

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 2024-2025
Effective July 1, 2024, increase all Appendix B pay schedules by four percent (4%).
- (2) Effective July 1, 2024, the following Warehouse classifications starting pay shall be adjusted as follows:
 - a. Warehouse: Step 1 increased from \$21.54 to \$24.70
 - b. Lead Warehouse: Step 1 increased from \$23.75 to \$25.94
 - c. Head Warehouse: Step 1 increased from \$26.19 to \$28.60
- (3) Effective July 1, 2024, reclassify one 1.0 FTE Head Maintenance position to 1.0 FTE Field Coordinator position.

This agreement is contingent upon ratification by both parties no later than August 23, 2024.

For SJUSD:



Seth Reddy
Chief Business Officer

Nancy Albarrán
Superintendent

Aug 2, 2024

Date

For AFSCME:



Israel Goins
President



Jo Bates
Business Agent

Aug 1, 2024

Date

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 2024-2025
Effective July 1, 2024, increase all Appendix B pay schedules by four percent (4%).
- (2) Effective July 1, 2024, the Paralibrarian job classification starting pay shall be adjusted as follows:
Step 1 increased from \$21.54 to \$23.53.

This agreement is contingent upon ratification by both parties no later than August 23, 2024.

For SJUSD:



Seth Reddy
Chief Business Officer


Nancy Albarrán
Superintendent

Date

For CSEA:



Sharon Calhoun
President


Julissa Limatu
Labor Relations Representative

Aug 7, 2024

Date

SALARY FORMULA ALLOCATION AGREEMENT
BETWEEN
SAN JOSÉ UNIFIED SCHOOL DISTRICT
AND
SAN JOSÉ TEACHERS ASSOCIATION

The Formula Review Committee, having reviewed 2022-2023 and 2023-2024 revenues and expenses, consistent with Appendix A of the Collective Bargaining Agreement (CBA), hereby agree to the following allocation in accordance with Appendix A, Section II, Paragraph 9.

* * *

ENHANCEMENTS TO SALARY SCHEDULES B-1 and B-2

The parties agree to the following non-uniform allocation to CBA Appendix B-1 and B-2: (1) increase the value of the longevity step from \$1,000 to \$1,150, (2) increase the value of the core step from \$3,000 to \$3,450; 3) increase Step 1 for Appendix B-1 from \$69,535 to \$70,000 and increase Step 1 for Appendix B-2 from \$79,965 to \$80,500; 4) increase the base value used to calculate the stipends in Appendix D from \$1,000 to \$1,150 effective August 1, 2024. The resulting Salary Schedules B-1 and B-2 and Appendix D are attached to this agreement.

For SJUSD:



Nancy Albarrán
Superintendent

Aug 15, 2024

Date

For SJTA:



Renata Sanchez
President

Aug 15, 2024

Date

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

183 Days / Effective: August 1, 2024

2024-25	Teacher / Counselor		
Step	Annual Salary	Daily Rate	Hourly Rate
1	70,000	382.51	47.81
2	73,450	401.37	50.17
3	76,900	420.22	52.53
4	80,350	439.07	54.88
5	83,800	457.92	57.24
6	87,250	476.78	59.60
7	90,700	495.63	61.95
8	94,150	514.48	64.31
9	97,600	533.33	66.67
10	101,050	552.19	69.02
11	104,500	571.04	71.38
12	107,950	589.89	73.74
13	109,100	596.17	74.52
14	110,250	602.46	75.31
15	111,400	608.74	76.09
16	112,550	615.03	76.88
17	113,700	621.31	77.66
18	114,850	627.60	78.45
19	116,000	633.88	79.23
20	117,150	640.16	80.02
21	118,300	646.45	80.81
22	119,450	652.73	81.59
23	120,600	659.02	82.38
24	121,750	665.30	83.16
25	122,900	671.58	83.95
26	124,050	677.87	84.73
27	125,200	684.15	85.52
28	126,350	690.44	86.30
29	127,500	696.72	87.09
30	128,650	703.01	87.88
31	129,800	709.29	88.66
32	130,950	715.57	89.45
33	132,100	721.86	90.23
34	133,250	728.14	91.02
35	134,400	734.43	91.80

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, 2024

2024-25	Psychologist / SLP / Nurse / Librarian		
Step	Annual Salary	Daily Rate	Hourly Rate
1	80,500	439.89	54.99
2	84,468	461.57	57.70
3	88,435	483.25	60.41
4	92,403	504.93	63.12
5	96,370	526.61	65.83
6	100,338	548.29	68.54
7	104,305	569.97	71.25
8	108,273	591.65	73.96
9	112,240	613.33	76.67
10	116,208	635.01	79.38
11	120,175	656.69	82.09
12	124,143	678.37	84.80
13	125,465	685.60	85.70
14	126,788	692.83	86.60
15	128,110	700.05	87.51
16	129,433	707.28	88.41
17	130,755	714.51	89.31
18	132,078	721.73	90.22
19	133,400	728.96	91.12
20	134,723	736.19	92.02
21	136,045	743.42	92.93
22	137,368	750.64	93.83
23	138,690	757.87	94.73
24	140,013	765.10	95.64
25	141,335	772.32	96.54
26	142,658	779.55	97.44
27	143,980	786.78	98.35
28	145,303	794.00	99.25
29	146,625	801.23	100.15
30	147,948	808.46	101.06
31	149,270	815.68	101.96
32	150,593	822.91	102.86
33	151,915	830.14	103.77
34	153,238	837.36	104.67
35	154,560	844.59	105.57

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 2024-2025 / Effective: August 1, 2024

Appendix D

Stipend Name	Amount	Contract Section	Relative to Base
Department Chair Stipend	\$ 2,300	9310	2.0
Lead Teacher Stipend	\$ 2,300	9320	2.0
Level A Athletic Stipend	\$ 5,750	10200	5.0
Level B Athletic Stipend	\$ 4,600	10200	4.0
Level C Athletic Stipend	\$ 3,450	10200	3.0
Level D Athletic Stipend	\$ 2,300	10200	2.0
Extracurricular Stipend	\$ 2,300	10300/10400	2.0
Relocation Stipend	\$ 2,300	15334	2.0
TQP Stipend	\$ 12,650	16233	11.0
Mentor Stipend	\$ 2,300	17210	2.0
Psychologist Intern Supervisor Stipend	\$ 12,650	27552	11.0
Consulting Teacher Stipend	\$ 12,650	27620	11.0
Separation Stipend	\$ 1,150	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
\$1,150