

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

American Federation of State County and Municipal Employees, Local 101

BARGAINING UNIT

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.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

This proposed Agreement is to be acted upon by the Governing Board at its meeting on 06/11/26

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning	07/01/26
and ending	06/30/28
for the following fiscal years	2026-27, 2027-28, 2028-29

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits:	General Fund ONLY	Total All Funds
1. Current Year Costs Before Agreement	\$30,004,331	\$30,004,331
2. Current Year Costs After Agreement	\$31,506,142	\$31,506,142
3. Total Cost Change	\$1,501,811	\$1,501,811
4. Percentage Change	5.01%	5.01%
5. Value of a 1% Change	\$292,362	\$292,362

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

	Certificated	Classified
1. Salary Schedule change (% Change To Existing Salary Schedule)	0.00%	5.00%
(% change for one-time bonus/stipend or salary reduction)	0.00%	0.00%
2. Step & Column (Average % Change Over Prior Year Salary Schedule)	0.00%	0.20%
3. TOTAL PERCENTAGE CHANGE FROM THE PREVIOUS FISCAL YEAR FOR THE AVERAGE REPRESENTED EMPLOYEE	0.00%	5.20%
4. Total other compensation included in Current Year	\$ -	\$ 40,000
5. Change in # of Workdays (+/-) Related to % Change	-	-
6. Total # of Workdays to be provided in Fiscal Year	0	260
7. Total # of Instructional Days to be provided in Fiscal Year	0	180

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

	General Fund only	Total All Funds
1. Cost of Benefits Before Agreement	\$ 8,323,780	\$ 8,323,780
2. Cost of Benefits After Agreement	\$ 8,701,563	\$ 8,701,563
3. Percentage Change in Total Costs	4.54%	4.54%

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

American Federation of State County and Municipal Employees, Local 101

BARGAINING UNIT

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT GENERAL FUND RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

	Current Year	First Subsequent Year	Second Subsequent Year
1. Based On Total Expenditures and Other Uses in the General Fund of:	\$568,222,813	\$564,229,027	\$570,755,039
2. Percentage Reserve Level State Standard for District:	3.0%	3.0%	3.0%
3. Amount of State Minimum Reserve Standard:	\$17,046,684	\$16,926,871	\$17,122,651

SUFFICIENCY OF DISTRICT GENERAL FUND UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES

4. Reserve for Economic Uncertainties (Object 9789)	\$46,726,113	\$27,557,697	\$2,316,568
5. Unassigned/Unappropriated (Object 9790)	\$0	\$0	\$0
6. Total Reserves: (Object 9789 + 9790)	\$46,726,114	\$27,557,697	\$2,316,568

SPECIAL RESERVE FUND (Fund 17, as applicable)

7. Reserve for Economic Uncertainties (Object 9789)	\$22,465,226	\$22,965,226	\$23,465,226
---	--------------	--------------	--------------

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8. General Fund & Special Reserve Fund:	\$69,191,339	\$50,522,922	\$25,781,794
9. Percentage of General Fund Expenditures/Uses	12.18%	8.95%	4.52%
Difference between District Reserves and Minimum State Requirement	\$52,144,655	\$33,596,052	\$8,659,143

F. NARRATIVE OF AGREEMENT: Briefly describe the major components of the agreement

The San José Unified community has prioritized high-quality academics delivered and supported by high-quality staff for multiple years. These salary increases represent a shared investment in San José Unified's efforts to recruit and retain employees.

The American Federation of State, County, and Municipal Employees, Local 101 (AFSCME) is the exclusive bargaining agent for San José Unified classified employees in the following classifications: Electronics, Engineering and Inspection, Information Systems, Maintenance, Operations, Transportation, and Food Services.

F.1 OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc.

Employees on Transportation Pay Schedule B-5 shall receive an annual stipend of \$500 for maintaining their commercial driver's license without the "No Air Brakes" ("L") restriction. The total anticipated annual cost is \$40,000.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

American Federation of State County and Municipal Employees, Local 101

BARGAINING UNIT

F.2 **NON-COMPENSATION:** Class Size Changes, Staff Development Days, Teacher Prep Time, etc.

N/A

G. **SOURCE OF FUNDING:** The following source(s) of funding have been identified to fund the proposed agreement

The San José Unified community has prioritized high-quality academics delivered and supported by high-quality staff for multiple years. These salary increases represent a shared investment in San José Unified's efforts to recruit and retain employees. As a community funded district, San José Unified's main source of revenue is local property taxes. The costs of the agreement will be funded by property tax growth for the next fiscal year, based on data provided by the Santa Clara County Assessor's Office, and other appropriate restricted and unrestricted revenue.

H. **CONTINGENCY AND/OR RESTORATION LANGUAGE:** Describe specific areas identified for "Me Too" Clauses, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action upon approval.

The agreement contains a provision that should another employee group within San José Unified receive a salary increase greater than 5% without corresponding financial concessions then the AFSCME salary schedules will be updated by the difference between that percentage and the 5% increase in this agreement.

I **MULTIYEAR CONTRACT AGREEMENT PROVISIONS**

The agreement includes a stipend for employees on Transportation Pay Schedule B-5 who shall receive an annual stipend of \$500 for maintaining their commercial driver's license without the "No Air Brakes" ("L") restriction. The total anticipated annual cost is \$40,000.

J **FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS**

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years:

See assumptions page in the 2026-2027 Adopted Budget book located at <https://sjusd.box.com/v/2026-2027-LCAP-Budget>.

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and later by the Board President after formal action by the Governing Board on the proposed agreement.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE



American Federation of State County and Municipal Employees, Local 101

BARGAINING UNIT

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

 <small>Signing Time: Jun 07, 2026, 01:29:58:395 p.m. (PDT)</small> <small>boxSIGN 1XVQ2268-18W7276Q</small>	<p>Jun 7, 2026</p> <p><i>Date</i></p>
<p align="center">District Superintendent - signature</p>  <small>Signing Time: Jun 07, 2026, 11:00:34:303 a.m. (PDT)</small> <small>boxSIGN 13KV6198-18W7276Q</small>	<p>Jun 7, 2026</p> <p><i>Date</i></p>
<p>After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 6/11/26 took action to approve the proposed Agreement with the American Federation of State County and Municipal Employees, Local 101 Bargaining Unit.</p>	
<p align="center">President, Governing Board <i>(signature)</i></p>	<p><i>Date</i></p>

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

California School Employees Association, Chapter 4

BARGAINING UNIT

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.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

This proposed Agreement is to be acted upon by the Governing Board at its meeting on 06/11/26

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning	07/01/26
and ending	06/30/28
for the following fiscal years	2026-27, 2027-28, 2028-29

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits:	General Fund ONLY	Total All Funds
1. Current Year Costs Before Agreement	\$69,078,406	\$69,078,406
2. Current Year Costs After Agreement	\$71,580,718	\$71,580,718
3. Total Cost Change	\$2,502,312	\$2,502,312
4. Percentage Change	3.62%	3.62%
5. Value of a 1% Change	\$500,462	\$500,462

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

	Certificated	Classified
1. Salary Schedule change (% Change To Existing Salary Schedule) (% change for one-time bonus/stipend or salary reduction)	0.00%	5.00%
2. Step & Column (Average % Change Over Prior Year Salary Schedule)	0.00%	0.20%
3. TOTAL PERCENTAGE CHANGE FROM THE PREVIOUS FISCAL YEAR FOR THE AVERAGE REPRESENTED EMPLOYEE	0.00%	5.20%
4. Total other compensation included in Current Year	\$ -	\$ -
5. Change in # of Workdays (+/-) Related to % Change	-	-
6. Total # of Workdays to be provided in Fiscal Year	0	260
7. Total # of Instructional Days to be provided in Fiscal Year	0	180

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

	General Fund only	Total All Funds
1. Cost of Benefits Before Agreement	\$ 31,965,882	\$ 31,965,882
2. Cost of Benefits After Agreement	\$ 32,612,568	\$ 32,612,568
3. Percentage Change in Total Costs	2.02%	2.02%

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

California School Employees Association, Chapter 4

BARGAINING UNIT

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT GENERAL FUND RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

	Current Year	First Subsequent Year	Second Subsequent Year
1. Based On Total Expenditures and Other Uses in the General Fund of:	\$568,222,813	\$564,229,027	\$570,755,039
2. Percentage Reserve Level State Standard for District:	3.0%	3.0%	3.0%
3. Amount of State Minimum Reserve Standard:	\$17,046,684	\$16,926,871	\$17,122,651

SUFFICIENCY OF DISTRICT GENERAL FUND UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES

4. Reserve for Economic Uncertainties (Object 9789)	\$46,726,113	\$27,557,697	\$2,316,568
5. Unassigned/Unappropriated (Object 9790)	\$0	\$0	\$0
6. Total Reserves: (Object 9789 + 9790)	\$46,726,114	\$27,557,697	\$2,316,568

SPECIAL RESERVE FUND (Fund 17, as applicable)

7. Reserve for Economic Uncertainties (Object 9789)	\$22,465,226	\$22,965,226	\$23,465,226
---	---------------------	---------------------	---------------------

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8. General Fund & Special Reserve Fund:	\$69,191,339	\$50,522,922	\$25,781,794
9. Percentage of General Fund Expenditures/Uses	12.18%	8.95%	4.52%
Difference between District Reserves and Minimum State Requirement	\$52,144,655	\$33,596,052	\$8,659,143

F. NARRATIVE OF AGREEMENT: Briefly describe the major components of the agreement

The San José Unified community has prioritized high-quality academics delivered and supported by high-quality staff for multiple years. These salary increases represent a shared investment in San José Unified's efforts to recruit and retain employees.

The California School Employees Association (CSEA) Chapter 4 is the sole and exclusive bargaining agent for employees in the following classifications, excluding those employees designated as "confidential" through the Public Employment Relations Board: (a) Clerical, Secretarial, and Related Classes; (b) Instructional Associate and Related Classes.

F.1 OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc.

N/A

F.2 NON-COMPENSATION: Class Size Changes, Staff Development Days, Teacher Prep Time, etc.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

California School Employees Association, Chapter 4

BARGAINING UNIT

N/A

G. SOURCE OF FUNDING: The following source(s) of funding have been identified to fund the proposed agreement

The San José Unified community has prioritized high-quality academics delivered and supported by high-quality staff for multiple years. These salary increases represent a shared investment in San José Unified's efforts to recruit and retain employees. As a community funded district, San José Unified's main source of revenue is local property taxes. The costs of the agreement will be funded by property tax growth for the next fiscal year, based on data provided by the Santa Clara County Assessor's Office, and other appropriate restricted and unrestricted revenue.

H. CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for "Me Too" Clauses, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action upon approval.

The agreement contains a provision that should another employee group within San José Unified receive a salary increase greater than 5% without corresponding financial concessions then the CSEA salary schedules will be updated by the difference between that percentage and the 5% increase in this agreement.

I. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

N/A

J. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years:

See assumptions page in the 2026-2027 Adopted Budget book located at <https://sjusd.box.com/v/2026-2027-LCAP-Budget>.

CERTIFICATION

*To be signed by the District Superintendent **AND** Chief Business Official when submitted for Public Disclosure **and later by the Board President after formal action by the Governing Board on the proposed agreement.***

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

San José Teachers Association

BARGAINING UNIT

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.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

This proposed Agreement is to be acted upon by the Governing Board at its meeting on 06/11/26

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning	07/01/26
and ending	06/30/28
for the following fiscal years	2026-27, 2027-28, 2028-29

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits:	General Fund ONLY	Total All Funds
1. Current Year Costs Before Agreement	\$251,565,556	\$251,565,556
2. Current Year Costs After Agreement	\$262,237,361	\$262,237,361
3. Total Cost Change	\$10,671,805	\$10,671,805
4. Percentage Change	4.24%	4.24%
5. Value of a 1% Change	\$2,134,361	\$2,134,361

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

	Certificated	Classified
1. Salary Schedule change (% Change To Existing Salary Schedule) (% change for one-time bonus/stipend or salary reduction)	5.00%	0.00%
2. Step & Column (Average % Change Over Prior Year Salary Schedule)	1.40%	0.00%
3. TOTAL PERCENTAGE CHANGE FROM THE PREVIOUS FISCAL YEAR FOR THE AVERAGE REPRESENTED EMPLOYEE	6.40%	0.00%
4. Total other compensation included in Current Year	\$ -	\$ -
5. Change in # of Workdays (+/-) Related to % Change	-	-
6. Total # of Workdays to be provided in Fiscal Year	183	0
7. Total # of Instructional Days to be provided in Fiscal Year	180	0

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

	General Fund only	Total All Funds
1. Cost of Benefits Before Agreement	\$ 75,680,849	\$ 75,680,849
2. Cost of Benefits After Agreement	\$ 77,558,418	\$ 77,558,418
3. Percentage Change in Total Costs	2.48%	2.48%

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

San José Teachers Association

BARGAINING UNIT

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT GENERAL FUND RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

	Current Year	First Subsequent Year	Second Subsequent Year
1. Based On Total Expenditures and Other Uses in the General Fund of:	\$568,222,813	\$564,229,027	\$570,755,039
2. Percentage Reserve Level State Standard for District:	3.0%	3.0%	3.0%
3. Amount of State Minimum Reserve Standard:	\$17,046,684	\$16,926,871	\$17,122,651

SUFFICIENCY OF DISTRICT GENERAL FUND UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES

4. Reserve for Economic Uncertainties (Object 9789)	\$46,726,113	\$27,557,697	\$2,316,568
5. Unassigned/Unappropriated (Object 9790)	\$0	\$0	\$0
6. Total Reserves: (Object 9789 + 9790)	\$46,726,114	\$27,557,697	\$2,316,568

SPECIAL RESERVE FUND (Fund 17, as applicable)

7. Reserve for Economic Uncertainties (Object 9789)	\$22,465,226	\$22,965,226	\$23,465,226
---	---------------------	---------------------	---------------------

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8. General Fund & Special Reserve Fund:	\$69,191,339	\$50,522,923	\$25,781,794
9. Percentage of General Fund Expenditures/Uses	12.18%	8.95%	4.52%
Difference between District Reserves and Minimum State Requirement	\$52,144,655	\$33,596,052	\$8,659,143

F. NARRATIVE OF AGREEMENT: Briefly describe the major components of the agreement

The San José Unified community has prioritized high-quality academics delivered and supported by high-quality staff for multiple years. These salary increases represent a shared investment in San José Unified's efforts to recruit and retain employees.

The San José Teachers Association (SJTA) is the exclusive bargaining agent for San José Unified for certificated employees, active and on leave, except for: (1) certificated employees represented by other bargaining units; (2) management, supervisory, and confidential employees as defined by the Educational Employment Relations Act; and (3) day-to-day substitutes.

San José Unified and SJTA have previously negotiated a salary formula and the 5% increase in salary in this agreement is a product of the agreed-upon salary formula and related processes. Health and welfare benefits for all employee groups at San José Unified are governed by a Health and Welfare Board and corresponding Health and Welfare Funding Formula and no changes to this are included in this agreement. The salary increase is effective on July 1, 2026.

F.1 OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

San José Teachers Association

BARGAINING UNIT

N/A

F.2 NON-COMPENSATION: Class Size Changes, Staff Development Days, Teacher Prep Time, etc.

N/A

G. SOURCE OF FUNDING: The following source(s) of funding have been identified to fund the proposed agreement

The San José Unified community has prioritized high-quality academics delivered and supported by high-quality staff for multiple years. These salary increases represent a shared investment in San José Unified's efforts to recruit and retain employees. As a community funded district, San José Unified's main source of revenue is local property taxes. The salary formula uses projected property tax growth for the next fiscal year, based on data provided by the Santa Clara County Assessor's Office, to calculate the salary increase for employees represented by SJTA. Property tax revenue is combined with other appropriate restricted and unrestricted revenue to provide for the costs of this agreement.

H. CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for "Me Too" Clauses, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action upon approval.

The previously negotiated salary formula utilizes data from the Santa Clara County Assessor's Office in March each year to calculate an initial salary increase. The salary formula, and by extension this agreement, contains a provision should the almost-final property tax growth for 2026-2027 be higher than projected in March 2026 that additional salary increases will be provided in accordance with the salary formula.

I. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

The agreement also expands the eligibility for a retirement incentive. Compensation provided as a retirement incentive is included in the following year's salary formula calculation.

J. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years:

See assumptions page in the 2026-2027 Adopted Budget book located at <https://sjusd.box.com/v/2026-2027-LCAP-Budget>.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

San José Unified School District

SCHOOL DISTRICT

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

San José Teachers Association

BARGAINING UNIT


CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and later by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

Signing Time: Jun 07, 2026, 01:30:30:323 p.m. (PDT)
boxSIGN  1XVQ2268-18W7276Q

Jun 7, 2026

District Superintendent - signature

Date

Signing Time: Jun 07, 2026, 11:00:41:854 a.m. (PDT)
boxSIGN  13KV6J98-18W7276Q

Jun 7, 2026

Chief Business Official- signature

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 6/11/26 took action to approve the proposed Agreement with the

San José Teachers Association

Bargaining Unit.

**President, Governing Board
(signature)**

Date

SUMMARY OF TOTAL IMPACT OF ALL AGREEMENTS ON THE GENERAL FUND BUDGET

(Reflect both Unrestricted and Restricted General Fund Budget Amounts)

San José Unified School District									
Impact of the Agreements with following Bargaining Units:									
San José Teachers Association, California School Employees Association, America Federation of State County and Munic									
Date of MYP from latest Board Approved Budget									
REVENUES:									
LCFF Sources (8010-8099)									
Remaining Revenues (8100-8799)									
Other Sources and Transfers In (8900-8999)									
TOTAL REVENUE									
OPERATING EXPENDITURES									
1000 Certificated Salaries									
Additional Adjustments to Objects 1000-1999									
2000 Classified Salaries									
Additional Adjustments to Objects 2000-2999									
3000 Benefits									
Additional Adjustments to Objects 3000-3999									
4000 Instructional Supplies									
5000 Contracted Services									
6000 Capital Outlay									
Other Outgo (excluding Transfers of Indirect Costs) 7100-7299, 7400-7499									
Other Outgo - Indirect Costs 7300-7399									
Transfers Out 7600-7629									
Other Uses 7630-7699									
Other Adjustments									
TOTAL EXPENDITURES									
OPERATING SURPLUS/(DEFICIT)									
INCREASE/(DECREASE) TO FUND BALANCE									
BEGINNING FUND BALANCE 9791-92									
Prior-Year Adjustments 9793-95									
NET BEGINNING BALANCE									
ENDING FUND BALANCE (EFB)									
COMPONENTS OF EFB:									
Nonspendable (9711-9719)									
Restricted (9740)									
Committed (9750/9760)									
Assigned (9780)									
REU (9789)									
Unassigned/Unappropriated (9790)									
Are budgets in balance?									
FUND 17 RESERVES (9789) or N/A									
Total Reserves									
Reserve level %									
	(Col. 1)	(Col.2)	(Col.3)	(Col. 1)	(Col.2)	(Col.3)	(Col. 1)	(Col.2)	(Col.3)
	Latest Board-Approved Budget Before Settlement	Impact of all Bargaining Unit Agreements and other Revisions	Projected District Budget after impact of all Bargaining Unit Agreements	Latest Board-Approved Budget Before Settlement	Impact of all Bargaining Unit Agreements and other Revisions	Projected District Budget after impact of all Bargaining Unit Agreements	Latest Board-Approved Budget Before Settlement	Impact of all Bargaining Unit Agreements and other Revisions	Projected District Budget after impact of all Bargaining Unit Agreements
	6/25/26			6/25/26			6/25/26		
	424,288,078	0	424,288,078	439,308,599	0	439,308,599	455,076,019	0	455,076,019
	91,497,625	0	91,497,625	91,503,200	0	91,503,200	92,319,216	0	92,319,216
	70,700,447	0	70,700,447	1,394,684	0	1,394,684	0	0	0
	586,486,150	0	586,486,150	532,206,483	0	532,206,483	547,395,235	0	547,395,235
	205,283,282	8,794,235	214,077,517	206,925,702	8,861,235	215,786,937	208,897,774	8,934,111	217,831,885
		0			0			0	
	70,803,080	2,979,654	73,782,734	70,903,504	2,985,533	73,889,037	71,244,521	2,991,424	74,235,945
		0			0			0	
	155,173,422	2,902,039	158,075,461	159,385,031	2,918,392	162,303,423	162,641,820	2,936,073	165,577,893
		0			0			0	
	18,700,287	0	18,700,287	12,906,891	0	12,906,891	12,762,469	0	12,762,469
	98,541,558	0	98,541,558	94,225,961	0	94,225,961	96,782,246	0	96,782,246
	1,750,078	0	1,750,078	1,694,684	0	1,694,684	300,000	0	300,000
	3,789,306	0	3,789,306	3,921,486	0	3,921,486	3,768,056	0	3,768,056
	(494,127)	0	(494,127)	(499,393)	0	(499,393)	(503,454)	0	(503,454)
	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0
	553,546,885	14,675,928	568,222,813	549,463,866	14,765,160	564,229,027	555,893,431	14,861,607	570,755,039
	(37,761,182)	(14,675,928)	(52,437,110)	(18,652,067)	(14,765,160)	(33,417,228)	(8,498,196)	(14,861,607)	(23,359,804)
	32,939,265	(14,675,928)	18,263,337	(17,257,383)	(14,765,160)	(32,022,544)	(8,498,196)	(14,861,607)	(23,359,804)
	81,401,978		81,401,978	99,665,315		99,665,315	67,642,771		67,642,771
	0	0	0			0			0
	81,401,978	0	81,401,978	99,665,315		99,665,315	67,642,771		67,642,771
	114,341,243	(14,675,928)	99,665,315	82,407,932	(14,765,160)	67,642,771	59,144,575	(14,861,607)	44,282,967
	176,000	0	176,000	176,000	0	176,000	176,000	0	176,000
	44,728,935	(1,720,382)	43,008,552	32,106,947	(1,712,980)	30,393,967	34,516,098	(1,734,264)	32,781,835
	0	0	0	0	0	0	0	0	0
	9,754,649	0	9,754,649	9,515,107	0	9,515,107	9,008,564	0	9,008,564
	59,681,659	(12,955,546)	46,726,113	40,609,877	(13,052,180)	27,557,697	15,443,911	(13,127,343)	2,316,568
	0		0	1		0	1		0
	In Balance		In Balance	In Balance		In Balance	In Balance		In Balance
	\$ 22,465,226	0	\$ 22,465,226	\$ 22,965,226	0	\$ 22,965,226	\$ 23,465,226	0	\$ 23,465,226
	82,146,885	0	69,191,339	63,575,104	0	50,522,923	38,909,139	0	25,781,794
	14.84%		12.18%	11.57%		8.95%	7.00%		4.52%

Assumptions used in the Impact to Multiyear Projection for Current Year.

Assumptions used in the Impact to Multiyear Projection in the First Subsequent Year.

Assumptions used in the Impact to Multiyear Projection in the Second Subsequent Year

SUMMARY OF TOTAL IMPACT OF ALL AGREEMENTS ON THE GENERAL FUND BUDGET

(Reflect both Unrestricted and Restricted General Fund Budget Amounts)

San José Unified School District	Current Fiscal Year 2026-27	First Subsequent Year 2027-28	Second Subsequent Year 2028-29
<p>Assumptions used in the Impact to Multiyear Projection for Other Revenue, COLAs, Add/Reduced Staffing, etc:</p>	<p>See assumptions page in the 2026-2027 Adopted Budget book located at https://sjusd.box.com/v/2026-2027-LCAP-Budget.</p>	<p>See assumptions page in the 2026-2027 Adopted Budget book located at https://sjusd.box.com/v/2026-2027-LCAP-Budget.</p>	<p>See assumptions page in the 2026-2027 Adopted Budget book located at https://sjusd.box.com/v/2026-2027-LCAP-Budget.</p>