

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

School District: San José Unified
Bargaining Unit: SJTA **FTE:** 1,595.00
Period of Agreement: July 1, 2026 - June 30, 2028 **Date of Public Meeting:** 2/12/26

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
Salary Schedule increases	-	-	-
Off-Schedule payments	\$0	\$0	\$0
Health & Welfare (capped?)	Y/N Yes	Yes	Yes
<i>Details (cap limit; plan coverage, etc.):</i>			
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.			
<u>Other provisions:</u>			

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
Salary including statutory costs*	-	-	-
Benefits	-	-	-
Other Compensation Costs	-	-	-
Other Non-Compensation Costs	-	-	-
Total Cost of Settlement	-	-	-
Total % Increase	0.00%	0.00%	0.00%
Projected STRS/PERS rates	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	459.00	Settled
CSEA	804.00	Settled

GENERAL FUND	Board Approved Budget Before Settlement	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
Total Revenues	491,068,941	-	491,068,941
Total Expenditures	535,525,728	-	535,525,728
1000 Certificated Salaries	197,488,324		197,488,324
2000 Classified Salaries	69,638,433		69,638,433
3000 Benefits	150,505,715		150,505,715
4000 Instructional Supplies	24,108,299		24,108,299
5000 Contracted Services	90,453,171		90,453,171
6000 Capital Outlay	300,000		300,000
7000 Other	3,031,786		3,031,786
Operating Surplus (Deficit)	(44,456,787)		(44,456,787)
Beginning Fund Balance	101,216,783		101,216,783
Projected Ending Balance	56,759,996	-	56,759,996
Available Reserves			
Available Reserves (Include Fund 17 Special Reserve)	86,019,155	-	86,019,155
Reserve For Economic Uncertainties	-	-	-
Total Available Reserves	86,019,155	-	86,019,155
State Required Reserve %	3%		
State Required Reserve \$	16,065,772	-	16,065,772

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.

Seth Reddy

Feb 9, 2026

District Chief Business Official

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