



Tentative Agreement

between

San José Unified School District

and

American Federation of State County and Municipal Employees, Local 101

The San José Unified School District (“SJUSD”) and the American Federation of State County and Municipal Employees, Local 101 (“AFSCME”) agree to the following:

- (1) Ongoing Pay Increase 2026-2027  
Effective July 1, 2026, increase all Appendix B pay schedules by five percent (5.0%).
- (2) Effective July 1, 2026, add an Air Brakes stipend of \$500 to Pay Schedule B-5. Employees on Pay Schedule B-5 without a “No Air Brakes” (“L”) restriction on their commercial driver’s license will receive the Air Brakes stipend annually, which exceeds the cost to the employee of removing and/or maintaining a commercial driver’s license without the restriction. The restriction can be removed by:
  - a. passing a written test or tests with the Department of Motor Vehicles;
  - b. completing behind-the-wheel training provided by SJUSD instructors; and
  - c. passing a driving test with the California Highway Patrol.

Once the employee has submitted confirmation of a commercial driver’s license without a “No Air Brakes” (“L”) restriction to Human Resources, the employee shall begin receiving the stipend in the following month’s pay warrant.

- (3) Should another bargaining unit receive a salary increase for 2026-2027 that is greater than five percent (5.0%), excluding any increase that is a result of a corresponding financial concession, San José Unified will provide AFSCME with notice and automatically update all Appendix B pay schedules from (1), effective July 1, 2026, as follows:
  - a. Add the additional percentage increase to 5.0%.
  - b. Increase all 2025-2026 Appendix B pay schedules (i.e., without the 5.0% increase) by the percentage determined in section 2 (a).
- (4) The parties agree that section 3 above satisfies and is in compliance with section 3300 of the Collective Bargaining Agreement.

This agreement is contingent upon ratification by both parties no later than June 30, 2026.

For SJUSD:

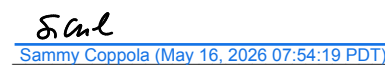


J. Dominic Bejarano  
Assistant Superintendent

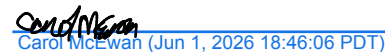


Peter Park  
Director, Human Resources

For AFSCME:



Sammy Coppola  
President



Carol McEwan  
Business Agent

APPENDIX B-1  
STUDENT NUTRITION PAY SCHEDULE

2026-2027	Student Nutrition	Lead Student Nutrition	Head Student Nutrition	Field Coordinator
1	\$20.92	\$23.06	\$25.43	\$45.66
2	\$21.02	\$23.18	\$25.55	\$45.89
3	\$21.13	\$23.29	\$25.68	\$46.12
4	\$21.23	\$23.41	\$25.81	\$46.35
5	\$21.34	\$23.53	\$25.94	\$46.58
6	\$21.45	\$23.64	\$26.07	\$46.81
7	\$21.55	\$23.76	\$26.20	\$47.05
8	\$21.66	\$23.88	\$26.33	\$47.28
9	\$21.77	\$24.00	\$26.46	\$47.52
10	\$21.88	\$24.12	\$26.59	\$47.76
11	\$21.99	\$24.24	\$26.73	\$48.00
12	\$22.10	\$24.36	\$26.86	\$48.24
13	\$22.21	\$24.48	\$26.99	\$48.48
14	\$22.32	\$24.61	\$27.13	\$48.72
15	\$22.43	\$24.73	\$27.26	\$48.96
16	\$22.54	\$24.85	\$27.40	\$49.21
17	\$22.66	\$24.98	\$27.54	\$49.45
18	\$22.77	\$25.10	\$27.68	\$49.70
19	\$22.88	\$25.23	\$27.81	\$49.95
20	\$23.00	\$25.35	\$27.95	\$50.20
21	\$23.11	\$25.48	\$28.09	\$50.45
22	\$23.23	\$25.61	\$28.23	\$50.70
23	\$23.34	\$25.74	\$28.37	\$50.96
24	\$23.46	\$25.86	\$28.52	\$51.21
25	\$23.58	\$25.99	\$28.66	\$51.47
26	\$23.70	\$26.12	\$28.80	\$51.72
27	\$23.81	\$26.25	\$28.95	\$51.98
28	\$23.93	\$26.39	\$29.09	\$52.24
29	\$24.05	\$26.52	\$29.24	\$52.50
30	\$24.17	\$26.65	\$29.38	\$52.77

APPENDIX B-1  
STUDENT NUTRITION PAY SCHEDULE

2026-2027	Student Nutrition	Lead Student Nutrition	Head Student Nutrition	Field Coordinator
31	\$24.29	\$26.78	\$29.53	\$53.03
32	\$24.42	\$26.92	\$29.68	\$53.30
33	\$24.54	\$27.05	\$29.83	\$53.56
34	\$24.66	\$27.19	\$29.97	\$53.83
35	\$24.78	\$27.32	\$30.12	\$54.10
36	\$24.91	\$27.46	\$30.27	\$54.37
37	\$25.03	\$27.60	\$30.43	\$54.64
38	\$25.16	\$27.74	\$30.58	\$54.91
39	\$25.28	\$27.87	\$30.73	\$55.19
40	\$25.41	\$28.01	\$30.88	\$55.46
41	\$25.54	\$28.15	\$31.04	\$55.74
42	\$25.66	\$28.29	\$31.19	\$56.02
43	\$25.79	\$28.44	\$31.35	\$56.30
44	\$25.92	\$28.58	\$31.51	\$56.58
45	\$26.05	\$28.72	\$31.66	\$56.87
46	\$26.18	\$28.86	\$31.82	\$57.15
47	\$26.31	\$29.01	\$31.98	\$57.44
48	\$26.44	\$29.15	\$32.14	\$57.72
49	\$26.58	\$29.30	\$32.30	\$58.01
50	\$26.71	\$29.45	\$32.46	\$58.30
51	\$26.84	\$29.59	\$32.63	\$58.59
52	\$26.98	\$29.74	\$32.79	\$58.89
53	\$27.11	\$29.89	\$32.95	\$59.18
54	\$27.25	\$30.04	\$33.12	\$59.48
55	\$27.38	\$30.19	\$33.28	\$59.77
56	\$27.52	\$30.34	\$33.45	\$60.07
57	\$27.66	\$30.49	\$33.62	\$60.37
58	\$27.80	\$30.64	\$33.79	\$60.67
59	\$27.93	\$30.80	\$33.95	\$60.98
60	\$28.07	\$30.95	\$34.12	\$61.28

APPENDIX B-1  
STUDENT NUTRITION PAY SCHEDULE

2026-2027	Student Nutrition	Lead Student Nutrition	Head Student Nutrition	Field Coordinator
61	\$28.21	\$31.11	\$34.30	\$61.59
62	\$28.36	\$31.26	\$34.47	\$61.90
63	\$28.50	\$31.42	\$34.64	\$62.21
64	\$28.64	\$31.58	\$34.81	\$62.52
65	\$28.78	\$31.73	\$34.99	\$62.83
66	\$28.93	\$31.89	\$35.16	\$63.14
67	\$29.07	\$32.05	\$35.34	\$63.46
68	\$29.22	\$32.21	\$35.51	\$63.78
69	\$29.36	\$32.37	\$35.69	\$64.10
70	\$29.51	\$32.53	\$35.87	\$64.42
71	\$29.66	\$32.70	\$36.05	\$64.74
72	\$29.81	\$32.86	\$36.23	\$65.06
73	\$29.95	\$33.03	\$36.41	\$65.39
74	\$30.10	\$33.19	\$36.59	\$65.71
75	\$30.26	\$33.36	\$36.78	\$66.04

APPENDIX B-2  
OPERATIONS PAY SCHEDULE

2026-2027	Custodian	Lead Custodian & Warehouse	Lead Warehouse	Head Custodian, Head Warehouse & Property Monitor	Field Coordinator
1	\$23.06	\$26.70	\$28.03	\$30.90	\$45.66
2	\$23.18	\$26.83	\$28.17	\$31.06	\$45.89
3	\$23.29	\$26.96	\$28.31	\$31.21	\$46.12
4	\$23.41	\$27.10	\$28.45	\$31.37	\$46.35
5	\$23.53	\$27.23	\$28.60	\$31.53	\$46.58
6	\$23.64	\$27.37	\$28.74	\$31.69	\$46.81
7	\$23.76	\$27.51	\$28.88	\$31.84	\$47.05
8	\$23.88	\$27.65	\$29.03	\$32.00	\$47.28
9	\$24.00	\$27.78	\$29.17	\$32.16	\$47.52
10	\$24.12	\$27.92	\$29.32	\$32.32	\$47.76
11	\$24.24	\$28.06	\$29.47	\$32.49	\$48.00
12	\$24.36	\$28.20	\$29.61	\$32.65	\$48.24
13	\$24.48	\$28.34	\$29.76	\$32.81	\$48.48
14	\$24.61	\$28.49	\$29.91	\$32.97	\$48.72
15	\$24.73	\$28.63	\$30.06	\$33.14	\$48.96
16	\$24.85	\$28.77	\$30.21	\$33.31	\$49.21
17	\$24.98	\$28.91	\$30.36	\$33.47	\$49.45
18	\$25.10	\$29.06	\$30.51	\$33.64	\$49.70
19	\$25.23	\$29.20	\$30.66	\$33.81	\$49.95
20	\$25.35	\$29.35	\$30.82	\$33.98	\$50.20
21	\$25.48	\$29.50	\$30.97	\$34.15	\$50.45
22	\$25.61	\$29.64	\$31.13	\$34.32	\$50.70
23	\$25.74	\$29.79	\$31.28	\$34.49	\$50.96
24	\$25.86	\$29.94	\$31.44	\$34.66	\$51.21
25	\$25.99	\$30.09	\$31.60	\$34.83	\$51.47
26	\$26.12	\$30.24	\$31.75	\$35.01	\$51.72
27	\$26.25	\$30.39	\$31.91	\$35.18	\$51.98
28	\$26.39	\$30.55	\$32.07	\$35.36	\$52.24
29	\$26.52	\$30.70	\$32.23	\$35.54	\$52.50
30	\$26.65	\$30.85	\$32.39	\$35.71	\$52.77

APPENDIX B-2  
OPERATIONS PAY SCHEDULE

2026-2027	Custodian	Lead Custodian & Warehouse	Lead Warehouse	Head Custodian, Head Warehouse & Property Monitor	Field Coordinator
31	\$26.78	\$31.01	\$32.56	\$35.89	\$53.03
32	\$26.92	\$31.16	\$32.72	\$36.07	\$53.30
33	\$27.05	\$31.32	\$32.88	\$36.25	\$53.56
34	\$27.19	\$31.47	\$33.05	\$36.43	\$53.83
35	\$27.32	\$31.63	\$33.21	\$36.62	\$54.10
36	\$27.46	\$31.79	\$33.38	\$36.80	\$54.37
37	\$27.60	\$31.95	\$33.54	\$36.98	\$54.64
38	\$27.74	\$32.11	\$33.71	\$37.17	\$54.91
39	\$27.87	\$32.27	\$33.88	\$37.35	\$55.19
40	\$28.01	\$32.43	\$34.05	\$37.54	\$55.46
41	\$28.15	\$32.59	\$34.22	\$37.73	\$55.74
42	\$28.29	\$32.75	\$34.39	\$37.92	\$56.02
43	\$28.44	\$32.92	\$34.56	\$38.11	\$56.30
44	\$28.58	\$33.08	\$34.74	\$38.30	\$56.58
45	\$28.72	\$33.25	\$34.91	\$38.49	\$56.87
46	\$28.86	\$33.41	\$35.08	\$38.68	\$57.15
47	\$29.01	\$33.58	\$35.26	\$38.87	\$57.44
48	\$29.15	\$33.75	\$35.44	\$39.07	\$57.72
49	\$29.30	\$33.92	\$35.61	\$39.26	\$58.01
50	\$29.45	\$34.09	\$35.79	\$39.46	\$58.30
51	\$29.59	\$34.26	\$35.97	\$39.66	\$58.59
52	\$29.74	\$34.43	\$36.15	\$39.86	\$58.89
53	\$29.89	\$34.60	\$36.33	\$40.06	\$59.18
54	\$30.04	\$34.77	\$36.51	\$40.26	\$59.48
55	\$30.19	\$34.95	\$36.70	\$40.46	\$59.77
56	\$30.34	\$35.12	\$36.88	\$40.66	\$60.07
57	\$30.49	\$35.30	\$37.06	\$40.86	\$60.37
58	\$30.64	\$35.48	\$37.25	\$41.07	\$60.67
59	\$30.80	\$35.65	\$37.44	\$41.27	\$60.98
60	\$30.95	\$35.83	\$37.62	\$41.48	\$61.28

APPENDIX B-2  
OPERATIONS PAY SCHEDULE

2026-2027	Custodian	Lead Custodian & Warehouse	Lead Warehouse	Head Custodian, Head Warehouse & Property Monitor	Field Coordinator
61	\$31.11	\$36.01	\$37.81	\$41.69	\$61.59
62	\$31.26	\$36.19	\$38.00	\$41.89	\$61.90
63	\$31.42	\$36.37	\$38.19	\$42.10	\$62.21
64	\$31.58	\$36.55	\$38.38	\$42.31	\$62.52
65	\$31.73	\$36.74	\$38.57	\$42.53	\$62.83
66	\$31.89	\$36.92	\$38.77	\$42.74	\$63.14
67	\$32.05	\$37.10	\$38.96	\$42.95	\$63.46
68	\$32.21	\$37.29	\$39.15	\$43.17	\$63.78
69	\$32.37	\$37.48	\$39.35	\$43.38	\$64.10
70	\$32.53	\$37.66	\$39.55	\$43.60	\$64.42
71	\$32.70	\$37.85	\$39.74	\$43.82	\$64.74
72	\$32.86	\$38.04	\$39.94	\$44.04	\$65.06
73	\$33.03	\$38.23	\$40.14	\$44.26	\$65.39
74	\$33.19	\$38.42	\$40.34	\$44.48	\$65.71
75	\$33.36	\$38.61	\$40.54	\$44.70	\$66.04
76	\$31.02	\$35.91	\$37.70	\$41.57	\$61.41
77	\$31.17	\$36.09	\$37.89	\$41.77	\$61.72
78	\$31.33	\$36.27	\$38.08	\$41.98	\$62.03
79	\$31.49	\$36.45	\$38.27	\$42.19	\$62.34
80	\$31.64	\$36.63	\$38.46	\$42.40	\$62.65
81	\$31.80	\$36.81	\$38.65	\$42.62	\$62.96
82	\$31.96	\$37.00	\$38.85	\$42.83	\$63.28
83	\$32.12	\$37.18	\$39.04	\$43.04	\$63.60
84	\$32.28	\$37.37	\$39.24	\$43.26	\$63.91
85	\$32.44	\$37.56	\$39.43	\$43.48	\$64.23
86	\$32.60	\$37.74	\$39.63	\$43.69	\$64.55
87	\$32.77	\$37.93	\$39.83	\$43.91	\$64.88
88	\$32.93	\$38.12	\$40.03	\$44.13	\$65.20
89	\$33.10	\$38.31	\$40.23	\$44.35	\$65.53
90	\$33.26	\$38.50	\$40.43	\$44.57	\$65.85

APPENDIX B-3  
 GROUNDS PAY SCHEDULE

2026-2027	Groundskeeper	Lead Groundskeeper	Head Groundskeeper & Pool Technician	Field Coordinator
1	\$24.21	\$28.03	\$32.45	\$45.66
2	\$24.34	\$28.17	\$32.61	\$45.89
3	\$24.46	\$28.31	\$32.78	\$46.12
4	\$24.58	\$28.45	\$32.94	\$46.35
5	\$24.70	\$28.60	\$33.10	\$46.58
6	\$24.83	\$28.74	\$33.27	\$46.81
7	\$24.95	\$28.88	\$33.44	\$47.05
8	\$25.08	\$29.03	\$33.60	\$47.28
9	\$25.20	\$29.17	\$33.77	\$47.52
10	\$25.33	\$29.32	\$33.94	\$47.76
11	\$25.45	\$29.47	\$34.11	\$48.00
12	\$25.58	\$29.61	\$34.28	\$48.24
13	\$25.71	\$29.76	\$34.45	\$48.48
14	\$25.84	\$29.91	\$34.62	\$48.72
15	\$25.97	\$30.06	\$34.80	\$48.96
16	\$26.10	\$30.21	\$34.97	\$49.21
17	\$26.23	\$30.36	\$35.15	\$49.45
18	\$26.36	\$30.51	\$35.32	\$49.70
19	\$26.49	\$30.66	\$35.50	\$49.95
20	\$26.62	\$30.82	\$35.68	\$50.20
21	\$26.75	\$30.97	\$35.85	\$50.45
22	\$26.89	\$31.13	\$36.03	\$50.70
23	\$27.02	\$31.28	\$36.21	\$50.96
24	\$27.16	\$31.44	\$36.39	\$51.21
25	\$27.29	\$31.60	\$36.58	\$51.47
26	\$27.43	\$31.75	\$36.76	\$51.72
27	\$27.57	\$31.91	\$36.94	\$51.98
28	\$27.71	\$32.07	\$37.13	\$52.24
29	\$27.84	\$32.23	\$37.31	\$52.50
30	\$27.98	\$32.39	\$37.50	\$52.77

APPENDIX B-3  
 GROUNDS PAY SCHEDULE

2026-2027	Groundskeeper	Lead Groundskeeper	Head Groundskeeper & Pool Technician	Field Coordinator
31	\$28.12	\$32.56	\$37.69	\$53.03
32	\$28.26	\$32.72	\$37.88	\$53.30
33	\$28.40	\$32.88	\$38.07	\$53.56
34	\$28.55	\$33.05	\$38.26	\$53.83
35	\$28.69	\$33.21	\$38.45	\$54.10
36	\$28.83	\$33.38	\$38.64	\$54.37
37	\$28.98	\$33.54	\$38.83	\$54.64
38	\$29.12	\$33.71	\$39.03	\$54.91
39	\$29.27	\$33.88	\$39.22	\$55.19
40	\$29.41	\$34.05	\$39.42	\$55.46
41	\$29.56	\$34.22	\$39.61	\$55.74
42	\$29.71	\$34.39	\$39.81	\$56.02
43	\$29.86	\$34.56	\$40.01	\$56.30
44	\$30.01	\$34.74	\$40.21	\$56.58
45	\$30.16	\$34.91	\$40.41	\$56.87
46	\$30.31	\$35.08	\$40.62	\$57.15
47	\$30.46	\$35.26	\$40.82	\$57.44
48	\$30.61	\$35.44	\$41.02	\$57.72
49	\$30.76	\$35.61	\$41.23	\$58.01
50	\$30.92	\$35.79	\$41.43	\$58.30
51	\$31.07	\$35.97	\$41.64	\$58.59
52	\$31.23	\$36.15	\$41.85	\$58.89
53	\$31.38	\$36.33	\$42.06	\$59.18
54	\$31.54	\$36.51	\$42.27	\$59.48
55	\$31.70	\$36.70	\$42.48	\$59.77
56	\$31.86	\$36.88	\$42.69	\$60.07
57	\$32.02	\$37.06	\$42.91	\$60.37
58	\$32.18	\$37.25	\$43.12	\$60.67
59	\$32.34	\$37.44	\$43.34	\$60.98
60	\$32.50	\$37.62	\$43.55	\$61.28

APPENDIX B-3  
 GROUNDS PAY SCHEDULE

2026-2027	Groundskeeper	Lead Groundskeeper	Head Groundskeeper & Pool Technician	Field Coordinator
61	\$32.66	\$37.81	\$43.77	\$61.59
62	\$32.83	\$38.00	\$43.99	\$61.90
63	\$32.99	\$38.19	\$44.21	\$62.21
64	\$33.15	\$38.38	\$44.43	\$62.52
65	\$33.32	\$38.57	\$44.65	\$62.83
66	\$33.49	\$38.77	\$44.88	\$63.14
67	\$33.65	\$38.96	\$45.10	\$63.46
68	\$33.82	\$39.15	\$45.33	\$63.78
69	\$33.99	\$39.35	\$45.55	\$64.10
70	\$34.16	\$39.55	\$45.78	\$64.42
71	\$34.33	\$39.74	\$46.01	\$64.74
72	\$34.50	\$39.94	\$46.24	\$65.06
73	\$34.68	\$40.14	\$46.47	\$65.39
74	\$34.85	\$40.34	\$46.70	\$65.71
75	\$35.02	\$40.54	\$46.94	\$66.04

APPENDIX B-4  
MAINTENANCE PAY SCHEDULE

2026-2027	Maintenance	Lead Maintenance	Head Maintenance	Maintenance Coordinator
1	\$37.56	\$45.66	\$50.34	\$55.50
2	\$37.75	\$45.89	\$50.59	\$55.78
3	\$37.94	\$46.12	\$50.85	\$56.06
4	\$38.13	\$46.35	\$51.10	\$56.34
5	\$38.32	\$46.58	\$51.35	\$56.62
6	\$38.51	\$46.81	\$51.61	\$56.90
7	\$38.71	\$47.05	\$51.87	\$57.19
8	\$38.90	\$47.28	\$52.13	\$57.47
9	\$39.09	\$47.52	\$52.39	\$57.76
10	\$39.29	\$47.76	\$52.65	\$58.05
11	\$39.49	\$48.00	\$52.92	\$58.34
12	\$39.68	\$48.24	\$53.18	\$58.63
13	\$39.88	\$48.48	\$53.45	\$58.92
14	\$40.08	\$48.72	\$53.71	\$59.22
15	\$40.28	\$48.96	\$53.98	\$59.51
16	\$40.48	\$49.21	\$54.25	\$59.81
17	\$40.69	\$49.45	\$54.52	\$60.11
18	\$40.89	\$49.70	\$54.80	\$60.41
19	\$41.09	\$49.95	\$55.07	\$60.71
20	\$41.30	\$50.20	\$55.34	\$61.02
21	\$41.51	\$50.45	\$55.62	\$61.32
22	\$41.71	\$50.70	\$55.90	\$61.63
23	\$41.92	\$50.96	\$56.18	\$61.94
24	\$42.13	\$51.21	\$56.46	\$62.25
25	\$42.34	\$51.47	\$56.74	\$62.56
26	\$42.55	\$51.72	\$57.03	\$62.87
27	\$42.77	\$51.98	\$57.31	\$63.19
28	\$42.98	\$52.24	\$57.60	\$63.50
29	\$43.19	\$52.50	\$57.89	\$63.82
30	\$43.41	\$52.77	\$58.17	\$64.14

APPENDIX B-4  
MAINTENANCE PAY SCHEDULE

2026-2027	Maintenance	Lead Maintenance	Head Maintenance	Maintenance Coordinator
31	\$43.63	\$53.03	\$58.47	\$64.46
32	\$43.85	\$53.30	\$58.76	\$64.78
33	\$44.07	\$53.56	\$59.05	\$65.10
34	\$44.29	\$53.83	\$59.35	\$65.43
35	\$44.51	\$54.10	\$59.64	\$65.76
36	\$44.73	\$54.37	\$59.94	\$66.09
37	\$44.95	\$54.64	\$60.24	\$66.42
38	\$45.18	\$54.91	\$60.54	\$66.75
39	\$45.40	\$55.19	\$60.85	\$67.08
40	\$45.63	\$55.46	\$61.15	\$67.42
41	\$45.86	\$55.74	\$61.46	\$67.75
42	\$46.09	\$56.02	\$61.76	\$68.09
43	\$46.32	\$56.30	\$62.07	\$68.43
44	\$46.55	\$56.58	\$62.38	\$68.78
45	\$46.78	\$56.87	\$62.69	\$69.12
46	\$47.02	\$57.15	\$63.01	\$69.47
47	\$47.25	\$57.44	\$63.32	\$69.81
48	\$47.49	\$57.72	\$63.64	\$70.16
49	\$47.73	\$58.01	\$63.96	\$70.51
50	\$47.96	\$58.30	\$64.28	\$70.87
51	\$48.20	\$58.59	\$64.60	\$71.22
52	\$48.45	\$58.89	\$64.92	\$71.58
53	\$48.69	\$59.18	\$65.25	\$71.93
54	\$48.93	\$59.48	\$65.57	\$72.29
55	\$49.18	\$59.77	\$65.90	\$72.65
56	\$49.42	\$60.07	\$66.23	\$73.02
57	\$49.67	\$60.37	\$66.56	\$73.38
58	\$49.92	\$60.67	\$66.89	\$73.75
59	\$50.17	\$60.98	\$67.23	\$74.12
60	\$50.42	\$61.28	\$67.56	\$74.49

APPENDIX B-4  
 MAINTENANCE PAY SCHEDULE

2026-2027	Maintenance	Lead Maintenance	Head Maintenance	Maintenance Coordinator
61	\$50.67	\$61.59	\$67.90	\$74.86
62	\$50.92	\$61.90	\$68.24	\$75.24
63	\$51.18	\$62.21	\$68.58	\$75.61
64	\$51.43	\$62.52	\$68.93	\$75.99
65	\$51.69	\$62.83	\$69.27	\$76.37
66	\$51.95	\$63.14	\$69.62	\$76.75
67	\$52.21	\$63.46	\$69.96	\$77.14
68	\$52.47	\$63.78	\$70.31	\$77.52
69	\$52.73	\$64.10	\$70.67	\$77.91
70	\$53.00	\$64.42	\$71.02	\$78.30
71	\$53.26	\$64.74	\$71.37	\$78.69
72	\$53.53	\$65.06	\$71.73	\$79.08
73	\$53.79	\$65.39	\$72.09	\$79.48
74	\$54.06	\$65.71	\$72.45	\$79.88
75	\$54.33	\$66.04	\$72.81	\$80.28

APPENDIX B-5  
TRANSPORTATION PAY SCHEDULE

2026-2027	Van Driver	Bus Driver	Scheduler and Dispatcher & Instructor	Lead Scheduler and Dispatcher & Lead Instructor
1	\$23.06	\$29.43	\$35.78	\$41.42
2	\$23.18	\$29.58	\$35.96	\$41.62
3	\$23.29	\$29.73	\$36.13	\$41.83
4	\$23.41	\$29.88	\$36.32	\$42.04
5	\$23.53	\$30.03	\$36.50	\$42.25
6	\$23.64	\$30.18	\$36.68	\$42.46
7	\$23.76	\$30.33	\$36.86	\$42.67
8	\$23.88	\$30.48	\$37.05	\$42.89
9	\$24.00	\$30.63	\$37.23	\$43.10
10	\$24.12	\$30.78	\$37.42	\$43.32
11	\$24.24	\$30.94	\$37.61	\$43.53
12	\$24.36	\$31.09	\$37.79	\$43.75
13	\$24.48	\$31.25	\$37.98	\$43.97
14	\$24.61	\$31.40	\$38.17	\$44.19
15	\$24.73	\$31.56	\$38.36	\$44.41
16	\$24.85	\$31.72	\$38.56	\$44.63
17	\$24.98	\$31.88	\$38.75	\$44.86
18	\$25.10	\$32.04	\$38.94	\$45.08
19	\$25.23	\$32.20	\$39.14	\$45.31
20	\$25.35	\$32.36	\$39.33	\$45.53
21	\$25.48	\$32.52	\$39.53	\$45.76
22	\$25.61	\$32.68	\$39.73	\$45.99
23	\$25.74	\$32.85	\$39.93	\$46.22
24	\$25.86	\$33.01	\$40.12	\$46.45
25	\$25.99	\$33.18	\$40.33	\$46.68
26	\$26.12	\$33.34	\$40.53	\$46.92
27	\$26.25	\$33.51	\$40.73	\$47.15
28	\$26.39	\$33.68	\$40.93	\$47.39
29	\$26.52	\$33.84	\$41.14	\$47.62
30	\$26.65	\$34.01	\$41.34	\$47.86

APPENDIX B-5  
TRANSPORTATION PAY SCHEDULE

2026-2027	Van Driver	Bus Driver	Scheduler and Dispatcher & Instructor	Lead Scheduler and Dispatcher & Lead Instructor
31	\$26.78	\$34.18	\$41.55	\$48.10
32	\$26.92	\$34.35	\$41.76	\$48.34
33	\$27.05	\$34.53	\$41.97	\$48.58
34	\$27.19	\$34.70	\$42.18	\$48.82
35	\$27.32	\$34.87	\$42.39	\$49.07
36	\$27.46	\$35.05	\$42.60	\$49.31
37	\$27.60	\$35.22	\$42.81	\$49.56
38	\$27.74	\$35.40	\$43.03	\$49.81
39	\$27.87	\$35.58	\$43.24	\$50.06
40	\$28.01	\$35.75	\$43.46	\$50.31
41	\$28.15	\$35.93	\$43.68	\$50.56
42	\$28.29	\$36.11	\$43.89	\$50.81
43	\$28.44	\$36.29	\$44.11	\$51.07
44	\$28.58	\$36.47	\$44.33	\$51.32
45	\$28.72	\$36.66	\$44.56	\$51.58
46	\$28.86	\$36.84	\$44.78	\$51.84
47	\$29.01	\$37.02	\$45.00	\$52.10
48	\$29.15	\$37.21	\$45.23	\$52.36
49	\$29.30	\$37.39	\$45.45	\$52.62
50	\$29.45	\$37.58	\$45.68	\$52.88
51	\$29.59	\$37.77	\$45.91	\$53.15
52	\$29.74	\$37.96	\$46.14	\$53.41
53	\$29.89	\$38.15	\$46.37	\$53.68
54	\$30.04	\$38.34	\$46.60	\$53.95
55	\$30.19	\$38.53	\$46.83	\$54.22
56	\$30.34	\$38.72	\$47.07	\$54.49
57	\$30.49	\$38.92	\$47.30	\$54.76
58	\$30.64	\$39.11	\$47.54	\$55.03
59	\$30.80	\$39.31	\$47.78	\$55.31
60	\$30.95	\$39.50	\$48.02	\$55.59

APPENDIX B-5  
 TRANSPORTATION PAY SCHEDULE

2026-2027	Van Driver	Bus Driver	Scheduler and Dispatcher & Instructor	Lead Scheduler and Dispatcher & Lead Instructor
61	\$31.11	\$39.70	\$48.26	\$55.86
62	\$31.26	\$39.90	\$48.50	\$56.14
63	\$31.42	\$40.10	\$48.74	\$56.42
64	\$31.58	\$40.30	\$48.98	\$56.71
65	\$31.73	\$40.50	\$49.23	\$56.99
66	\$31.89	\$40.70	\$49.48	\$57.27
67	\$32.05	\$40.91	\$49.72	\$57.56
68	\$32.21	\$41.11	\$49.97	\$57.85
69	\$32.37	\$41.32	\$50.22	\$58.14
70	\$32.53	\$41.52	\$50.47	\$58.43
71	\$32.70	\$41.73	\$50.72	\$58.72
72	\$32.86	\$41.94	\$50.98	\$59.01
73	\$33.03	\$42.15	\$51.23	\$59.31
74	\$33.19	\$42.36	\$51.49	\$59.61
75	\$33.36	\$42.57	\$51.75	\$59.90

**Annual Air Brakes Stipend**  
 \$500

APPENDIX B-6  
TECHNOLOGY PAY SCHEDULE

2026-2027	Technology Services	Lead Technology Services	BTA & Systems Administrator	Lead Systems Administrator	Software Engineer
1	\$32.45	\$37.56	\$47.94	\$55.50	\$61.19
2	\$32.61	\$37.75	\$48.18	\$55.78	\$61.50
3	\$32.78	\$37.94	\$48.42	\$56.06	\$61.80
4	\$32.94	\$38.13	\$48.67	\$56.34	\$62.11
5	\$33.10	\$38.32	\$48.91	\$56.62	\$62.42
6	\$33.27	\$38.51	\$49.15	\$56.90	\$62.73
7	\$33.44	\$38.71	\$49.40	\$57.19	\$63.05
8	\$33.60	\$38.90	\$49.65	\$57.47	\$63.36
9	\$33.77	\$39.09	\$49.90	\$57.76	\$63.68
10	\$33.94	\$39.29	\$50.14	\$58.05	\$64.00
11	\$34.11	\$39.49	\$50.40	\$58.34	\$64.32
12	\$34.28	\$39.68	\$50.65	\$58.63	\$64.64
13	\$34.45	\$39.88	\$50.90	\$58.92	\$64.96
14	\$34.62	\$40.08	\$51.15	\$59.22	\$65.29
15	\$34.80	\$40.28	\$51.41	\$59.51	\$65.61
16	\$34.97	\$40.48	\$51.67	\$59.81	\$65.94
17	\$35.15	\$40.69	\$51.93	\$60.11	\$66.27
18	\$35.32	\$40.89	\$52.19	\$60.41	\$66.60
19	\$35.50	\$41.09	\$52.45	\$60.71	\$66.94
20	\$35.68	\$41.30	\$52.71	\$61.02	\$67.27
21	\$35.85	\$41.51	\$52.97	\$61.32	\$67.61
22	\$36.03	\$41.71	\$53.24	\$61.63	\$67.95
23	\$36.21	\$41.92	\$53.50	\$61.94	\$68.29
24	\$36.39	\$42.13	\$53.77	\$62.25	\$68.63
25	\$36.58	\$42.34	\$54.04	\$62.56	\$68.97
26	\$36.76	\$42.55	\$54.31	\$62.87	\$69.31
27	\$36.94	\$42.77	\$54.58	\$63.19	\$69.66
28	\$37.13	\$42.98	\$54.85	\$63.50	\$70.01
29	\$37.31	\$43.19	\$55.13	\$63.82	\$70.36
30	\$37.50	\$43.41	\$55.40	\$64.14	\$70.71

APPENDIX B-6  
TECHNOLOGY PAY SCHEDULE

2026-2027	Technology Services	Lead Technology Services	BTA & Systems Administrator	Lead Systems Administrator	Software Engineer
31	\$37.69	\$43.63	\$55.68	\$64.46	\$71.07
32	\$37.88	\$43.85	\$55.96	\$64.78	\$71.42
33	\$38.07	\$44.07	\$56.24	\$65.10	\$71.78
34	\$38.26	\$44.29	\$56.52	\$65.43	\$72.14
35	\$38.45	\$44.51	\$56.80	\$65.76	\$72.50
36	\$38.64	\$44.73	\$57.09	\$66.09	\$72.86
37	\$38.83	\$44.95	\$57.37	\$66.42	\$73.22
38	\$39.03	\$45.18	\$57.66	\$66.75	\$73.59
39	\$39.22	\$45.40	\$57.95	\$67.08	\$73.96
40	\$39.42	\$45.63	\$58.24	\$67.42	\$74.33
41	\$39.61	\$45.86	\$58.53	\$67.75	\$74.70
42	\$39.81	\$46.09	\$58.82	\$68.09	\$75.07
43	\$40.01	\$46.32	\$59.12	\$68.43	\$75.45
44	\$40.21	\$46.55	\$59.41	\$68.78	\$75.83
45	\$40.41	\$46.78	\$59.71	\$69.12	\$76.20
46	\$40.62	\$47.02	\$60.01	\$69.47	\$76.59
47	\$40.82	\$47.25	\$60.31	\$69.81	\$76.97
48	\$41.02	\$47.49	\$60.61	\$70.16	\$77.35
49	\$41.23	\$47.73	\$60.91	\$70.51	\$77.74
50	\$41.43	\$47.96	\$61.22	\$70.87	\$78.13
51	\$41.64	\$48.20	\$61.52	\$71.22	\$78.52
52	\$41.85	\$48.45	\$61.83	\$71.58	\$78.91
53	\$42.06	\$48.69	\$62.14	\$71.93	\$79.31
54	\$42.27	\$48.93	\$62.45	\$72.29	\$79.70
55	\$42.48	\$49.18	\$62.76	\$72.65	\$80.10
56	\$42.69	\$49.42	\$63.08	\$73.02	\$80.50
57	\$42.91	\$49.67	\$63.39	\$73.38	\$80.90
58	\$43.12	\$49.92	\$63.71	\$73.75	\$81.31
59	\$43.34	\$50.17	\$64.03	\$74.12	\$81.72
60	\$43.55	\$50.42	\$64.35	\$74.49	\$82.12

APPENDIX B-6  
TECHNOLOGY PAY SCHEDULE

2026-2027	Technology Services	Lead Technology Services	BTA & Systems Administrator	Lead Systems Administrator	Software Engineer
61	\$43.77	\$50.67	\$64.67	\$74.86	\$82.54
62	\$43.99	\$50.92	\$64.99	\$75.24	\$82.95
63	\$44.21	\$51.18	\$65.32	\$75.61	\$83.36
64	\$44.43	\$51.43	\$65.64	\$75.99	\$83.78
65	\$44.65	\$51.69	\$65.97	\$76.37	\$84.20
66	\$44.88	\$51.95	\$66.30	\$76.75	\$84.62
67	\$45.10	\$52.21	\$66.63	\$77.14	\$85.04
68	\$45.33	\$52.47	\$66.97	\$77.52	\$85.47
69	\$45.55	\$52.73	\$67.30	\$77.91	\$85.89
70	\$45.78	\$53.00	\$67.64	\$78.30	\$86.32
71	\$46.01	\$53.26	\$67.98	\$78.69	\$86.76
72	\$46.24	\$53.53	\$68.32	\$79.08	\$87.19
73	\$46.47	\$53.79	\$68.66	\$79.48	\$87.63
74	\$46.70	\$54.06	\$69.00	\$79.88	\$88.06
75	\$46.94	\$54.33	\$69.35	\$80.28	\$88.50



San José  
Unified  
School District



California School  
Employees Association



Tentative Agreement

between

San José Unified School District

and

California School Employees Association, Chapter 4

The San José Unified School District ("SJUSD") and the California School Employees Association ("CSEA") agree to the following:

- (1) Ongoing Pay Increase 2026-2027  
Effective July 1, 2026, increase all Appendix B pay schedules by five percent (5.0%).
- (2) Should another bargaining unit receive a salary increase for 2026-2027 that is greater than five percent (5.0%), excluding any increase that is a result of a corresponding financial concession, San José Unified will provide CSEA with notice and automatically update all Appendix B pay schedules from (1), effective July 1, 2026, as follows:
  - a. Add the additional percentage increase to 5.0%.
  - b. Increase all 2025-2026 Appendix B pay schedules (i.e., without the 5.0% increase) by the percentage determined in section 2 (a).
- (3) The parties agree that section 2 above satisfies and is in compliance with section 3300 of the Collective Bargaining Agreement.

This agreement is contingent upon ratification by both parties no later than June 30, 2026.

For SJUSD:

J. Dominic Bejarano  
Assistant Superintendent

Peter Park  
Director, Human Resources

5/11/2026  
Date

For CSEA:

Sharon Calhoun  
President

Robin James-Utigaard  
Labor Relations Representative

05/11/26  
Date

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-1				
Student Support Pay Schedule				
2026-2027	Campus Supervisor	Instructional Associate - General	Instructional Associate - Specialized, Paralibrarian	English Learner Program Assistant
1	\$20.92	\$23.06	\$25.43	\$26.70
2	\$21.02	\$23.18	\$25.55	\$26.83
3	\$21.13	\$23.29	\$25.68	\$26.97
4	\$21.23	\$23.41	\$25.81	\$27.10
5	\$21.34	\$23.53	\$25.94	\$27.24
6	\$21.45	\$23.65	\$26.07	\$27.37
7	\$21.55	\$23.76	\$26.20	\$27.51
8	\$21.66	\$23.88	\$26.33	\$27.65
9	\$21.77	\$24.00	\$26.46	\$27.79
10	\$21.88	\$24.12	\$26.59	\$27.92
11	\$21.99	\$24.24	\$26.73	\$28.06
12	\$22.10	\$24.36	\$26.86	\$28.20
13	\$22.21	\$24.49	\$27.00	\$28.35
14	\$22.32	\$24.61	\$27.13	\$28.49
15	\$22.43	\$24.73	\$27.27	\$28.63
16	\$22.54	\$24.85	\$27.40	\$28.77
17	\$22.66	\$24.98	\$27.54	\$28.92
18	\$22.77	\$25.10	\$27.68	\$29.06
19	\$22.88	\$25.23	\$27.82	\$29.21
20	\$23.00	\$25.36	\$27.95	\$29.35
21	\$23.11	\$25.48	\$28.09	\$29.50
22	\$23.23	\$25.61	\$28.23	\$29.65
23	\$23.35	\$25.74	\$28.38	\$29.79
24	\$23.46	\$25.87	\$28.52	\$29.94
25	\$23.58	\$26.00	\$28.66	\$30.09
26	\$23.70	\$26.13	\$28.80	\$30.24
27	\$23.82	\$26.26	\$28.95	\$30.40
28	\$23.93	\$26.39	\$29.09	\$30.55
29	\$24.05	\$26.52	\$29.24	\$30.70
30	\$24.17	\$26.65	\$29.38	\$30.85
31	\$24.30	\$26.79	\$29.53	\$31.01
32	\$24.42	\$26.92	\$29.68	\$31.16
33	\$24.54	\$27.05	\$29.83	\$31.32
34	\$24.66	\$27.19	\$29.98	\$31.48
35	\$24.78	\$27.33	\$30.13	\$31.63
36	\$24.91	\$27.46	\$30.28	\$31.79

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-1				
Student Support Pay Schedule				
2026-2027	Campus Supervisor	Instructional Associate - General	Instructional Associate - Specialized, Paralibrarian	English Learner Program Assistant
37	\$25.03	\$27.60	\$30.43	\$31.95
38	\$25.16	\$27.74	\$30.58	\$32.11
39	\$25.28	\$27.88	\$30.73	\$32.27
40	\$25.41	\$28.02	\$30.89	\$32.43
41	\$25.54	\$28.16	\$31.04	\$32.59
42	\$25.67	\$28.30	\$31.20	\$32.76
43	\$25.79	\$28.44	\$31.35	\$32.92
44	\$25.92	\$28.58	\$31.51	\$33.08
45	\$26.05	\$28.72	\$31.67	\$33.25
46	\$26.18	\$28.87	\$31.83	\$33.42
47	\$26.31	\$29.01	\$31.98	\$33.58
48	\$26.45	\$29.16	\$32.14	\$33.75
49	\$26.58	\$29.30	\$32.31	\$33.92
50	\$26.71	\$29.45	\$32.47	\$34.09
51	\$26.84	\$29.60	\$32.63	\$34.26
52	\$26.98	\$29.74	\$32.79	\$34.43
53	\$27.11	\$29.89	\$32.96	\$34.60
54	\$27.25	\$30.04	\$33.12	\$34.78
55	\$27.38	\$30.19	\$33.29	\$34.95
56	\$27.52	\$30.34	\$33.45	\$35.13
57	\$27.66	\$30.49	\$33.62	\$35.30
58	\$27.80	\$30.65	\$33.79	\$35.48
59	\$27.94	\$30.80	\$33.96	\$35.66
60	\$28.08	\$30.95	\$34.13	\$35.83
61	\$28.22	\$31.11	\$34.30	\$36.01
62	\$28.36	\$31.26	\$34.47	\$36.19
63	\$28.50	\$31.42	\$34.64	\$36.37
64	\$28.64	\$31.58	\$34.81	\$36.56
65	\$28.79	\$31.74	\$34.99	\$36.74
66	\$28.93	\$31.89	\$35.16	\$36.92
67	\$29.07	\$32.05	\$35.34	\$37.11
68	\$29.22	\$32.21	\$35.52	\$37.29
69	\$29.37	\$32.38	\$35.69	\$37.48
70	\$29.51	\$32.54	\$35.87	\$37.67
71	\$29.66	\$32.70	\$36.05	\$37.85
72	\$29.81	\$32.86	\$36.23	\$38.04

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-1				
Student Support Pay Schedule				
2026-2027	Campus Supervisor	Instructional Associate - General	Instructional Associate - Specialized, Paralibrarian	English Learner Program Assistant
73	\$29.96	\$33.03	\$36.41	\$38.23
74	\$30.11	\$33.19	\$36.60	\$38.42
75	\$30.26	\$33.36	\$36.78	\$38.62
76	\$30.41	\$33.53	\$36.96	\$38.81
77	\$30.56	\$33.69	\$37.15	\$39.00
78	\$30.71	\$33.86	\$37.33	\$39.20
79	\$30.87	\$34.03	\$37.52	\$39.40
80	\$31.02	\$34.20	\$37.71	\$39.59
81	\$31.18	\$34.37	\$37.90	\$39.79
82	\$31.33	\$34.54	\$38.08	\$39.99
83	\$31.49	\$34.72	\$38.28	\$40.19
84	\$31.65	\$34.89	\$38.47	\$40.39
85	\$31.80	\$35.06	\$38.66	\$40.59
86	\$31.96	\$35.24	\$38.85	\$40.79
87	\$32.12	\$35.42	\$39.05	\$41.00
88	\$32.28	\$35.59	\$39.24	\$41.20
89	\$32.45	\$35.77	\$39.44	\$41.41
90	\$32.61	\$35.95	\$39.64	\$41.62
91	\$32.77	\$36.13	\$39.83	\$41.82
92	\$32.93	\$36.31	\$40.03	\$42.03
93	\$33.10	\$36.49	\$40.23	\$42.24
94	\$33.26	\$36.67	\$40.43	\$42.46
95	\$33.43	\$36.86	\$40.64	\$42.67
96	\$33.60	\$37.04	\$40.84	\$42.88
97	\$33.77	\$37.23	\$41.04	\$43.10
98	\$33.94	\$37.41	\$41.25	\$43.31
99	\$34.10	\$37.60	\$41.45	\$43.53
100	\$34.28	\$37.79	\$41.66	\$43.75

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-2						
Clerical Pay Schedule						
2026-2027	Office Assistant	Office Specialist, Registrar	Family Liaison	Office Manager	Program Analyst	Senior Program Analyst
1	\$23.06	\$25.43	\$26.70	\$29.44	\$34.07	\$43.49
2	\$23.18	\$25.55	\$26.83	\$29.58	\$34.25	\$43.71
3	\$23.29	\$25.68	\$26.97	\$29.73	\$34.42	\$43.93
4	\$23.41	\$25.81	\$27.10	\$29.88	\$34.59	\$44.14
5	\$23.53	\$25.94	\$27.24	\$30.03	\$34.76	\$44.37
6	\$23.65	\$26.07	\$27.37	\$30.18	\$34.94	\$44.59
7	\$23.76	\$26.20	\$27.51	\$30.33	\$35.11	\$44.81
8	\$23.88	\$26.33	\$27.65	\$30.48	\$35.29	\$45.03
9	\$24.00	\$26.46	\$27.79	\$30.63	\$35.46	\$45.26
10	\$24.12	\$26.59	\$27.92	\$30.79	\$35.64	\$45.49
11	\$24.24	\$26.73	\$28.06	\$30.94	\$35.82	\$45.71
12	\$24.36	\$26.86	\$28.20	\$31.10	\$36.00	\$45.94
13	\$24.49	\$27.00	\$28.35	\$31.25	\$36.18	\$46.17
14	\$24.61	\$27.13	\$28.49	\$31.41	\$36.36	\$46.40
15	\$24.73	\$27.27	\$28.63	\$31.56	\$36.54	\$46.63
16	\$24.85	\$27.40	\$28.77	\$31.72	\$36.72	\$46.87
17	\$24.98	\$27.54	\$28.92	\$31.88	\$36.91	\$47.10
18	\$25.10	\$27.68	\$29.06	\$32.04	\$37.09	\$47.34
19	\$25.23	\$27.82	\$29.21	\$32.20	\$37.28	\$47.57
20	\$25.36	\$27.95	\$29.35	\$32.36	\$37.46	\$47.81
21	\$25.48	\$28.09	\$29.50	\$32.52	\$37.65	\$48.05
22	\$25.61	\$28.23	\$29.65	\$32.69	\$37.84	\$48.29
23	\$25.74	\$28.38	\$29.79	\$32.85	\$38.03	\$48.53
24	\$25.87	\$28.52	\$29.94	\$33.01	\$38.22	\$48.78
25	\$26.00	\$28.66	\$30.09	\$33.18	\$38.41	\$49.02
26	\$26.13	\$28.80	\$30.24	\$33.34	\$38.60	\$49.26
27	\$26.26	\$28.95	\$30.40	\$33.51	\$38.79	\$49.51
28	\$26.39	\$29.09	\$30.55	\$33.68	\$38.99	\$49.76
29	\$26.52	\$29.24	\$30.70	\$33.85	\$39.18	\$50.01
30	\$26.65	\$29.38	\$30.85	\$34.02	\$39.38	\$50.26
31	\$26.79	\$29.53	\$31.01	\$34.19	\$39.57	\$50.51
32	\$26.92	\$29.68	\$31.16	\$34.36	\$39.77	\$50.76
33	\$27.05	\$29.83	\$31.32	\$34.53	\$39.97	\$51.01
34	\$27.19	\$29.98	\$31.48	\$34.70	\$40.17	\$51.27
35	\$27.33	\$30.13	\$31.63	\$34.87	\$40.37	\$51.53
36	\$27.46	\$30.28	\$31.79	\$35.05	\$40.57	\$51.78
37	\$27.60	\$30.43	\$31.95	\$35.22	\$40.78	\$52.04

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-2						
Clerical Pay Schedule						
2026-2027	Office Assistant	Office Specialist, Registrar	Family Liaison	Office Manager	Program Analyst	Senior Program Analyst
38	\$27.74	\$30.58	\$32.11	\$35.40	\$40.98	\$52.30
39	\$27.88	\$30.73	\$32.27	\$35.58	\$41.19	\$52.56
40	\$28.02	\$30.89	\$32.43	\$35.76	\$41.39	\$52.83
41	\$28.16	\$31.04	\$32.59	\$35.93	\$41.60	\$53.09
42	\$28.30	\$31.20	\$32.76	\$36.11	\$41.81	\$53.36
43	\$28.44	\$31.35	\$32.92	\$36.29	\$42.02	\$53.62
44	\$28.58	\$31.51	\$33.08	\$36.48	\$42.23	\$53.89
45	\$28.72	\$31.67	\$33.25	\$36.66	\$42.44	\$54.16
46	\$28.87	\$31.83	\$33.42	\$36.84	\$42.65	\$54.43
47	\$29.01	\$31.98	\$33.58	\$37.03	\$42.86	\$54.70
48	\$29.16	\$32.14	\$33.75	\$37.21	\$43.08	\$54.98
49	\$29.30	\$32.31	\$33.92	\$37.40	\$43.29	\$55.25
50	\$29.45	\$32.47	\$34.09	\$37.58	\$43.51	\$55.53
51	\$29.60	\$32.63	\$34.26	\$37.77	\$43.73	\$55.81
52	\$29.74	\$32.79	\$34.43	\$37.96	\$43.94	\$56.09
53	\$29.89	\$32.96	\$34.60	\$38.15	\$44.16	\$56.37
54	\$30.04	\$33.12	\$34.78	\$38.34	\$44.39	\$56.65
55	\$30.19	\$33.29	\$34.95	\$38.53	\$44.61	\$56.93
56	\$30.34	\$33.45	\$35.13	\$38.73	\$44.83	\$57.22
57	\$30.49	\$33.62	\$35.30	\$38.92	\$45.05	\$57.50
58	\$30.65	\$33.79	\$35.48	\$39.11	\$45.28	\$57.79
59	\$30.80	\$33.96	\$35.66	\$39.31	\$45.51	\$58.08
60	\$30.95	\$34.13	\$35.83	\$39.51	\$45.73	\$58.37
61	\$31.11	\$34.30	\$36.01	\$39.70	\$45.96	\$58.66
62	\$31.26	\$34.47	\$36.19	\$39.90	\$46.19	\$58.95
63	\$31.42	\$34.64	\$36.37	\$40.10	\$46.42	\$59.25
64	\$31.58	\$34.81	\$36.56	\$40.30	\$46.65	\$59.54
65	\$31.74	\$34.99	\$36.74	\$40.50	\$46.89	\$59.84
66	\$31.89	\$35.16	\$36.92	\$40.71	\$47.12	\$60.14
67	\$32.05	\$35.34	\$37.11	\$40.91	\$47.36	\$60.44
68	\$32.21	\$35.52	\$37.29	\$41.11	\$47.60	\$60.74
69	\$32.38	\$35.69	\$37.48	\$41.32	\$47.83	\$61.05
70	\$32.54	\$35.87	\$37.67	\$41.53	\$48.07	\$61.35
71	\$32.70	\$36.05	\$37.85	\$41.73	\$48.31	\$61.66
72	\$32.86	\$36.23	\$38.04	\$41.94	\$48.55	\$61.97
73	\$33.03	\$36.41	\$38.23	\$42.15	\$48.80	\$62.28
74	\$33.19	\$36.60	\$38.42	\$42.36	\$49.04	\$62.59

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-2						
Clerical Pay Schedule						
2026-2027	Office Assistant	Office Specialist, Registrar	Family Liaison	Office Manager	Program Analyst	Senior Program Analyst
75	\$33.36	\$36.78	\$38.62	\$42.58	\$49.29	\$62.90
76	\$33.53	\$36.96	\$38.81	\$42.79	\$49.53	\$63.22
77	\$33.69	\$37.15	\$39.00	\$43.00	\$49.78	\$63.53
78	\$33.86	\$37.33	\$39.20	\$43.22	\$50.03	\$63.85
79	\$34.03	\$37.52	\$39.40	\$43.43	\$50.28	\$64.17
80	\$34.20	\$37.71	\$39.59	\$43.65	\$50.53	\$64.49
81	\$34.37	\$37.90	\$39.79	\$43.87	\$50.78	\$64.81
82	\$34.54	\$38.08	\$39.99	\$44.09	\$51.04	\$65.14
83	\$34.72	\$38.28	\$40.19	\$44.31	\$51.29	\$65.46
84	\$34.89	\$38.47	\$40.39	\$44.53	\$51.55	\$65.79
85	\$35.06	\$38.66	\$40.59	\$44.75	\$51.81	\$66.12
86	\$35.24	\$38.85	\$40.79	\$44.98	\$52.07	\$66.45
87	\$35.42	\$39.05	\$41.00	\$45.20	\$52.33	\$66.78
88	\$35.59	\$39.24	\$41.20	\$45.43	\$52.59	\$67.12
89	\$35.77	\$39.44	\$41.41	\$45.65	\$52.85	\$67.45
90	\$35.95	\$39.64	\$41.62	\$45.88	\$53.11	\$67.79
91	\$36.13	\$39.83	\$41.82	\$46.11	\$53.38	\$68.13
92	\$36.31	\$40.03	\$42.03	\$46.34	\$53.65	\$68.47
93	\$36.49	\$40.23	\$42.24	\$46.57	\$53.92	\$68.81
94	\$36.67	\$40.43	\$42.46	\$46.81	\$54.19	\$69.16
95	\$36.86	\$40.64	\$42.67	\$47.04	\$54.46	\$69.50
96	\$37.04	\$40.84	\$42.88	\$47.28	\$54.73	\$69.85
97	\$37.23	\$41.04	\$43.10	\$47.51	\$55.00	\$70.20
98	\$37.41	\$41.25	\$43.31	\$47.75	\$55.28	\$70.55
99	\$37.60	\$41.45	\$43.53	\$47.99	\$55.55	\$70.90
100	\$37.79	\$41.66	\$43.75	\$48.23	\$55.83	\$71.26

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-3			
Accounting Pay Schedule			
2026-2027	Accounting Clerk	Accounting Specialist	Accountant
1	\$28.03	\$35.78	\$47.95
2	\$28.17	\$35.96	\$48.19
3	\$28.31	\$36.14	\$48.43
4	\$28.46	\$36.32	\$48.67
5	\$28.60	\$36.50	\$48.91
6	\$28.74	\$36.68	\$49.16
7	\$28.89	\$36.87	\$49.40
8	\$29.03	\$37.05	\$49.65
9	\$29.17	\$37.24	\$49.90
10	\$29.32	\$37.42	\$50.15
11	\$29.47	\$37.61	\$50.40
12	\$29.61	\$37.80	\$50.65
13	\$29.76	\$37.99	\$50.90
14	\$29.91	\$38.18	\$51.16
15	\$30.06	\$38.37	\$51.41
16	\$30.21	\$38.56	\$51.67
17	\$30.36	\$38.75	\$51.93
18	\$30.51	\$38.94	\$52.19
19	\$30.67	\$39.14	\$52.45
20	\$30.82	\$39.34	\$52.71
21	\$30.97	\$39.53	\$52.98
22	\$31.13	\$39.73	\$53.24
23	\$31.28	\$39.93	\$53.51
24	\$31.44	\$40.13	\$53.77
25	\$31.60	\$40.33	\$54.04
26	\$31.76	\$40.53	\$54.31
27	\$31.92	\$40.73	\$54.59
28	\$32.07	\$40.94	\$54.86
29	\$32.24	\$41.14	\$55.13
30	\$32.40	\$41.35	\$55.41
31	\$32.56	\$41.55	\$55.69
32	\$32.72	\$41.76	\$55.96
33	\$32.88	\$41.97	\$56.24
34	\$33.05	\$42.18	\$56.52
35	\$33.21	\$42.39	\$56.81
36	\$33.38	\$42.60	\$57.09
37	\$33.55	\$42.82	\$57.38
38	\$33.71	\$43.03	\$57.66

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-3			
Accounting Pay Schedule			
2026-2027	Accounting Clerk	Accounting Specialist	Accountant
39	\$33.88	\$43.24	\$57.95
40	\$34.05	\$43.46	\$58.24
41	\$34.22	\$43.68	\$58.53
42	\$34.39	\$43.90	\$58.83
43	\$34.57	\$44.12	\$59.12
44	\$34.74	\$44.34	\$59.42
45	\$34.91	\$44.56	\$59.71
46	\$35.09	\$44.78	\$60.01
47	\$35.26	\$45.01	\$60.31
48	\$35.44	\$45.23	\$60.61
49	\$35.62	\$45.46	\$60.92
50	\$35.79	\$45.68	\$61.22
51	\$35.97	\$45.91	\$61.53
52	\$36.15	\$46.14	\$61.83
53	\$36.33	\$46.37	\$62.14
54	\$36.52	\$46.60	\$62.45
55	\$36.70	\$46.84	\$62.77
56	\$36.88	\$47.07	\$63.08
57	\$37.07	\$47.31	\$63.40
58	\$37.25	\$47.54	\$63.71
59	\$37.44	\$47.78	\$64.03
60	\$37.62	\$48.02	\$64.35
61	\$37.81	\$48.26	\$64.67
62	\$38.00	\$48.50	\$65.00
63	\$38.19	\$48.74	\$65.32
64	\$38.38	\$48.99	\$65.65
65	\$38.58	\$49.23	\$65.98
66	\$38.77	\$49.48	\$66.31
67	\$38.96	\$49.73	\$66.64
68	\$39.16	\$49.97	\$66.97
69	\$39.35	\$50.22	\$67.31
70	\$39.55	\$50.48	\$67.64
71	\$39.75	\$50.73	\$67.98
72	\$39.95	\$50.98	\$68.32
73	\$40.15	\$51.24	\$68.66
74	\$40.35	\$51.49	\$69.01
75	\$40.55	\$51.75	\$69.35
76	\$40.75	\$52.01	\$69.70

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-3			
Accounting Pay Schedule			
2026-2027	Accounting Clerk	Accounting Specialist	Accountant
77	\$40.95	\$52.27	\$70.05
78	\$41.16	\$52.53	\$70.40
79	\$41.36	\$52.79	\$70.75
80	\$41.57	\$53.06	\$71.10
81	\$41.78	\$53.32	\$71.46
82	\$41.99	\$53.59	\$71.81
83	\$42.20	\$53.86	\$72.17
84	\$42.41	\$54.13	\$72.53
85	\$42.62	\$54.40	\$72.90
86	\$42.83	\$54.67	\$73.26
87	\$43.05	\$54.94	\$73.63
88	\$43.26	\$55.22	\$74.00
89	\$43.48	\$55.49	\$74.37
90	\$43.70	\$55.77	\$74.74
91	\$43.92	\$56.05	\$75.11
92	\$44.14	\$56.33	\$75.49
93	\$44.36	\$56.61	\$75.86
94	\$44.58	\$56.89	\$76.24
95	\$44.80	\$57.18	\$76.62
96	\$45.03	\$57.46	\$77.01
97	\$45.25	\$57.75	\$77.39
98	\$45.48	\$58.04	\$77.78
99	\$45.70	\$58.33	\$78.17
100	\$45.93	\$58.62	\$78.56

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-4			
Specialized Pay Schedule			
2026-2027	Lead Interpreter/ Translator	Licensed Health Technician	Occupational Therapist
1	\$32.45	\$43.49	\$64.25
2	\$32.61	\$43.71	\$64.57
3	\$32.78	\$43.93	\$64.90
4	\$32.94	\$44.14	\$65.22
5	\$33.11	\$44.37	\$65.55
6	\$33.27	\$44.59	\$65.88
7	\$33.44	\$44.81	\$66.21
8	\$33.61	\$45.03	\$66.54
9	\$33.77	\$45.26	\$66.87
10	\$33.94	\$45.49	\$67.20
11	\$34.11	\$45.71	\$67.54
12	\$34.28	\$45.94	\$67.88
13	\$34.45	\$46.17	\$68.22
14	\$34.63	\$46.40	\$68.56
15	\$34.80	\$46.63	\$68.90
16	\$34.97	\$46.87	\$69.24
17	\$35.15	\$47.10	\$69.59
18	\$35.32	\$47.34	\$69.94
19	\$35.50	\$47.57	\$70.29
20	\$35.68	\$47.81	\$70.64
21	\$35.86	\$48.05	\$70.99
22	\$36.04	\$48.29	\$71.35
23	\$36.22	\$48.53	\$71.71
24	\$36.40	\$48.78	\$72.06
25	\$36.58	\$49.02	\$72.42
26	\$36.76	\$49.26	\$72.79
27	\$36.95	\$49.51	\$73.15
28	\$37.13	\$49.76	\$73.52
29	\$37.32	\$50.01	\$73.88
30	\$37.50	\$50.26	\$74.25
31	\$37.69	\$50.51	\$74.62
32	\$37.88	\$50.76	\$75.00
33	\$38.07	\$51.01	\$75.37
34	\$38.26	\$51.27	\$75.75
35	\$38.45	\$51.53	\$76.13
36	\$38.64	\$51.78	\$76.51
37	\$38.84	\$52.04	\$76.89

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-4			
Specialized Pay Schedule			
2026-2027	Lead Interpreter/ Translator	Licensed Health Technician	Occupational Therapist
38	\$39.03	\$52.30	\$77.28
39	\$39.22	\$52.56	\$77.66
40	\$39.42	\$52.83	\$78.05
41	\$39.62	\$53.09	\$78.44
42	\$39.82	\$53.36	\$78.83
43	\$40.01	\$53.62	\$79.23
44	\$40.21	\$53.89	\$79.62
45	\$40.42	\$54.16	\$80.02
46	\$40.62	\$54.43	\$80.42
47	\$40.82	\$54.70	\$80.82
48	\$41.03	\$54.98	\$81.23
49	\$41.23	\$55.25	\$81.63
50	\$41.44	\$55.53	\$82.04
51	\$41.64	\$55.81	\$82.45
52	\$41.85	\$56.09	\$82.86
53	\$42.06	\$56.37	\$83.28
54	\$42.27	\$56.65	\$83.69
55	\$42.48	\$56.93	\$84.11
56	\$42.70	\$57.22	\$84.53
57	\$42.91	\$57.50	\$84.96
58	\$43.12	\$57.79	\$85.38
59	\$43.34	\$58.08	\$85.81
60	\$43.56	\$58.37	\$86.24
61	\$43.77	\$58.66	\$86.67
62	\$43.99	\$58.95	\$87.10
63	\$44.21	\$59.25	\$87.54
64	\$44.43	\$59.54	\$87.97
65	\$44.66	\$59.84	\$88.41
66	\$44.88	\$60.14	\$88.86
67	\$45.10	\$60.44	\$89.30
68	\$45.33	\$60.74	\$89.75
69	\$45.56	\$61.05	\$90.20
70	\$45.78	\$61.35	\$90.65
71	\$46.01	\$61.66	\$91.10
72	\$46.24	\$61.97	\$91.56
73	\$46.47	\$62.28	\$92.01
74	\$46.71	\$62.59	\$92.47

Approved June 11, 2026 - Effective July 1, 2026

Appendix B-4			
Specialized Pay Schedule			
2026-2027	Lead Interpreter/ Translator	Licensed Health Technician	Occupational Therapist
75	\$46.94	\$62.90	\$92.94
76	\$47.17	\$63.22	\$93.40
77	\$47.41	\$63.53	\$93.87
78	\$47.65	\$63.85	\$94.34
79	\$47.88	\$64.17	\$94.81
80	\$48.12	\$64.49	\$95.28
81	\$48.36	\$64.81	\$95.76
82	\$48.61	\$65.14	\$96.24
83	\$48.85	\$65.46	\$96.72
84	\$49.09	\$65.79	\$97.20
85	\$49.34	\$66.12	\$97.69
86	\$49.59	\$66.45	\$98.18
87	\$49.83	\$66.78	\$98.67
88	\$50.08	\$67.12	\$99.16
89	\$50.33	\$67.45	\$99.66
90	\$50.59	\$67.79	\$100.16
91	\$50.84	\$68.13	\$100.66
92	\$51.09	\$68.47	\$101.16
93	\$51.35	\$68.81	\$101.67
94	\$51.60	\$69.16	\$102.17
95	\$51.86	\$69.50	\$102.68
96	\$52.12	\$69.85	\$103.20
97	\$52.38	\$70.20	\$103.71
98	\$52.64	\$70.55	\$104.23
99	\$52.91	\$70.90	\$104.75
100	\$53.17	\$71.26	\$105.28



Memorandum of Understanding  
between  
San José Unified School District  
and  
San José Teachers Association

IMPLEMENTATION OF ARTICLE 32000 RETIREMENT AND SEPARATION OF EMPLOYMENT

The San José Unified School District (District) and San José Teachers Association (Association), hereafter collectively referred to as the parties, enter into this Memorandum of Understanding (MOU) on the implementation of Article 32000 Retirement and Separation of Employment commencing with 2025-2026 school year.

1. The MOU shall be binding upon ratification by both parties.
2. The parties agree to implement Article 32000 as modified by the tentative agreement reached during 2025-2026 negotiations commencing with the 2025-2026 school year.

For SJUSD:

For SJTA:

Jan 2, 2026

Jan 2, 2026

Date

Date

*Seth Reddy*  
Signing Time: Jan 02, 2026, 12:57:12:624 p.m. (PST)  
boxSIGN 13KV6J98-18XXYWRW

*Renata Sanchez*  
Signing Time: Jan 02, 2026, 01:02:21:881 p.m. (PST)  
boxSIGN 4PP2R3QW-18XXYWRW

Seth Reddy  
Chief Business Officer

Renata Sanchez  
President

CONTRACT AMENDMENT

San José Unified School District  
and  
San José Teachers Association

AMENDMENT OF TIMELINE FOR ELIGIBILITY OF RETIREMENT INCENTIVE

In recently concluded successor negotiations, which resulted in a Collective Bargaining Agreement for the period of July 1<sup>st</sup>, 2026 through June 30<sup>th</sup>, 2028 between the San José Unified School District (District) and the San José Teachers Association (Association), hereafter collectively referred to as the parties, Article 32000 (Retirement and Separation of Employment) was amended. Subsequently, the parties agreed to a Memorandum of Understanding (MOU) which stipulated that Article 32000 would be implemented commencing with the 2025-2026 school year.

The parties herein agree to amend Article 32000 as follows:

32211 – Bargaining unit members must officially submit their notification of retirement from San José Unified prior to February 1 of the current school year with an effective date of the last day of the current school year.

**32111.1 – For the 2025-2026 school year only, bargaining unit members who have at least a 0.5 FTE assignment at an elementary or K-8 site work location, notification of retirement from San José Unified must officially be submitted prior to March 17 with an effective date of the last day of the current school year.**

This Contract Amendment shall be in effect upon a vote of the San José Board of Education to implement a school closure in the 2026-2027 school year and ratification by both parties. This Contract Amendment will expire on June 30, 2026.

For SJUSD:


For SJTA:

Feb 27, 2026

May 15, 2026

Date

Date

  
Signing Time: Feb 27, 2026, 06:44:38:046 a.m. (PST)  
boxSIGN 13KV6J98-46VWRXL9

  
Signing Time: May 15, 2026, 06:01:06:168 p.m. (PDT)  
boxSIGN 4PP2R3QW-46VWRXL9

Seth Reddy  
Chief Business Officer

Renata Sanchez  
President

**San José Unified School District**  
**Certificated Salary Schedule B-1 (SJTA)**

183 Days / Effective: August 1, 2026

<b>2026-2027</b>	<b>Teacher / Counselor</b>		
<b>Step</b>	<b>Annual Salary</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>
<b>1</b>	75,654	413.41	51.68
<b>2</b>	79,383	433.79	54.22
<b>3</b>	83,112	454.16	56.77
<b>4</b>	86,841	474.54	59.32
<b>5</b>	90,570	494.92	61.86
<b>6</b>	94,299	515.30	64.41
<b>7</b>	98,028	535.67	66.96
<b>8</b>	101,757	556.05	69.51
<b>9</b>	105,486	576.43	72.05
<b>10</b>	109,215	596.80	74.60
<b>11</b>	112,944	617.18	77.15
<b>12</b>	116,673	637.56	79.69
<b>13</b>	117,916	644.35	80.54
<b>14</b>	119,159	651.14	81.39
<b>15</b>	120,402	657.93	82.24
<b>16</b>	121,645	664.73	83.09
<b>17</b>	122,888	671.52	83.94
<b>18</b>	124,131	678.31	84.79
<b>19</b>	125,374	685.10	85.64
<b>20</b>	126,617	691.90	86.49
<b>21</b>	127,860	698.69	87.34
<b>22</b>	129,103	705.48	88.19
<b>23</b>	130,346	712.27	89.03
<b>24</b>	131,589	719.07	89.88
<b>25</b>	132,832	725.86	90.73
<b>26</b>	134,075	732.65	91.58
<b>27</b>	135,318	739.44	92.43
<b>28</b>	136,561	746.23	93.28
<b>29</b>	137,804	753.03	94.13
<b>30</b>	139,047	759.82	94.98
<b>31</b>	140,290	766.61	95.83
<b>32</b>	141,533	773.40	96.68
<b>33</b>	142,776	780.20	97.52
<b>34</b>	144,019	786.99	98.37
<b>35</b>	145,262	793.78	99.22

**Supplemental Stipends (max of one per category)**

- 3,000 Master's Degree
- 3,000 Doctorate Degree
- 3,000 National Board Certification
- 3,000 Bilingual (SJUSD screening process required)
- 3,000 Special Education

**San José Unified School District**  
**Certificated Salary Schedule B-1 (SJTA)**

204 Days / Effective: August 1, 2026

<b>2026-2027</b>	<b>Teacher / Counselor</b>		
<b>Step</b>	<b>Annual Salary</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>
<b>1</b>	84,336	413.41	51.68
<b>2</b>	88,493	433.79	54.22
<b>3</b>	92,649	454.16	56.77
<b>4</b>	96,806	474.54	59.32
<b>5</b>	100,963	494.92	61.86
<b>6</b>	105,120	515.30	64.41
<b>7</b>	109,277	535.67	66.96
<b>8</b>	113,434	556.05	69.51
<b>9</b>	117,591	576.43	72.05
<b>10</b>	121,748	596.80	74.60
<b>11</b>	125,905	617.18	77.15
<b>12</b>	130,062	637.56	79.69
<b>13</b>	131,447	644.35	80.54
<b>14</b>	132,833	651.14	81.39
<b>15</b>	134,219	657.93	82.24
<b>16</b>	135,604	664.73	83.09
<b>17</b>	136,990	671.52	83.94
<b>18</b>	138,376	678.31	84.79
<b>19</b>	139,761	685.10	85.64
<b>20</b>	141,147	691.90	86.49
<b>21</b>	142,532	698.69	87.34
<b>22</b>	143,918	705.48	88.19
<b>23</b>	145,304	712.27	89.03
<b>24</b>	146,689	719.07	89.88
<b>25</b>	148,075	725.86	90.73
<b>26</b>	149,461	732.65	91.58
<b>27</b>	150,846	739.44	92.43
<b>28</b>	152,232	746.23	93.28
<b>29</b>	153,618	753.03	94.13
<b>30</b>	155,003	759.82	94.98
<b>31</b>	156,389	766.61	95.83
<b>32</b>	157,774	773.40	96.68
<b>33</b>	159,160	780.20	97.52
<b>34</b>	160,546	786.99	98.37
<b>35</b>	161,931	793.78	99.22

**Supplemental Stipends (max of one per category)**

- 3,000 Master's Degree
- 3,000 Doctorate Degree
- 3,000 National Board Certification
- 3,000 Bilingual (SJUSD screening process required)
- 3,000 Special Education

**San José Unified School District**  
**Certificated Salary Schedule B-2 (SJTA)**

183 Days / Effective: August 1, 2026

<b>2026-2027 Psychologist / SLP / Nurse / Librarian</b>			
<b>Step</b>	<b>Annual Salary</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>
1	87,002	475.42	59.43
2	91,290	498.85	62.36
3	95,579	522.29	65.29
4	99,867	545.72	68.22
5	104,156	569.16	71.14
6	108,444	592.59	74.07
7	112,732	616.02	77.00
8	117,021	639.46	79.93
9	121,309	662.89	82.86
10	125,597	686.32	85.79
11	129,886	709.76	88.72
12	134,174	733.19	91.65
13	135,603	741.00	92.63
14	137,033	748.81	93.60
15	138,462	756.62	94.58
16	139,892	764.44	95.55
17	141,321	772.25	96.53
18	142,751	780.06	97.51
19	144,180	787.87	98.48
20	145,610	795.68	99.46
21	147,039	803.49	100.44
22	148,468	811.30	101.41
23	149,898	819.11	102.39
24	151,327	826.93	103.37
25	152,757	834.74	104.34
26	154,186	842.55	105.32
27	155,616	850.36	106.29
28	157,045	858.17	107.27
29	158,475	865.98	108.25
30	159,904	873.79	109.22
31	161,334	881.60	110.20
32	162,763	889.42	111.18
33	164,192	897.23	112.15
34	165,622	905.04	113.13
35	167,051	912.85	114.11

**Supplemental Stipends (max of one per category)**

- 3,000 Master's Degree
- 3,000 Doctorate Degree
- 3,000 National Board Certification
- 3,000 Bilingual (SJUSD screening process required)

**San José Unified School District**  
**Certificated Salary Schedule B-2 (SJTA)**

204 Days / Effective: August 1, 2026

<b>2026-2027 Psychologist / SLP / Nurse / Librarian</b>			
<b>Step</b>	<b>Annual Salary</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>
1	96,986	475.42	59.43
2	101,766	498.85	62.36
3	106,547	522.29	65.29
4	111,327	545.72	68.22
5	116,108	569.16	71.14
6	120,888	592.59	74.07
7	125,669	616.02	77.00
8	130,449	639.46	79.93
9	135,230	662.89	82.86
10	140,010	686.32	85.79
11	144,791	709.76	88.72
12	149,571	733.19	91.65
13	151,164	741.00	92.63
14	152,758	748.81	93.60
15	154,351	756.62	94.58
16	155,945	764.44	95.55
17	157,538	772.25	96.53
18	159,132	780.06	97.51
19	160,725	787.87	98.48
20	162,319	795.68	99.46
21	163,912	803.49	100.44
22	165,506	811.30	101.41
23	167,099	819.11	102.39
24	168,693	826.93	103.37
25	170,286	834.74	104.34
26	171,880	842.55	105.32
27	173,473	850.36	106.29
28	175,067	858.17	107.27
29	176,660	865.98	108.25
30	178,254	873.79	109.22
31	179,847	881.60	110.20
32	181,441	889.42	111.18
33	183,034	897.23	112.15
34	184,628	905.04	113.13
35	186,221	912.85	114.11

**Supplemental Stipends (max of one per category)**

- 3,000 Master's Degree
- 3,000 Doctorate Degree
- 3,000 National Board Certification
- 3,000 Bilingual (SJUSD screening process required)

**San José Unified School District**  
**Certificated Extra Duty Stipends (SJTA)**  
 School Year 2026-2027 / Effective: August 1, 2026

**Appendix D**

<b>Stipend Name</b>	<b>Amount</b>	<b>Contract Section</b>	<b>Relative to Base</b>
Department Chair Stipend	\$ 2,486	9310	2.0
Lead Teacher Stipend	\$ 2,486	9320	2.0
School Support Stipend	\$ 1,243	9323	1.0
Level A Athletic Stipend	\$ 6,215	10200	5.0
Level B Athletic Stipend	\$ 4,972	10200	4.0
Level C Athletic Stipend	\$ 3,729	10200	3.0
Level D Athletic Stipend	\$ 2,486	10200	2.0
Extracurricular Stipend	\$ 2,486	10300/10400	2.0
Relocation Stipend	\$ 2,486	15334	2.0
TQP Stipend	\$ 13,673	16233	11.0
Mentor Stipend	\$ 2,486	17210	2.0
Psychologist Intern Supervisor Stipend	\$ 13,673	27552	11.0
Consulting Teacher Stipend	\$ 13,673	27620	11.0
Separation Stipend	\$ 1,243	32321	1.0

The base amount shall be equal to the difference between the last two steps on Appendix B-1 salary schedule (i.e., the value of the longevity step).

**Base Amount**  
**\$1,243**