



5444 Thornwood Drive | San José, CA 95123
(408) 267-0411 | www.sanjoseta.org

August 13, 2025

Dear Superintendent Albarrán:

On behalf of the San José Teachers Association, I am pleased to share this initial proposal for a successor agreement to the 2025-2026 SJUSD-SJTA collective bargaining agreement, in accordance with California Government Code Section 3547 and Section 4100 of the current CBA.

- SJTA will seek to enhance compensation to attract and retain qualified, experienced employees for all bargaining unit positions.
- SJTA will seek to ensure that all positions have appropriate ratios and/or caseloads for their program.
- SJTA will seek to define the counseling, Wellness Center, and mental health services provided by our bargaining unit members.
- SJTA will seek to expand the safety procedures, supports and protocols for its bargaining unit members.
- SJTA will seek to improve working conditions and support for our bargaining unit members, particularly in positions with historically high turnover.
- SJTA will seek to memorialize best practices at the site and district level.
- Additionally, SJTA will seek to update contract language that has proven to be ambiguous, problematic to implement, or inconsistent with recent changes to state or federal law.

SJTA anticipates that our priorities can be accomplished by revising language found primarily, but not exclusively, in articles 3000, 11000, 14000, 16000, 19000, 27000, 32000, 36000, and all appendices.

Finally, Kristen Bernhardt will serve as lead negotiator during these negotiations.

Sincerely,

A handwritten signature in black ink, appearing to read 'Renata Sanchez', is written over a faint, light-colored signature line.

Renata Sanchez
President