

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS**

**School District:** San José Unified  
**Bargaining Unit:** AFSCME and CSEA **FTE:** 1,250.00  
**Period of Agreement:** July 1, 2025 - June 30, 2028 **Date of Public Meeting:** 6/12/25

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

*Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.*

**SUMMARY OF AGREEMENT**

|  | 2025-2026 | 2026-2027 | 2027-2028 |
|--|-----------|-----------|-----------|
| <b>Salary Schedule increases</b>   | 2.93%     | -         | -         |
| <b>Off-Schedule payments</b>   | \$0       | \$0       | \$0       |
| <b>Health &amp; Welfare (capped?)</b> <input type="checkbox"/> Y/N <input checked="" type="checkbox"/> Yes | Yes       | Yes       | Yes       |

*Details (cap limit; plan coverage, etc.):*

All employees are part of the SJUSD Health and Welfare Benefits Board (HWBB). The HWBB established shared ownership and responsibility for the quality and viability of health and welfare benefits. The HWBB is funded with a predictable budget based on prior-year funding, FTE count, and the LCFF base grant.

**Other provisions:**

Agreements to enhance applicable salary and pay schedules have been finalized. AFSCME and CSEA have a provision to negotiate salary if SJTA receives a subsequent increase that is not a result of a corresponding financial concession during the term of the agreement.

**TOTAL COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS**

Indicate the costs of salary and benefit increases that would be incurred under the agreement.

|  | 2025-2026 | 2026-2027 | 2027-2028 |
|--|-----------|-----------|-----------|
| <b>Salary including statutory costs*</b> | 1,601,000 | 1,617,000 | 1,622,000 |
| <b>Benefits</b>                          | 572,518   | 579,695   | 596,085   |
| <b>Other Compensation Costs</b>          | -         | -         | -         |
| <b>Other Non-Compensation Costs</b>      | -         | -         | -         |
| <b>Total Cost of Settlement</b>          | 2,173,518 | 2,196,695 | 2,218,085 |
| <b>Total % Increase</b>                  | 2.93%     | 2.93%     | 2.93%     |
| <b>Projected STRS/PERS rates</b>         | 26.81%    | 26.9%     | 27.8%     |

*\*please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

**STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS**

Indicate the current status (whether settled or not settled) of the remaining units.

| Bargaining Unit | FTE | Status |
|-----------------|-----|--------|
|-----------------|-----|--------|

|  |          |         |
|--|----------|---------|
| SJTA   | 1,573.50 | Settled |
| <b>NOTE: There is no budget revision as the budget submitted to the Board of Education for approval on June 26, 2025 accounts for salary schedule increases.</b> |          |         |

| <i>GENERAL FUND</i>  | <i>Board Approved<br/>Budget Before<br/>Settlement</i> | <i>Adjustments<br/>as a result of the<br/>Agreement</i> | <i>Revised Budget</i> |
|--|--|---|-----------------------|
|  | <i>(Column 1)</i>                                      | <i>(Column 2)</i>                                       | <i>(Column 1 + 2)</i> |
| <b>Total Revenues</b>  | 483,360,355  | -   | <b>483,360,355</b>    |
| <b>Total Expenditures</b>                                      | 529,490,572  | -   | <b>529,490,572</b>    |
| 1000 Certificated Salaries                                     | 197,947,263  |   | <b>197,947,263</b>    |
| 2000 Classified Salaries                                       | 68,789,334   |   | <b>68,789,334</b>     |
| 3000 Benefits  | 150,282,804  |   | <b>150,282,804</b>    |
| 4000 Instructional Supplies                                    | 21,271,295   |   | <b>21,271,295</b>     |
| 5000 Contracted Services                                       | 88,353,814   |   | <b>88,353,814</b>     |
| 6000 Capital Outlay  | 300,000  |   | <b>300,000</b>        |
| 7000 Other   | 2,546,062  |   | <b>2,546,062</b>      |
| <b>Operating Surplus (Deficit)</b>                             | <b>(46,130,217)</b>                                    |   | <b>(46,130,217)</b>   |
| Beginning Fund Balance   | 96,072,213   |   | <b>96,072,213</b>     |
| Projected Ending Balance                                       | 49,941,996   | -   | <b>49,941,996</b>     |
| <b>Available Reserves</b>                                      |  |   |                       |
| Available Reserves<br><i>(Include Fund 17 Special Reserve)</i> | 71,845,531   | -   | 71,845,531            |
| Reserve For Economic Uncertainties                             | -  | -   | -                     |
| Total Available Reserves                                       | 71,845,531   | -   | 71,845,531            |
| State Required Reserve %                                       | <b>3%</b>  |   |                       |
| State Required Reserve \$                                      | 15,884,717   | -   | 15,884,717            |

**CERTIFICATION**

The above information summarizes the financial implications of the proposed agreement. This information will be publicly disclosed in accordance with AB3141 before being submitted to the Governing Board for ratification.

  
 \_\_\_\_\_  
 District Chief Business Official  
 boxSIGN 13KV6J98-1JLZLRP5

**Jun 9, 2025**  
 \_\_\_\_\_  
 Date

This information was publicly disclosed in accordance with AB3141 before being submitted to the Governing Board. The agreement(s) referenced above were ratified on:

\_\_\_\_\_ Date

\_\_\_\_\_ District Superintendent

\_\_\_\_\_ District Board President

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS**

School District: San José Unified  
 Bargaining Unit: SJTA FTE: 1,573.50  
 Period of Agreement: July 1, 2025 - June 30, 2026 Date of Public Meeting: 6/12/25

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**SUMMARY OF AGREEMENT**

|  | 2025-2026 | 2026-2027 | 2027-2028 |
|--|-----------|-----------|-----------|
| <b>Salary Schedule increases</b>   | 2.93%     | -         | -         |
| <b>Off-Schedule payments</b>   | \$0       | \$0       | \$0       |
| <b>Health &amp; Welfare (capped?)</b> <span style="font-size: small;">Y/N</span> | Yes       | Yes       | Yes       |

*Details (cap limit; plan coverage, etc.):*

All employees are part of the SJUSD Health and Welfare Benefits Board (HWBB). The HWBB established shared ownership and responsibility for the quality and viability of health and welfare benefits. The HWBB is funded with a predictable budget based on prior-year funding, FTE count, and the LCFF base grant.

**Other provisions:**

Agreements to enhance applicable salary and pay schedules have been finalized.

**TOTAL COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS**

Indicate the costs of salary and benefit increases that would be incurred under the agreement.

|  | 2025-2026 | 2026-2027 | 2027-2028 |
|--|-----------|-----------|-----------|
| <b>Salary including statutory costs*</b> | 4,804,000 | 4,844,000 | 4,892,000 |
| <b>Benefits</b>                          | 1,049,674 | 1,058,414 | 1,068,902 |
| <b>Other Compensation Costs</b>          | -         | -         | -         |
| <b>Other Non-Compensation Costs</b>      | -         | -         | -         |
| <b>Total Cost of Settlement</b>          | 5,853,674 | 5,902,414 | 5,960,902 |
| <b>Total % Increase</b>                  | 2.93%     | 2.93%     | 2.93%     |
| <b>Projected STRS/PERS rates</b>         | 19.1%     | 19.1%     | 19.1%     |

*\*please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

**STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS**

Indicate the current status (whether settled or not settled) of the remaining units.



| Bargaining Unit | FTE | Status |
|-----------------|-----|--------|
|-----------------|-----|--------|

|  |        |         |
|--|--------|---------|
| AFSCME   | 466.00 | Settled |
| CSEA   | 784.00 | Settled |
| <b>NOTE: There is no budget revision as the budget submitted to the Board of Education for approval on June 26, 2025 accounts for salary schedule increases.</b> |        |         |

| GENERAL FUND  | Board Approved<br>Budget Before<br>Settlement | Adjustments<br>as a result of the<br>Agreement | Revised Budget      |
|---|---|--|---------------------|
|   | (Column 1)                                    | (Column 2)                                     | (Column 1 + 2)      |
| <b>Total Revenues</b>                                   | 483,360,355                                   | -  | <b>483,360,355</b>  |
| <b>Total Expenditures</b>                               | 529,490,572                                   | -  | <b>529,490,572</b>  |
| 1000 Certificated Salaries                              | 197,947,263                                   |  | <b>197,947,263</b>  |
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| 6000 Capital Outlay                                     | 300,000                                       |  | <b>300,000</b>      |
| 7000 Other  | 2,546,062                                     |  | <b>2,546,062</b>    |
| <b>Operating Surplus (Deficit)</b>                      | (46,130,217)                                  |  | <b>(46,130,217)</b> |
| Beginning Fund Balance                                  | 96,072,213                                    |  | <b>96,072,213</b>   |
| Projected Ending Balance                                | 49,941,996                                    | -  | <b>49,941,996</b>   |
| <b>Available Reserves</b>                               |   |  |                     |
| Available Reserves<br>(Include Fund 17 Special Reserve) | 71,845,531                                    | -  | 71,845,531          |
| Reserve For Economic Uncertainties                      | -   | -  | -                   |
| Total Available Reserves                                | 71,845,531                                    | -  | 71,845,531          |
| State Required Reserve %                                | 3%  |  |                     |
| State Required Reserve \$                               | 15,884,717                                    | -  | 15,884,717          |

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Date

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District Superintendent

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District Board President