San Gabriel Unified School District
Tentative Agreement with
San Gabriel Teachers Association
May 14, 2026

**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.

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

- 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.

- Section D, Vertical Movement - Add D.4

  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):** 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 (Step 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**

- See Separate MOU Proposal for a Temporary One-Year Freeze on the District Health and Welfare Contributions.

- Section F, Retiree Medical Benefits:
  ~~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

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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.~~

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.

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Date: 5/14/26