

Tentative Agreement Signed for 2025-26 Reopener Negotiations

4.5% wage increase!

We are ecstatic to announce that negotiations were extremely productive today, resulting in a tentative agreement on wages and health and welfare benefits. **These negotiations are the product of our collective efforts to build power, win a pro-educator school board majority, and increase member involvement in our union!**

Summary of the Tentative Agreement

[Click here to read the entire tentative agreement.](#)

Salaries are increasing!

- The total wage increase for next school year (effective July 1, 2025) will be 4.5%. (2.5% of this increase is due to health care savings.) New salaries will be reflected on your first paycheck for the 25-26 school year.

Healthcare savings achieved = Higher Salary Increase!

- GTA and GUSD agreed to switch to Self Insured Schools of California (SISC) for health and welfare benefits, creating a cost savings for GUSD of \$6,834,901.60 which will be converted to wages. Members will continue to have a choice between Blue Shield HMO and Blue Shield PPO, with the new addition of a Kaiser Permanente HMO plan. There will be an all bargaining unit member informational meeting about these changes on April 28, 2025 at 7:00 PM.
- GTA and GUSD agreed to reset the maximum the District contributes to your health benefits to \$30,196.80, which is 8% above the cost of the new SISC Blue Shield PPO Family plan. This ensures that premium free healthcare for GTA members will continue next school year while providing GUSD reassurance that the cost savings from switching to SISC will materialize. The district's maximum contribution will continue to rise by 8% each year.
- These healthcare changes are responsible for slightly more than half of our wage gains in this agreement.

Summer school wages are increasing!

- GTA bargaining unit members who teach summer school shall now receive their daily rate of pay (either half day or full day depending on the length of their summer school assignment) in accordance with Article 7, Section 1d.

Temporary Fix for a Select Number of Retirees with Special Circumstances

- Members over the age of 55 who did not work full time consistently during the past 10 years may retire before July 23 with benefits. This is a temporary agreement meant to

address the concerns of a small number of members who were not aware of this eligibility restriction when they accepted part time work.

Guaranteed Prep Time for Service Providers!

- We reached a tentative agreement that includes guaranteed preparation time for Visual Impairment Specialists, Orientation Mobility, Assistive Technology, and other bargaining unit members whose wages are computed according to Appendix J and were not previously guaranteed prep time.

Next year (2025-26) reopener negotiations are done!

Next Steps

Outstanding Issues

GUSD and GTA are still negotiating over the extension of the Extended Day Kindergarten Memorandum of Understanding and the CDCC TK Memorandum of Understanding. No agreement was reached on these issues, but you can review the proposals that were exchanged by GTA and GUSD by clicking [here](#). Our next bargaining session is scheduled for May 14, 2025.

Additional items from the bargaining survey will be brought to the table during our next negotiations cycle, which we agreed will begin in Fall/Winter 2025.

Pre-Ratification Informational Meeting & Health and Welfare Benefits Meeting

Monday, April 28, 2025 at 7:00 PM via Zoom

This meeting will involve a presentation about all items in the tentative agreement including a detailed analysis about the changes to healthcare vendors. You will have opportunities to ask questions.

You can register for the Pre-Ratification meeting by [clicking here](#). More information about the ratification timeline will be sent in a separate email.

 **GTA's Bargaining Team** 

Sarah Morrison (Chairperson), Emily Rogers (Secretary), Angelina Thomas, Maggie Malone, Alice Petrossian, Collin Sasse, Roxana Castro, and Alex Moore (CTA)