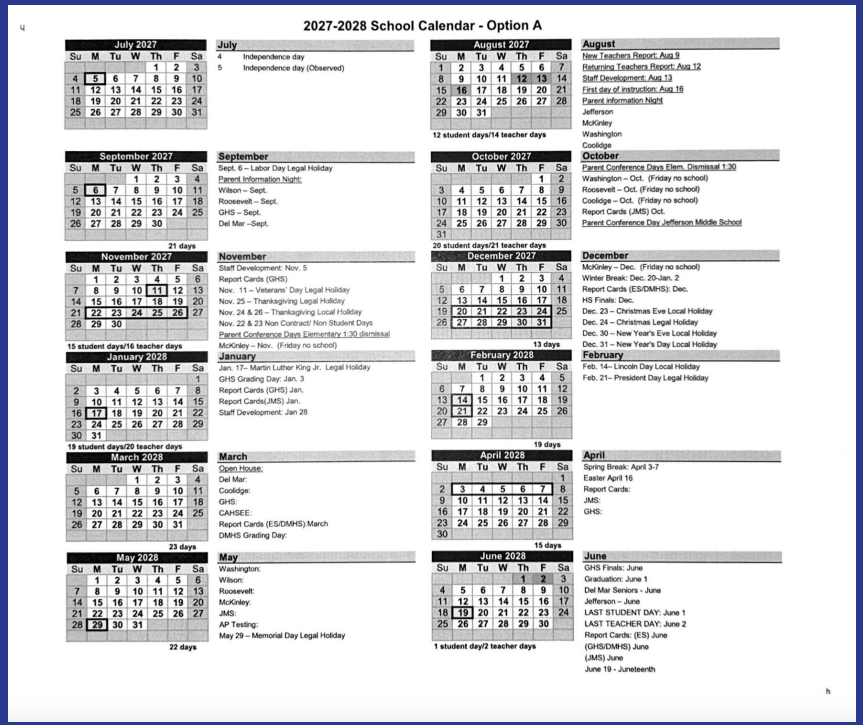
3 student days/4 teacher days

June
GHS Finals: June
Graduation: June 3
Del Mar Seniors – June 4
Jefferson – June 3
LAST STUDENT DAY: June 3
LAST TEACHER DAY: June 4
Report Cards: (ES) June
(GHS/DMHS) June
(JMS) June
June 21 - Juneteenth

- **If approved, the 2026/27 Back to School schedule would be as follows:
- 8/13 AM-Back to School Breakfast and SGTA meeting at GHS, PM-Work in classrooms
- 8/14 Staff Development at JMS all day
- 8/17 AM Principal's PD/Staff meeting, PM Mandated Reporter Training

Calendar - option A

New calendar options for 27/28



2027-2028 School Calendar - Option A

July 2027

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

July

4 Independence day
5 Independence day (Observed)

August 2027

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

12 student days/14 teacher days

August

New Teachers Report: Aug 9
Returning Teachers Report: Aug 12
Staff Development: Aug 13
First day of instruction: Aug 16
Parent information Night
Jefferson
McKinley
Washington
Coolidge

September 2027

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

21 days

September

Sept. 6 – Labor Day Legal Holiday
Parent Information Night:
Wilson – Sept.
Roosevelt – Sept.
GHS – Sept.
Del Mar –Sept.

October 2027

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

20 student days/21 teacher days

October

Parent Conference Days Elem. Dismissal 1:30
Washington – Oct. (Friday no school)
Roosevelt – Oct. (Friday no school)
Coolidge – Oct. (Friday no school)
Report Cards (JMS) Oct.
Parent Conference Day Jefferson Middle School

November 2027

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

15 student days/16 teacher days

November

Staff Development: Nov. 5
Report Cards (GHS)
Nov. 11 – Veterans' Day Legal Holiday
Nov. 25 – Thanksgiving Legal Holiday
Nov. 24 & 26 – Thanksgiving Local Holiday
Nov. 22 & 23 Non Contract/ Non Student Days
Parent Conference Days Elementary 1:30 dismissal
McKinley – Nov. (Friday no school)

December 2027

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

13 days

December

McKinley – Dec. (Friday no school)
Winter Break: Dec. 20-Jan. 2
Report Cards (ES/DMHS): Dec.
HS Finals: Dec.
Dec. 23 – Christmas Eve Local Holiday
Dec. 24 – Christmas Legal Holiday
Dec. 30 – New Year's Eve Local Holiday
Dec. 31 – New Year's Day Local Holiday

January 2028

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

19 student days/20 teacher days

January

Jan. 17– Martin Luther King Jr. Legal Holiday
GHS Grading Day: Jan. 3
Report Cards (GHS) Jan.
Report Cards(JMS) Jan.
Staff Development: Jan 28

February 2028

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

19 days

February

Feb. 14– Lincoln Day Local Holiday
Feb. 21– President Day Legal Holiday

March 2028

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

23 days

March

Open House:
Del Mar:
Coolidge:
GHS:
CAHSEE:
Report Cards (ES/DMHS),March
DMHS Grading Day:

April 2028

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

15 days

April

Spring Break: April 3-7
Easter April 16
Report Cards:
JMS:
GHS:

May 2028

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

22 days

May

Washington:
Wilson:
Roosevelt:
McKinley:
JMS:
AP Testing:
May 29 – Memorial Day Legal Holiday

June 2028

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

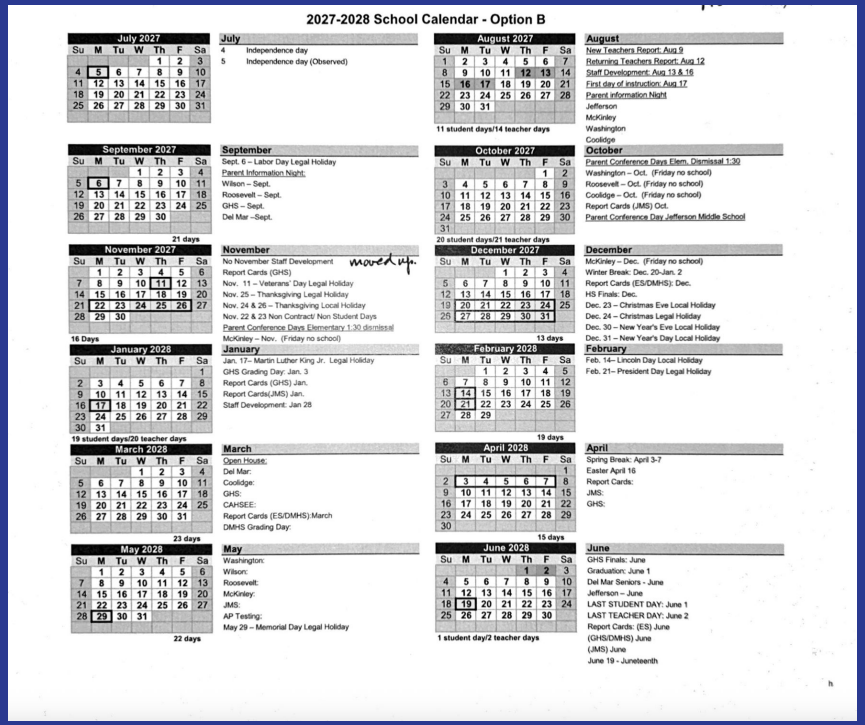
1 student day/2 teacher days

June

GHS Finals: June
Graduation: June 1
Del Mar Seniors - June
Jefferson – June
LAST STUDENT DAY: June 1
LAST TEACHER DAY: June 2
Report Cards: (ES) June
(GHS/DMHS) June
(JMS) June
June 19 - Juneteenth

Calendar - option B

New calendar options for 27/28



2027-2028 School Calendar - Option B

July 2027

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

July
4 Independence day
5 Independence day (Observed)

August 2027

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

11 student days/14 teacher days

August
New Teachers Report: Aug 9
Returning Teachers Report: Aug 12
Staff Development: Aug 13 & 16
First day of instruction: Aug 17
Parent information Night
Jefferson
McKinley
Washington
Coolidge

September 2027

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

21 days

September
Sept. 6 – Labor Day Legal Holiday
Parent Information Night:
Wilson – Sept.
Roosevelt – Sept.
GHS – Sept.
Del Mar –Sept.

October 2027

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

20 student days/21 teacher days

October
Parent Conference Days Elem. Dismissal 1:30
Washington – Oct. (Friday no school)
Roosevelt – Oct. (Friday no school)
Coolidge – Oct. (Friday no school)
Report Cards (JMS) Oct.
Parent Conference Day Jefferson Middle School

November 2027

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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

16 Days

November
No November Staff Development moved up.
Report Cards (GHS)
Nov. 11 – Veterans' Day Legal Holiday
Nov. 25 – Thanksgiving Legal Holiday
Nov. 24 & 26 – Thanksgiving Local Holiday
Nov. 22 & 23 Non Contract/ Non Student Days
Parent Conference Days Elementary 1:30 dismissal
McKinley – Nov. (Friday no school)

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Jan. 17– Martin Luther King Jr. Legal Holiday
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February 2028

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20	21	22	23	24	25	26
27	28	29				

19 days

February
Feb. 14– Lincoln Day Local Holiday
Feb. 21– President Day Legal Holiday

March 2028

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5	6	7	8	9	10	11
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26	27	28	29	30	31	

23 days

March
Open House:
Del Mar:
Coolidge:
GHS:
CAHSEE:
Report Cards (ES/DMHS):March
DMHS Grading Day:

April 2028

Su	M	Tu	W	Th	F	Sa
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

15 days

April
Spring Break: April 3-7
Easter April 16
Report Cards:
JMS:
GHS:

May 2028

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

22 days

May
Washington:
Wilson:
Roosevelt:
McKinley:
JMS:
AP Testing:
May 29 – Memorial Day Legal Holiday

June 2028

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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

1 student day/2 teacher days

June
GHS Finals: June
Graduation: June 1
Del Mar Seniors - June
Jefferson – June
LAST STUDENT DAY: June 1
LAST TEACHER DAY: June 2
Report Cards: (ES) June
(GHS/DMHS) June
(JMS) June
June 19 - Juneteenth

NEW SPED/EL article

ARTICLE XI
SPECIAL EDUCATION AND ENGLISH LEARNERS

- Special Education Days of Work
- Special Education Professional Development
- SPED RSP Class Size, Staffing Ratios, & Staff Support
- Documentation of Balanced Enrollment and Specialized Support Sections
- Supporting Students with IEPs in General Education Classrooms
- Individualized Education Programs (IEPs)
- Case Management Support (IEP planning, assessment, and progress monitoring)
- IEP Student Placement & Support

**SEE EMAIL FOR SPECIFICS

In order to negotiate ALL of these gains for you, we have to temporarily compromise on Health care premiums with an MOU.

In our last survey, 68% of you said you'd prefer a higher salary and would pay a small portion of your Healthcare benefits to get a higher salary increase.

The cost of premiums to the district will increase over 9% for next year.

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

What does this mean?

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. During this period, the District’s contribution will not adjust to cover premium increases.

4. 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

Health & Welfare - One Year Contribution Freeze

- **The Agreement:** For the 2026-27 plan year, the District’s maximum monthly contribution (the "Cap") remains at the levels in effect on Sept. 30, 2026.
- **Temporary in Nature:** This is a one-year pause. The "Floating Cap" structure (Article XIX) is scheduled to resume on October 1, 2027.
- **No Precedent:** This MOU expires in full on Oct. 1, 2027, and does not permanently change your contract rights.

Important Payroll and Deduction Details

- **New Deduction Start Date:** If your plan cost exceeds the frozen cap, you will see the first updated deduction on your **October 30, 2026** paycheck.
- **10-Month Deduction Cycle:** Although the benefit plan covers 12 months, the employee share is collected over **10 paychecks** (October through September).
  - **Oct. 30 – June 30:** 9 monthly deductions.
  - **July & August:** No deductions (for 10-month employees).
  - **Sept. 30, 2027:** The 10th and final deduction of the "frozen" plan year.
- **Why the Change?** Because the District Cap is staying the same while insurance carrier rates may rise, some members who previously paid $0 will now have a monthly contribution, and those already paying will see their monthly contribution increase.

We signed a ONE YEAR MOU.

If you have a two-party or family PPO or if you have a FAMILY HMO, you will contribute a small amount to your health care - **PRE-TAX**
FOR ONE YEAR ONLY.

Example DRAFT only

a		*District costs*	**PPO**	**HMO**	**PPO**	**HMO**	**$27,448.80**	PPO	HMO	HMO
		Medical	*Dental/vision*	*Dental/vision*	*total*	*Total*	*Difference*	***Per paycheck***	*Diff*	***per paycheck***
2 Party	Blue Shield PPO	$29,880.00	$1,406.40	$724.20	$31,286.40	$30,604.20	$3,837.60	**$383.76**	$3,155.40	$315.54
Family	Blue Shield PPO	$42,240.00	$1,406.40	$724.20	$43,646.40	$42,964.20	$16,197.60	**$1,619.76**	$15,515.40	$1,551.54
	Blue Shield HMO	$29,100.00	$1,406.40	$724.20	$30,506.40	$29,824.20	$3,057.60	**$305.76**	$2,375.40	$237.54
	Kaiser	$28,200.00	$1,406.40	$724.20	$29,606.40	$28,924.20	$2,157.60	**$215.76**	$1,475.40	$147.54

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