

TENTATIVE AGREEMENT  
 For the Collective Bargaining Agreement  
 Between the  
 Azusa Unified School District  
 And the  
 Azusa Educators Association/CTA/NEA  
 November 15, 2024

**Salary:**

All bargaining unit members in active status upon signing of the Tentative Agreement shall receive a one-time off-schedule payment of \$2,500.

**Health & Welfare Benefits:**

The District contribution to medical and dental premiums shall increase by the increased premium costs for the 2024-2025 plan year for all bargaining unit members in active status upon signing of the Tentative Agreement. The District agrees to increase its contribution for bargaining unit members who receive a TSA in lieu of benefits by the same amount as the increased costs to Kaiser HMO Plan #1 for the 2024-2025 plan year. These benefit changes will be retroactive to July 1, 2024.

**Preschool Teacher Salary Schedule:**

The preschool teacher salary schedule will consist of four columns; and, column one is the existing preschool salary schedule. Each step in column one is separated by a 5% increase. Each column increases by 1% (eg. Column I to II, Column II to III, etc.). Preschool teachers will receive an anniversary increase of 3% according to the table below:

Steps	Column I	Column II	Column III	Column IV
1	41,175	41,587	42,003	42,423
2	43,306	43,739	44,176	44,618
3	45,553	46,009	46,469	46,933
4	47,915	48,394	48,878	49,367
5	50,405	50,909	51,418	51,932
6	53,019	53,549	54,085	54,626
8	54,610	55,156	55,707	56,264
12		56,810	57,378	57,952
16			59,100	59,691
20				61,482

Column	Child Development Education Requirement	School Age Emphasis Education Requirement	Experience Requirement
<b>Column I requirements: ECE Teacher</b>	24 units ECE/CD including core courses[1] + 16 GE units	12 units in the School-Age including core courses[2]	175 days of 3+ hours per day within 4 years
<b>Column II requirements: ECE Master Teacher</b>	24 units ECE/CD including core courses[1] + 16 GE units, + 6 specialization units; + 2 adult supervision units.	12 units in the School-Age including core courses[2]	350 days of 3+ hours per day within 4 years
<b>Column III requirements: ECE Site Supervisor</b>	AA (or 60 units) with 24 ECE/CD units (incl. core); + 6 units administration; + 2 units adult supervision	12 units in the School-Age including core courses[2]	350 days of 3+ hours per day within 4 years, including at least 100 days of supervising adults
<b>Column IV requirements: ECE Program Lead</b>	BA with 24 ECE/CD units (incl. core); + 6 units administration; + 2 units adult supervision.	12 units in the School-Age including core courses[2]	Site supervisor status and one program year of site supervisor experience

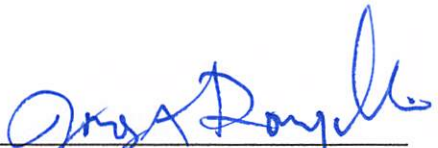
**School Psychologist Salary Schedule:**

A (step 1)	B (step 2)	C (step 3)	D (step 4)	E (step 5)	F (step 6)
115,906	118,885	121,936	125,058	128,268	131,559

G* (step 15)	H* (step 20)	I* (step 25)		
134,943	135,787	136,635		

\*To qualify for Columns G, H and I above, School Psychologists must have worked for the District for 5, 7 and 10 years, respectively.

**All Salary Schedule changes will be retroactive to July, 1 2024.**

  
 For the District  
 Jorge A. Ronquillo  
 11/15/2024

 11-15-24  
 For the Association  
 Meg Savella