

District Counter-Proposal #1

March 17, 2026

10:47am

Article XVII, Salary

- 0.75% on schedule salary increase effective July 1, 2026.

Article VII, Hours of Work

- Update Article VII Section H “Banking Minutes” to read:
Each elementary school will dismiss students weekly at 1:00 PM on Wednesdays. Teachers will participate in Banking Minutes activities as defined by the school site for the last two hours of contractual time. Each individual school site will determine how these minutes will be used. The District Office will not utilize this time to hold District meetings except **for the professional learning sessions described below**, or as described in Special Education Article XI, Section B. The following activities will take place each month:
 - Staff Meeting
 - Protected time for curriculum design
 - Grade Level Meetings
 - Professional development **aligned to the District’s identified focus areas and common areas of growth in order to promote coherence across school sites and the District. Such professional development may include collaborative learning experiences designed to strengthen instructional practice, advance key initiatives, and support effective site-based implementation. In collaboration with the District, the site principal shall determine the content of these sessions after considering input from staff, relevant site and District data, and the District’s vision for continuous improvement.**
- Section J, Calendar:
For the 2026-2027 and 2027-2028 School Years, move the January District-Wide Professional Development day from January to the beginning of the school year. Add additional holiday in the Spring in observance of Cesar Chavez Day.

Article VIII, Transfers

- Update Article VIII, Section B.3 “Voluntary Transfers” to read:
The District shall fill vacancies based upon legitimate education program-related needs of the District, and such decisions shall not be made for vindictive, capricious or arbitrary reasons. When considering unit member(s) for a vacancy, the following criteria shall be considered in the following order:
 - a) Proper Credential
 - b) Satisfactory evaluations
 - c) Where applicable, subject area major/ minor
 - d) Where applicable, certification, specific expertise in a particular discipline or specific abilities in an area required for the opening

- e) District seniority when above factors are substantially equal

***Note regarding Article XI (Special Education and English Learners)**

The District is currently reviewing SGTA's proposals regarding Article XI. The District values the importance of these topics and intends to provide a response/counter-proposal at a future negotiation session once the fiscal and operational impacts have been fully analyzed.