



August 14, 2025

Preparing today's students to be the thinkers, leaders, and creators of tomorrow.

sjUSD.org

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INITIAL PROPOSAL TO SAN JOSÉ TEACHERS ASSOCIATION

San José Unified School District (“SJUSD”) is pleased to present our initial proposal for a successor agreement to the 2025-2026 collective bargaining agreement with the San José Teachers Association (“SJTA”). This proposal is provided in accordance with Article 4000 of the current agreement and California Government Code section 3547.

We remain fully committed to our ongoing, solutions-oriented, and collaborative bargaining process with SJTA. Together, we have built a strong foundation, and our past efforts have consistently resulted in positive outcomes for both our certificated employees and the district. We are excited to continue this partnership as we seek to enhance our mutually beneficial collective bargaining agreement.

Our core interests for bargaining focus on the following key areas:

- **Students:** Our primary goal is to enhance students’ well-being, academic growth, character development, and potential for long-term success. We achieve this through effective instruction, tailored supports, and diverse program offerings.
- **Workforce:** We are dedicated to creating a safe, supportive, productive, and sustainable work environment where employees feel valued, respected, and empowered. Our staff plays a vital role in preparing today’s students to be the thinkers, leaders, and creators of tomorrow.
- **Collaboration:** We prioritize open communication, transparent information sharing, and the inclusion of diverse perspectives. When disagreements arise, we focus on shared interests, consider innovative approaches, and engage in solutions-oriented conversations.
- **Focus:** We concentrate on issues with the greatest impact, considering both vocal and silent perspectives. We also ensure that our agreements align with our equity policy and core priorities.
- **Sustainability:** We believe in the importance of predictability and responsible long-term financial planning, which benefits students, families, and employees alike.

In support of these core interests, SJUSD is primarily seeking opportunities to:

- promote increased efficiency, collaboration, communication, and student supports, including through provisions related to the professional workday and responsibilities; and
- improve clarity around how SJUSD and SJTA partner to advance our shared interests.

In addition, SJUSD seeks to incorporate ongoing work with SJTA on how to strengthen a strong overall compensation package that supports the recruitment, retention, and wellbeing of certificated staff while ensuring long-term financial sustainability.

SJUSD will also seek to update contract language that is outdated by its own terms or has proven to be ambiguous, problematic to implement, or inconsistent with recent changes to state or federal law.

SJUSD concurs with SJTA that these opportunities and updates could involve revisions to articles to 3000, 11000, 14000, 16000, 19000, 27000, 32000, 36000, and all appendices.

As part of our ongoing commitment to fair and constructive negotiations, SJUSD will also continue to respond and propose solutions on topics raised by SJTA during successor negotiations. We are always open to ideas that reflect thoughtful consideration of the core interests above. SJUSD remains dedicated to partnering to foster a positive culture, advance the needs of our students, and ensure the well-being of our workforce.

