

**TENTATIVE AGREEMENT BETWEEN GHC AND UTLA**  
**July 1, 2025 – June 30, 2028**

Subject to the re-openers expressly provided for in this Agreement, this Agreement resolves negotiations for the period beginning July 1, 2025, and ending June 30, 2028, between Granada Hills Charter (“GHC”) and United Teachers Los Angeles (“UTLA”).

The parties agree that, except as modified, amended, or superseded by the provisions of this 2025–2028 Agreement, all terms and conditions of the June 24, 2024 – June 30, 2025, Agreement between GHC and UTLA are hereby adopted, incorporated by reference, and shall remain in full force and effect for the duration of this Agreement.

Where a provision of this 2025–2028 Agreement conflicts with, modifies, or replaces a provision of the 2024–2025 Agreement, the language of this 2025–2028 Agreement shall control.

Upon ratification by the UTLA membership and adoption by the GHC Governing Board, GHC and UTLA shall work jointly to incorporate the provisions of this 2025–2028 Agreement into the existing collective bargaining agreement, replacing, amending, or superseding language from the 2024–2025 Agreement as necessary.

**Successor Agreement and Reopeners**

The parties may sunshine proposals for a successor collective bargaining agreement beginning in February 2028. In addition, on or after July 1, 2027, either party may sunshine reopeners limited to the following subjects:

- a. Additional salary compensation;
- b. Development of a framework for effective negotiations;
- c. Consideration of incorporation of recommendations from committees on Professional Development, Evaluation, Health Plans and Artificial Intelligence; and
- d. One additional Article selected by each party.

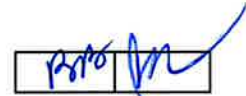
Any provisions not reopened, amended, replaced, or superseded shall remain in full force and effect until a successor agreement is negotiated between the parties.

**XX Teacher Evaluation, Professional Development, Evaluation Documents**

Teacher evaluation and professional development shall be aligned with California's current state-adopted Standards for the Teaching Profession (CSTP), Teacher Performance Expectations (TPEs), California content standards and frameworks. Evaluation documents shall be reviewed and updated, as necessary, to reflect revisions to these documents. GHC and UTLA shall work collaboratively to revise and update evaluation documents and related implementation materials as needed to maintain alignment with these changes and mutually agreed-upon revisions may be implemented without reopening the Agreement for full negotiations.

**XX Evaluation Timelines, Written Feedback, Support for Probationary Teachers**

Initial Planning Session (IPS) meetings shall be held on or before the end of September unless another date is agreed upon by the parties. All informal and formal observations shall be



completed no later than May 14, with the final evaluation meeting held on or before May 15 if that evaluation is overall below standard. Following each observation, administrators shall provide written feedback to the bargaining unit member within five working days or sooner. Evaluations shall support professional growth through timely, constructive feedback, that identifies strengths and general areas for development. For each year that a bargaining unit member remains in probationary status, administrators shall use established evaluation practices to assess overall proficiency and provide feedback indicating whether sufficient progress has been made toward permanent status. When additional development is required, the unit member shall be notified. Probationary unit members may voluntarily utilize a coaching tool developed collaboratively by Granada Hills Charter and GHC-UTLA.

### **XX Deadlines for Completion of Evaluation Tasks**

GHC shall complete all required evaluation tasks within the timelines set forth in this Agreement, including required observations, written feedback, the Final Evaluation Report, and the final evaluation meeting.

If GHC fails to complete any required observation by May 15, fails to issue a Final Evaluation Report by May 15, or fails to hold the final evaluation meeting by May 15, the affected unit member shall not receive an overall "Below Standard" evaluation rating for that evaluation cycle. If written feedback from an observation is not provided within five (5) working days as required by this Agreement, that observation and related feedback shall not be utilized as part of the evaluation process unless the parties mutually agree otherwise. In such cases, GHC may conduct an additional observation consistent with the timelines and procedures set forth in this Agreement. This provision shall not apply when the delay is caused by extraordinary circumstances, including but not limited to extended employee absence, emergency school closure, natural disaster, or the unit member's failure or refusal to schedule, attend, or participate in the required observation, conference, or evaluation meeting after reasonable notice. In such cases, the parties shall work in good faith to complete the evaluation process within a reasonable time.

### **XX Probationary Period**

- X) The standard probationary period for newly hired employees shall be three years, with the option to extend probation to a fourth year at the sole discretion of the school as described below.
- X) During their probationary period, teachers will complete courses and demonstrate proficiency in each of the Core Areas of instruction, as identified above.
- X) GHC will review the status of unit members in their third year of probation to determine whether to move them to permanent status.

### **XX Use of AI and Automated Tools**

GHC and UTLA recognize the importance of addressing the use of artificial intelligence and automated tools in both employee evaluation processes and classroom practice. The parties recognize that artificial intelligence and automated tools may support instructional planning, communication, operational efficiency, and professional practice when used appropriately and responsibly. Administrative staff and unit members remain responsible for ensuring that communications, instructional materials, feedback, evaluations, and interactions reflect appropriate professional judgment, human oversight, and authentic engagement. The parties agree to work collaboratively to develop clear expectations, safeguards, and guidance regarding the

Bob M

appropriate use of AI and automated tools by all staff. The parties shall work collaboratively in good faith to draft AI language by the end of December 2026.

**XX AI Related Miscellaneous**

GHC shall not use artificial intelligence, automation, software, vendors, contractors, or related technologies for the purpose or effect of replacing, reducing, transferring, subcontracting, or diminishing bargaining unit, positions, hours, compensation, assignments, or professional responsibilities.

**XX Meeting on the Four Pupil-Free Days**

Site administrators shall make a reasonable effort to limit time for professional development and meetings on the four pupil-free days to provide time for class and room preparation. Such meetings are not to exceed four (4) hours per day. Any extension beyond four (4) hours per day shall require written agreement by UTLA. Voluntary meetings shall not be used to avoid this limitation.


**XX Determination of Annual School Calendar**

Although the GHC Governing Board determines when school will be in session, the GHC governing board commits to working with UTLA to create a calendar that 1) includes the full week of Thanksgiving as non-instructional, non-work days for families, staff and bargaining unit members, 2) preserves a three-week Winter Break and 3) maintains a one-week Spring Break.

**XX Traveling Teachers**

For purposes of this provision, unit members shall be considered traveling teachers when they must provide instruction in more than one classroom. A unit member that shares a room during their preparation period but does not move to teach a class shall not be considered a traveling teacher. Teachers moving to accommodate an injured student shall not be considered a traveling teacher for the purposes of this provision.

The assignment of traveling teachers shall be made in an equitable manner across the school. Volunteers shall be given first priority for traveling assignments. In the absence of sufficient volunteers, assignments shall be made from among eligible bargaining unit members school-wide, excluding university interns, unit members in the Induction Program, and first-year teachers, and considering the specific classroom resources required for the course, and the educational needs of the program. A unit member who has completed one (1) full academic year, or two (2) non-consecutive semesters, of traveling assignments shall not be required to travel again until all other eligible unit members within the school have served. Every attempt shall be made for Teachers designated to travel to be given their preparation period at the end of their service day. Traveling teacher unit members with a preparatory period at the end of their day shall be able to check in with the main office ten minutes after the period has begun and, if not actively covering a class, shall be able to complete the conference period off-site. The unit member shall not be required to complete an additional onsite obligation if the unit member is assigned an auxiliary period. Every reasonable effort shall be made to arrange the schedule of traveling teachers to minimize physical demands and unnecessary movement.



**XX High School Onsite Obligation**

Full time teachers assigned an auxiliary class period may provide their preference for an onsite conference period and days they wish to serve to the Main Office staff. The Main Office staff will make a reasonable effort to accommodate their preference while ensuring that there is sufficient coverage to meet school needs. Unit members assigned an auxiliary class period shall serve their onsite conference period obligation the equivalent of fifty (50) days per academic year. The on-site schedule shall be developed after all instructional, preparation, and duty schedules are finalized for the applicable academic semester or academic year. GHC shall not impose rotating onsite schedules, consecutive-day onsite schedules, coverage weeks, or additional onsite conference obligations without mutual agreement from the unit member. Unit members shall submit preferred onsite conference days and periods before the start of each semester. GHC seniority and previous auxiliary conference assignments shall be the determining factors for granting scheduling preferences subject only to demonstrated coverage needs. Unit members with an onsite auxiliary obligation at the end of their day shall be able to check in with the main office ten minutes after the period has begun and, if not actively covering a class, shall be able to complete the conference period off-site.

**XX Determination of Grades.**

The grade to be given to any individual student shall be determined in the good faith professional judgment of the teacher and shall not be changed by GHC except in situations of clerical or mechanical mistake, fraud, bad faith, incompetency, or failure to comply with the then-current GHC grading policies, procedures and criteria adopted in accordance with Education Code Sections 49066 and 49067. The grade assigned to a student shall be determined in the good faith professional judgment of the teacher and based upon a variety of assessments, assignments, and demonstrations of student learning aligned to applicable state standards and course frameworks, including IB and AP requirements where applicable. A grade shall not be changed for any of the above reasons unless the responsible teacher has, to the extent practical, (a) been given prior notice and an opportunity to explain, verbally and/or in writing, the reasons for which the grade was given; and (b) been included in discussions relating to the change of grade. Claimed violations of this section are subject to the grievance procedures of this Agreement.

**XX Employment Verification, References, and Letters of Recommendation**

Upon request, GHC shall provide written verification of employment limited to dates of employment, position(s) held, and other basic employment information customarily provided for employment verification purposes. As a general practice, GHC administrators and representatives shall not provide evaluative comments, opinions, or informal statements regarding a unit member's performance, conduct, separation, or eligibility for rehire when responding to employment verification or reference inquiries. Upon request of the unit member, an administrator who supervised or evaluated the unit member may provide a letter of recommendation or professional reference. If that administrator is no longer employed by GHC, any reference shall be based on information contained in the unit member's most recent Stull evaluations and personnel file.

**XX Multiple Advanced Degrees**

Unit members may begin an approved additional master's degree program for placement on the Doctoral/Multiple Advanced Degree table no earlier than Step 12 or after completing twelve (12) years of full-time public-school service, whichever occurs first, in one of the following areas:



- Degrees that build academic content knowledge within any credential area;
- Degrees in education, teaching, or student service;
- Degrees in human and/or organizational service, development, and/or leadership.

Placement on the Multiple Degree/Doctorate salary table shall occur upon completion of the program and attainment of Step 15.

**Provision XXa** Unit members who have already begun an approved additional master's degree program for placement on the Doctoral/Multiple Advanced Degree table prior to July 1, 2022, shall remain eligible for placement on the Doctoral/Multiple Advanced Degree table effective following the adoption of this agreement. Provision 19.33a will sunset on June 30, 2028.

Deans and nurses may accept summer school assignments. If deans and nurses are required to work additional days during the summer, every effort will be made to schedule those required days at the beginning and end of the summer and to request volunteers or rotate those assignments for the unit members in the class to address the summer work responsibilities.

### **XX Conference Attendance Outside of Regular Work Year**

When GHC requests or requires a bargaining unit member's attendance at a conference, workshop, training, or professional development activity that occurs outside the unit member's regular workday or work year, including weekends, evenings, summer, or school breaks, the unit member shall receive either salary point credit in accordance with Article XIX or compensation at the Staff Training Rate for all required or requested attendance time not to exceed six (6) hours a day. If the activity is not eligible for salary point credit, or if the unit member elects not to seek salary point credit, the unit member shall be paid at the Staff Training Rate for all required or requested attendance time not to exceed six (6) hours a day. Unit members directed to take training courses as a result of poor performance or misconduct shall not be eligible for compensation. The school shall pay for any such training courses.

### **XX Out of Classroom Extended Work Year**

Consistent with the work year schedules and related salary bases maintained by GHC and negotiated between the parties, GHC may place a subset of out of classroom bargaining unit members on an eight (8) hour work day and/or year schedule, except where unit members are permitted to have a six (6) hour onsite obligation. The School will determine the extended work schedules based on the job category and the School's operational and instructional program needs. GHC will notify the class of unit members no later than May 15 of the extended work year schedule to which they have been assigned for the following school year, effective July 1. In cases where a change in assignment to an extended work year schedule is five (5) or more days, notice will be given by GHC by April 15. In cases where a change in assignment to an extended work year schedule is 4 or fewer days, notice will be given by GHC by May 15. Placement on a negotiated extended work year schedule may be reviewed annually by the class of unit members and the supervising administrator by May 15. If the meeting does not take place by May 15, no change to the extended work year schedule will be permitted unless mutually agreed to by the unit member or class and supervising administrator. If no concurrence is reached as to the appropriate placement, the GHC-UTLA Chapter Chair at the site shall be consulted. If, after this review, no concurrence is reached, assignment to an extended work schedule will be determined by the CEO/Superintendent. Unit members working an extended work year will be paid on the

corresponding extended work year salary schedule as applicable.

Additional work days beyond the extended work year schedule shall be paid as worked. These additional work year days may be scheduled with reasonable notice based on the operational needs of the School. In emergency or unforeseen operational circumstances, length of notice may be shortened given the emergency circumstances. Unit members may refuse offers made after May 15 of additional work days scheduled paid as worked, except in an emergency or unforeseen operational circumstances.

GHC shall maintain and make available a chart identifying each extended work year schedule, the number of additional work days, the corresponding paid work year, the typical classifications assigned to the schedule, and the general timing of the additional work days.

Effective July 1, 2026, the School shall establish three additional extended work year schedules consisting of ten (10), twenty (20), or twenty-five (25) work days beyond the regular work year. Placement on an extended work year schedule shall be made in accordance with the existing provisions of this Agreement governing placement and assignment. Assignment to one of the three new extended work year tables for the 2026-27 school year shall be upon mutual agreement of the administrator and unit members. Each out-of-classroom unit member category must vote separately, in an election conducted by UTLA. Movement to a new schedule shall require a unanimous vote of the unit members within that category on or before June 5, 2026. For the duration of this agreement, when transitioning to one of the new salary schedules, if a unit member's compensation would otherwise be lower on the new schedule, as determined by comparing the daily rate and including the base differential, the unit member shall receive annual adjustment sufficient to ensure the compensation is equal.


Calendar Name	Base Days	Additional Required Days	Holidays	Total Paid Days	Table
184 Certificated /R/	184	0	22	206	Base /R/
187 (5) Day Extended /R/	182	5	22	209	Base /R/
10 Day Extended*	182	10	22	214	Plus
197 (15) Day Extended /R/	182	15	22	219	Base /R/
20 Day Extended*	182	20	22	224	Plus
25 Day Extended*	182	25	22	229	Plus
212 (30) Day Extended /R/	182	30	22	234	Base /R/

\*Indicates a new salary schedule established with this agreement

/R/ Indicates an existing salary schedule that shall be removed effective July 1, 2027.

Effective July 1, 2027, the previous extended day tables shall be removed and no longer available for placement. The base table shall also be removed. All extended day unit members shall be placed on a table derived from the base plus table. Immediately after, the base plus table (the HS teacher table) shall be renamed the base table and shall be used as the base table for all items in the contract.

Compensation for extended work year schedules shall be established by multiplying the applicable daily rate on the Plus salary schedule by the number of extended work year days assigned. For purposes of this section, the daily rate shall be calculated by dividing the unit member's annual



salary by two hundred six (206) days, consisting of the one hundred eighty-four (184) day base calendar and twenty-two (22) paid holidays. The ten (10) day extended work year schedule shall consist of 214 paid days, the twenty (20) day extended work year schedule shall consist of 224 paid days, and the twenty-five (25) day extended work year schedule shall consist of 229 paid days.


Unit members assigned to an extended work year schedule may work an equivalent number of additional days as six (6) hour on-site obligation days corresponding to the unit member's extended work year assignment of ten (10), twenty (20), or twenty-five (25) additional work days. Such six (6) hour obligation days may be scheduled throughout the work year, typically on days when students are not on campus, based on the operational needs of the School. All remaining work days shall consist of an eight (8) hour on-site obligation. For extended work year days only, unit members shall accrue and utilize illness leave in six (6) hour increments. Illness leave accrual and utilization for all other work days shall continue to be based on eight (8) hour increments in accordance with this Agreement.

Unit members on the ten (10), twenty (20), or twenty-five (25) additional work day extended work year schedule shall provide supervision at Graduation and one additional School event designated by the School. Based on job category and the School's operational and instructional program needs, unit members assigned to an extended work year schedule may be assigned an adjunct differential in accordance with this Agreement.

**XX Differentials**

Differentials may be granted to school-based unit members because of additional duties that are related to the basic assignment, but which require service in addition to the duties of the regular position. The assignment must involve working with students or performing duties specifically related to the assignment beyond the scheduled work day. The responsibilities of the assignment shall be agreed upon in writing by the responsible administrator and the unit members before the assignment begins. Differentials are paid for activities and projects. Activities are events that last approximately three (3) hours. Projects for out of classroom differentials require approximately twenty five (25) hours of work. The average hourly rate for unit members is approximately \$100.

- a) An activity assignment differential may be assigned each semester or season by the CEO/Superintendent or designee to an employee for service in the areas of choral music, drama, instrumental music, journalism, speech, yearbook, and other recognized or experimental school programs approved by the CEO/Superintendent or designee;
- b) An athletics differential may be assigned each season by the CEO/Superintendent or designee to an employee for service as an interscholastic athletic coach; and
- c) A "base differential," tied to the 5, 15, and 30-day extended schedule, shall be assigned and an "adjunct differential" may be assigned by the CEO/Superintendent or designee in areas such as counseling, testing, library, or other activities related to the operation of the school. Compensation for the "base differential," including the associated additional responsibilities, is incorporated into the salary schedules for out of classroom employees on the zero (0, 184 day), ten (10, 192 day), twenty (20, 202 day), or twenty-five (25, 207 day), extended day and/or work year schedules.

Printed 

Activity Differentials, Athletic Differentials and Out-of-Classroom Differentials (Out of Classroom staff and department leaders) are set forth in Appendix C.

**XX Purchase of GHC Health Benefits**

To be eligible to purchase GHC health benefits through the School’s group medical, dental, and vision plans, under this section, the retiree must separate from full-time employment with GHC after meeting the service requirement in this section until Medicare eligibility. Eligibility shall not require that the retiree begin receiving CalSTRS or CalPERS retirement benefits immediately following resignation from GHC. The retiree must have at least fifteen (15) years of full-time service at GHC prior to separation from GHC to be eligible.

**XX Service to School Salary Points**

Effective July 1, 2026, a new salary point category, “Service to the School,” shall be established. In lieu of part of an activity differential or equivalent, employees may earn up to six (6) salary points per year [12 points in total in this category, see requirements below] for qualifying service to Granada Hills Charter, including but not limited to:

- Athletics coaching,
- Academic team coaching,
- Developing and leading professional development activities,
- Pre-approved activities or projects that directly support the instructional or extracurricular program of the School.

A bargaining unit member may earn an additional six (6) salary points, in lieu of payment, under the “Service to the School” category, for a maximum total of twelve (12) salary points in the category, provided the employee first earns six (6) additional salary points through Type 1 and/or Type 2 learning as defined in this section.

Subject to applicable salary point limitations, service credit for coaching may be awarded at a rate of up to three (3) salary points per season or semester, as applicable. A bargaining unit member who develops and teaches an approved salary point course may earn double the salary point value awarded to participants in the course for the initial development and delivery of the course. For subsequent offerings of the same course, the unit member must teach the course in order to earn salary point credit. The salary point value awarded shall be equivalent to that earned by unit members participating in the course.

Eligible differentials may be converted to salary points using the following scale:

Level 1	3 Salary Points
Level 2	2.75 Salary Points
Level 3	2.5 Salary Points
Level 4	2.25 Salary Points
Level 5	2 Salary Points
Level 6	1.75 Salary Points
Level 7	1.5 Salary Points
Level 8	1.25 Salary Points
Level 9	1 Salary Point



A unit member may earn no more than six (6) Service to the School salary points per school year unless otherwise expressly approved by mutual agreement of GHC and UTLA. Service to the School salary points shall not reduce, replace, or eliminate any compensation unless the unit member voluntarily elects the conversion in writing before the assignment begins.

### **XX Salary Points**

GHC shall maintain and publish a list of pre-approved courses, programs, conferences, workshops, micro-credentials, and professional development activities eligible for salary point credit. The list shall be updated at least once per semester and made available to all bargaining unit members. Salary point approval shall be submitted in advance in accordance with the procedures established by GHC. GHC shall acknowledge receipt of a complete Salary Point Preapproval Form within five (5) school days of submission and shall make reasonable efforts to review and respond to salary point submissions in a timely manner. University or college course catalog descriptions from an accredited institution shall be sufficient for approval and a course syllabus shall not be required. Under typical circumstances, review of salary point requests will generally occur within two (2) weeks of submission. Priority consideration shall be given to submissions that are time sensitive based on the course start date, registration or other deadlines.

### **XX Establishment of the 96-Unit Salary Row**

Effective July 1, 2026, an additional salary classification row equivalent to ninety-six (96) approved semester units shall be added to the certificated salary schedule.

Placement on the ninety-six (96) unit row shall occur upon verification by Human Resources that the employee has satisfied the applicable unit, year, documentation, and eligibility requirements set forth in this section.

All coursework, professional development, unit equivalencies, and salary advancement credits used for movement onto the ninety-six (96) unit row shall comply with the existing provisions of this Agreement governing salary advancement and salary point approval, except as expressly modified by this section. Previously approved units submitted to GHC shall not be subject to re-approval.

#### **A. General Requirements Applicable to All 96-Unit Row Placements**

To qualify for placement on the ninety-six (96) unit row, an employee must:

1. have completed an evaluation cycle within the preceding two (2) years; or
2. agree to participate in the next available evaluation cycle if one has not been completed within the preceding two (2) years; and
3. satisfy the applicable unit, year, documentation, and project requirements set forth in this section.

Employees placed on the ninety-six (96) unit row shall complete the applicable professional growth, leadership, service, and/or instructional improvement project required by this section. All required projects shall be aligned to student, instructional, programmatic, or organizational needs aligned to California Dashboard outcomes and shall be developed collaboratively by the employee and the supervising administrator, or another administrator with relevant knowledge of the proposed project. No project shall be implemented unless approved in advance by the School.

**B. Grandfathered Unit Members**

For purposes of this section, “Grandfathered Unit Members” shall mean bargaining unit members whose initial date of employment with the School occurred prior to July 1, 2026, and who completed at least eighty-four (84) approved semester units prior to July 1, 2026. The February 1, 2027 deadline shall constitute the final submission deadline for all units earned before July 1, 2026, and credits eligible for grandfathered consideration under this section.

Grandfathered Unit Members may use qualifying post-baccalaureate units, units in an advanced degree program, or other approved salary advancement credits earned prior to July 1, 2026, for placement on the ninety-six (96) unit row. A Grandfathered Unit Member who has not previously submitted qualifying units to GHC, or to LAUSD prior to charter conversion, must submit all qualifying documentation for units to Human Resources no later than February 1, 2027.

A Grandfathered Unit Member shall be placed on the ninety-six (96) unit row at Year 21 of service or beyond, based on years of service, upon verification that the unit member has:

1. completed ninety-six (96) approved units, including units previously approved by GHC and/or LAUSD prior to charter conversion; and
2. satisfied the general eligibility requirements set forth in this section.

Previously approved units submitted to GHC, or submitted to LAUSD prior to charter conversion, shall not be subject to re-approval.

Grandfathered Unit Members initially placed at Years 26 through 30 of service on the ninety-six (96) unit row shall be required to complete only the Initial Project described in this section and shall not be required to complete the Second Project.

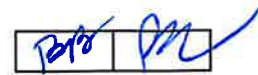
**C. Non-Grandfathered Unit Members**

*Except as otherwise provided for Grandfathered Unit Members* (The italicized phrase sunsets on February 1, 2027), employees shall not be eligible for placement on the ninety-six (96) unit row until they reach Year 21 of service on the certificated salary schedule.

Preparation for advancement onto the ninety-six (96) unit row may begin no earlier than Year 18 of service. For Non-Grandfathered Unit Members, units, coursework, professional development, or salary advancement credits completed prior to July 1, 2026, shall apply only toward the first eighty-four (84) units. The final twelve (12) units required for movement from the eighty-four (84) unit row to the ninety-six (96) unit row must be completed on or after July 1, 2026, and must be approved in advance through the employee’s professional growth plan.

Prior to enrollment in or commencement of any coursework, professional development, or unit-bearing activities intended to apply toward the final twelve (12) units, the employee shall develop a professional growth plan in collaboration with the employee’s administrator or another administrator with relevant knowledge of the proposed plan.

The professional growth plan shall identify the proposed coursework, professional development, or other qualifying activities and shall be designed to align with the employee’s professional



responsibilities, instructional practice, professional growth goals, student needs, and/or School priorities.

Employees seeking advancement onto the ninety-six (96) unit row must:

1. complete ninety-six (96) approved units;
2. reach at least Year 21 of service;
3. complete all approved coursework, professional development, or qualifying activities in accordance with the approved professional growth plan; and
4. satisfy the general eligibility and applicable project requirements set forth in this section.

#### **D. New Hires and Rating-In**

Employees hired on or after July 1, 2026, may be rated-in no higher than the eighty-four (84) unit row based on prior coursework, professional development, unit equivalencies, salary advancement credits, degrees, or other qualifying experience submitted at the time of hire.

No newly hired employee shall be rated-in directly to the ninety-six (96) unit row.

A newly hired employee seeking advancement from the eighty-four (84) unit row to the ninety-six (96) unit row must complete the additional twelve (12) approved units required for the ninety-six (96) unit row after hire and in accordance with this section.

A newly hired employee may begin completing the additional twelve (12) units required for advancement to the ninety-six (96) unit row no earlier than Year 18 of service. Such units must be approved in advance through a professional growth plan developed collaboratively with the employee's administrator or another administrator with relevant knowledge of the proposed plan.

Placement on the ninety-six (96) unit row for a newly hired employee shall not occur before Year 21 of service and shall occur only after Human Resources verifies that the employee has:

- reached Year 21 of service;
- completed eighty-four (84) approved units for placement on the eighty-four (84) unit row;
- completed the additional twelve (12) approved units required for placement on the ninety-six (96) unit row;
- completed all required coursework, professional development, or qualifying activities in accordance with the approved professional growth plan; and
- satisfied the general eligibility and applicable project requirements set forth in this section.

#### **E. Initial Project Requirement: Years 21–25**

Employees placed on the ninety-six (96) unit row at Years 21 through 25 of service shall complete an Initial Project. Grandfathered Unit Members initially placed at Years 26 through 30 of service shall also complete the Initial Project but shall not be required to complete the Second Project.

The Initial Project shall be an approved professional growth, leadership, service, and/or instructional improvement project aligned with student, instructional, programmatic, or organizational needs.

The Initial Project shall:

1. include a clearly defined objective, implementation plan, and intended outcome;
2. produce identifiable evidence of participation, implementation, or impact;
3. include at least one meeting with the supervising administrator or designee;
4. be completed outside the employee's regular assigned responsibilities unless otherwise approved by the School; and
5. require no more than ten (10) documented hours of work beyond the employee's regular contractual duties unless the employee and the School mutually agree in writing to a greater number of hours.

The employee shall have two (2) years from initial placement on the ninety-six (96) unit row to complete the Initial Project.

**F. Second Project Requirement: Years 26–30**

Employees who are placed on the ninety-six (96) unit row at Years 21 through 25 of service and later advance to Years 26 through 30 of service shall complete a Second Project.

The Second Project shall be an approved professional growth, leadership, service, and/or instructional improvement project aligned with student, instructional, programmatic, or organizational needs.

The Second Project shall:

1. include a clearly defined objective, implementation plan, and intended outcome;
2. produce identifiable evidence of participation, implementation, or impact;
3. include at least one meeting with the supervising administrator or designee;
4. be approved in advance by the School; and
5. require no more than ten (10) documented hours of work unless the employee and the School mutually agree in writing to a greater number of hours.

An employee required to complete the Second Project shall have two (2) years from initial placement at Year 26 of service on the ninety-six (96) unit row to complete the Second Project.

Grandfathered Unit Members initially placed at Years 26 through 30 of service on the ninety-six (96) unit row shall not be required to complete the Second Project.

**G. Approved Project Activities**

Professional growth, leadership, service, and/or instructional improvement projects may include, but are not limited to:

1. designing and/or delivering Granada U coursework;
2. designing and/or delivering professional development;
3. mentoring or supporting instructional staff;
4. developing or implementing student support, intervention, or service programs;
5. participating in curriculum, instructional, or organizational initiatives; or
6. other mutually approved activities aligned to student, instructional, programmatic, or organizational needs.

**H. Evidence of Completion**

Acceptable evidence of completion may include, but is not limited to:

1. presentation materials;
2. professional development agendas or sign-in records;
3. mentoring logs;
4. implementation artifacts;
5. curriculum materials;
6. program documentation;
7. student support resources;
8. reflection summaries; or
9. other documentation approved by the School.

**I. Non-Completion of Required Project**

An employee who is required to complete the Initial Project and does not complete it within the required timeline shall be returned to the eighty-four (84) unit row until the Initial Project is completed and verified.

An employee who is required to complete the Second Project and does not complete it within the required timeline shall be returned to the eighty-four (84) unit row until the Second Project is completed and verified.

Grandfathered Unit Members initially placed at Years 26 through 30 of service, who are required to complete only the Initial Project. Grandfathered unit members who do not complete the initial project within the timeline, when placed at Years 26 through 30 of service, shall return to the 84-unit row.

Before returning an employee to the eighty-four (84) unit row, the School shall provide written notice of the alleged deficiency and a reasonable opportunity to cure.

Upon successful completion and verification of the required project, the employee shall be restored to the ninety-six (96) unit row prospectively upon verification by the School.

**J. Verification and Implementation**

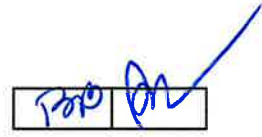
Human Resources shall verify completion of the applicable unit, year, documentation, and relevant project requirements before placement on or restoration to the ninety-six (96) unit row.

Placement or restoration to the ninety-six (96) unit row shall be effective prospectively upon verification by Human Resources, unless otherwise required by this Agreement or mutually agreed to by the parties.

Nothing in this section shall reduce salary placement, year of service placement, or salary advancement rights otherwise available to bargaining unit members under this Agreement, except as expressly provided in this section.

**K. Repeated implementation of projects; development of additional projects**

Should the school wish a unit member to continue to implement a service project or to develop and implement an additional project, unit members may be compensated in accordance with applicable School compensation practices, including differential pay, professional development



rates, training rates, stipends, or other negotiated compensation structures. A unit member has the option to refuse this additional work.

**XX Off Table Bonus (Longevity Bonus)**

Unit members on one of the certificated salary tables who have remained at the maximum step and column of the applicable salary schedule for five (5) consecutive years shall receive a one-time off-schedule payment equal to five percent (5%) of the employee's base wages earned during the fifth year.

Unit members on one of the certificated salary tables who have remained at the maximum step and column of the applicable salary schedule for ten (10) consecutive years shall receive a one-time off-schedule payment equal to five percent (5%) of the employee's base wages earned during the tenth year. A unit member may receive no more than two (2) such off-schedule payments during their employment with the School.

Off-table Provision A: A current unit member who has been at step 30 for five consecutive years, shall receive a one-time five percent (5%) bonus. This shall be paid by September 5, 2026. Subsection, Provision A. shall sunset on September 6, 2026.

**XX Career Technical Education (CTE) Salary Table**

Full-time high school CTE unit members who earn a single subject California teaching credential in the same subject area as the teacher's CTE credential shall be placed on the greater of the applicable CTE salary table or the applicable certificated salary schedule. If a single subject credential does not exist in the teacher's CTE subject area, the teacher can earn placement on the certificated salary schedule by earning a single subject teaching credential in the subject most closely aligned to the teacher's CTE credential. With prior approval from GHC, a CTE teacher may obtain a single subject teaching credential in a different subject area that meets the instructional or operational needs of the School to earn placement on the applicable certificated salary schedule. Those full-time unit members on the certificated salary schedule shall receive a paid conference/preparation period equivalent to conference period afforded to other full-time teachers. Years of service as a CTE teacher at GHC shall count as years of service for step placement on the certificated salary schedule.

**XX Special Services Salary Table**

Advancement beyond Step 17 of the Special Services salary table shall require completion of at least eighty-four (84) approved semester units, consistent with the salary advancement provisions of this Agreement.

**XX Retirement/Separation Incentive**

The School may, from time to time, offer a voluntary retirement and/or separation incentive program to eligible employees, subject to Board approval. Nothing in this section shall obligate the School to offer such a program in any particular year or to continue any prior program or incentive structure. However, if GHC elects to offer or explore such an incentive for bargaining unit members, the terms and conditions of the incentive shall be offered equally to all unit members and shall include but not be limited to the following: eligibility criteria, incentive amounts, application procedures, deadlines, payment timing, tax treatment, participation limits, effect on benefits, effect on future employment eligibility, and any required forms or agreements.

**XX Salary Table**

GHC shall make the following modifications to the applicable salary tables. Any calculation errors in cells on salary tables shall be corrected and adjustments to pay made during the next pay period.

Place all unit members (See sections referring to out-of-classroom, TK-8, special services, and CTE unit members for how placement shall occur.) on the 184-day base plus certificated salary table.

- 2025-26      increase the table by 2% retroactive to July 1, 2025, and payable on or before September 2026 paycheck
- 2026-27      increase the table by 6% on July 1, 2026
- 2027-28      increase the table by 4% effective on July 1, 2027

Effective July 1, 2026 (see tables in Appendix A):

- 1) Increase Intern salaries by \$3,500 per cell
- 2) Combine 0, 12, and 24 units into the 0-unit line
- 3) Add 96 units beginning at step 21
- 4) Add "ladder" to the following unit rows: 0, 36, 48, 60, and 72
- 5) Add additional steps to the CTE and Special Services salary schedules
- 6) Add the bachelor's degree differential to the CTE salary schedule
- 7) Add the master's degree differential to the CTE salary schedule
- 8) Add up to 36 units to the CTE salary schedule
- 9) Unit members will be appropriately placed (row and column) on their newly negotiated salary table (as appropriate)

- 2027-28      permit reopeners for additional salary, development of effective framework for negotiations, and consider incorporation of recommendations from committee work on Professional Development, Evaluation, and Health Plans, and AI and one additional Article selected by each party.

**XX Deferred Compensation Election for Additional Earnings.**

Unit members who earn compensation in addition to their base salary, including but not limited to auxiliary assignments, differentials, class coverage, stipends, or other additional compensation, may elect to have one or more categories of eligible compensation contributed by the School as a direct employer contribution to a Section 403(b) or 457(b) deferred compensation plan in lieu of receiving such compensation as taxable wages. Elections under this section shall be made on an all-or-nothing basis by compensation category. Partial elections within a compensation category shall not be permitted. For example, a unit member who elects to defer class coverage compensation must defer all eligible class coverage compensation earned during the applicable election period.

Elections must be made prior to the start of each academic semester and shall apply only to eligible compensation earned during that semester. Elections shall remain in effect for the duration of the semester unless otherwise required by law, Internal Revenue Service (IRS) regulations, or auditor/authorizer recommendations or requirements.

POB [Signature]

All contributions made pursuant to this section shall be subject to applicable IRS contribution limits, annual maximums, catch-up provisions, and aggregation rules. If a unit member reaches any applicable IRS contribution limit, any remaining eligible compensation shall be paid to the unit member as taxable wages through the regular payroll process.

Compensation contributed to a Section 403(b) or 457(b) plan pursuant to this section shall be treated as non-creditable compensation for purposes of the California State Teachers' Retirement System (CalSTRS) and shall not be included in the calculation of creditable compensation, final compensation, service credit, or retirement benefits.

In the absence of a timely election for a compensation category, all compensation within that category shall be paid as taxable wages through the regular payroll process.

### **XX Professional Development**

For 2026-2027, GHC and UTLA shall pilot on each site a process that collaboratively reviews and supports professional development priorities, structures, and implementation. Input may be solicited from administrators, department chairs, instructional leaders, grade-level leads, program coordinators, specialists, and bargaining unit members, as appropriate. Professional development planning may consider school goals, instructional priorities, California Dashboard indicators, student performance data, programmatic needs, and employee feedback in order to support meaningful, coordinated, and responsive learning opportunities for staff. The parties may agree to extend or modify this process for the duration of this agreement. Participation by unit members shall be voluntary.

### **XX Evaluation Systems**

For 2026-2027, GHC and UTLA shall pilot on each site a process that collaboratively reviews and develops evaluation systems and related practices. Such discussions may include instructional practices, curriculum alignment, student learning outcomes, family engagement, school priorities, professional responsibilities, and other relevant measures intended to support employee growth and continuous improvement. Any evaluation system shall remain aligned with California Standards for the Teacher Profession, California subject-specific standards and frameworks, school goals, instructional priorities, and applicable legal and contractual requirements. The parties may agree to extend or modify this process for the duration of this agreement. Participation by unit members shall be voluntary.

### **XX Health Plans**

18.0 For 2026-2027 GHC and UTLA shall pilot on each site a process that collaboratively reviews available health plan options, benefits, costs, and employee impact as needed. Such review may include consideration of plan design, benefit levels, employee access to care, overall costs, and other relevant factors. The parties may agree to extend or modify this process for the duration of this agreement. Participation by unit members shall be voluntary.



**TK8 Language**

**XX Teachers providing specialized instruction to elementary students**

Credentialed teachers who provide specialized instruction to elementary students during designated instructional periods, including but not limited to Physical Education, Music, and Language instruction, shall serve as co-teachers for such students during those periods and shall have the authority to assess student performance and assign grades in their respective subject areas. Such grades shall be incorporated into and reflected on the student report card by the classroom teacher.

**XX Class Size**

In assigning students to classes, the following guidelines will be observed: If the maximum or average class size is exceeded, there shall be a conference between the affected teacher and the Administrative Director. Options will be discussed, e.g., lower class sizes in other sections, support of an instructional aide, limited adjunct supervisory duties, additional curricular support materials, and other ideas which may be suggested at this meeting. Any ameliorative measures agreed upon at this meeting will be reviewed prior to permanent programming day to determine whether the measures have sufficiently mitigated the impact from exceeding class size norms.

**XX Determination of TK-8 Bell Schedules**

The TK-8 bell schedules shall be determined by the Administrative Director with input from an internal committee composed of TK-8 School Leadership Team, Grade Level Leads, teachers, and a UTLA representative and approved by the GHC Governing Board. Effective with the 2026–2027 school year, the School may implement a bell schedule that includes up to one thousand eight hundred (1,800) additional instructional minutes annually. Additional instructional time with students shall not exceed fifty (50) minutes per week or ten (10) minutes per day, except that the School may convert shortened Tuesdays into regular instructional days by adding up to fifty (50) instructional minutes to the Tuesday schedule. Any development or modification of bell schedules shall follow the provisions of this Agreement. As compensation for additional work, TK-8-unit members shall be placed on the base plus certificated salary table.

**SUBJECT TO FINAL RATIFICATION BY THE PARTIES.**

UTLA-GHC Representative Michael Rivera 05/27/26  
Mike Rivera, Chapter Chair Date

UTLA-GHC Representative Brandon Zaslow 5-27-26  
Brandon Zaslow, Chapter Co-Chair, Chair, Negotiations Date

GHC Representative Brian Bauer 27 May 2026  
Brian Bauer, CEO/Superintendent Date

Ratified by UTLA-GHC Membership \_\_\_\_\_  
Brandon Zaslow, Chapter Co-Chair, Chair, Negotiations Date

Adopted GHC Governing Board \_\_\_\_\_  
Jody Dunlop, GHC, Board Chair Date

