

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS**

**School District:** San José Unified  
**Bargaining Unit:** AFSCME **FTE:** 326.00  
**Period of Agreement:** 2024-2025 through 2025-2026 **Date of Public Meeting:** 8/22/24

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			
	2024-2025	2025-2026	2026-2027
<b>Salary Schedule increases</b>	4%	0%	0%
<b>Off-Schedule payments</b>	\$0	\$0	\$0
<b>Health &amp; Welfare (capped?)</b>	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.			
<b>Other provisions:</b>			
Agreements to enhance applicable salary and pay schedules have been finalized.			

**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.

	2024-2025	2025-2026	2026-2027
<b>Salary including statutory costs*</b>	850,722	854,641	858,593
<b>Benefits</b>	285,696	291,493	296,143
<b>Other Compensation Costs</b>	-	-	-
<b>Other Non-Compensation Costs</b>	-	-	-
<b>Total Cost of Settlement</b>	1,136,418	1,146,134	1,154,736
<b>Total % Increase</b>	4%	4%	4%
<b>Projected STRS/PERS rates</b>	27.05%	27.60%	28.00%

*\*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
SJTA	1,426.28	Settled
CSEA	635.52	Settled

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GENERAL FUND	Board Approved Budget Before Settlement	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
<b>Total Revenues</b>	462,171,756	-	<b>462,171,756</b>
<b>Total Expenditures</b>	492,845,909	1,136,418	<b>493,982,327</b>
1000 Certificated Salaries	186,705,369		<b>186,705,369</b>
2000 Classified Salaries	63,098,919	850,722	<b>63,949,641</b>
3000 Benefits	136,714,093	285,696	<b>136,999,789</b>
4000 Instructional Supplies	22,155,436		<b>22,155,436</b>
5000 Contracted Services	81,268,067		<b>81,268,067</b>
6000 Capital Outlay	300,000		<b>300,000</b>
7000 Other	2,604,025		<b>2,604,025</b>
<b>Operating Surplus (Deficit)</b>	(30,674,153)		<b>(31,810,571)</b>
Beginning Fund Balance	92,128,453		<b>92,128,453</b>
Projected Ending Balance	61,454,300	(1,136,418)	<b>60,317,882</b>
<b>Available Reserves</b>			
Available Reserves (Include Fund 17 Special Reserve)	61,777,558	(1,136,418)	60,641,140
Reserve For Economic Uncertainties	1,260,766	-	1,260,766
Total Available Reserves	63,038,324	(1,136,418)	61,901,906
State Required Reserve %	3%		
State Required Reserve \$	14,785,377	-	14,819,470

**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*

\_\_\_\_\_  
District Chief Business Official

**Aug 22, 2024**

\_\_\_\_\_  
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

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS**

**School District:** San José Unified  
**Bargaining Unit:** CSEA **FTE:** 635.62  
**Period of Agreement:** 2024-2025 through 2025-2026 **Date of Public Meeting:** 8/22/24

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			
	2024-2025	2025-2026	2026-2027
<b>Salary Schedule increases</b>	4%	0%	0%
<b>Off-Schedule payments</b>	\$0	\$0	\$0
<b>Health &amp; Welfare (capped?)</b>	<input type="checkbox"/> 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.			
<b>Other provisions:</b>			
Agreements to enhance applicable salary and pay schedules have been finalized.			

**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.

	2024-2025	2025-2026	2026-2027
<b>Salary including statutory costs*</b>	1,317,429	1,310,969	1,309,390
<b>Benefits</b>	443,470	447,823	452,182
<b>Other Compensation Costs</b>	-	-	-
<b>Other Non-Compensation Costs</b>	-	-	-
<b>Total Cost of Settlement</b>	1,760,899	1,758,792	1,761,572
<b>Total % Increase</b>	4%	4%	4%
<b>Projected STRS/PERS rates</b>	27.05%	27.60%	28.00%

*\*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
SJTA	1,426.28	Settled
AFSCME	326.00	Settled

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GENERAL FUND	Board Approved Budget Before Settlement	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
<b>Total Revenues</b>	462,171,756	-	<b>462,171,756</b>
<b>Total Expenditures</b>	492,845,909	1,760,899	<b>494,606,808</b>
1000 Certificated Salaries	186,705,369		<b>186,705,369</b>
2000 Classified Salaries	63,098,919	1,317,429	<b>64,416,348</b>
3000 Benefits	136,714,093	443,470	<b>137,157,563</b>
4000 Instructional Supplies	22,155,436		<b>22,155,436</b>
5000 Contracted Services	81,268,067		<b>81,268,067</b>
6000 Capital Outlay	300,000		<b>300,000</b>
7000 Other	2,604,025		<b>2,604,025</b>
<b>Operating Surplus (Deficit)</b>	(30,674,153)		<b>(32,435,052)</b>
Beginning Fund Balance	92,128,453		<b>92,128,453</b>
Projected Ending Balance	61,454,300	(1,760,899)	<b>59,693,401</b>
<b>Available Reserves</b>			
Available Reserves (Include Fund 17 Special Reserve)	61,777,558	(1,760,899)	60,016,659
Reserve For Economic Uncertainties	1,260,766	-	1,260,766
Total Available Reserves	63,038,324	(1,760,899)	61,277,425
State Required Reserve %	3%		
State Required Reserve \$	14,785,377	-	14,838,204

**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*

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\_\_\_\_\_  
District Chief Business Official

**Aug 22, 2024**

\_\_\_\_\_  
Date

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Date

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District Superintendent

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District Board President

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS**

**School District:** San José Unified  
**Bargaining Unit:** SJTA **FTE:** 1,426.28  
**Period of Agreement:** 2024-2025 through 2025-2026 **Date of Public Meeting:** 8/22/24

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SUMMARY OF AGREEMENT			
	2024-2025	2025-2026	2026-2027
<b>Salary Schedule increases</b>	4.56%	0%	0%
<b>Off-Schedule payments</b>	\$0	\$0	\$0
<b>Health &amp; Welfare (capped?)</b>	<input type="checkbox"/> 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.			
<b>Other provisions:</b>			
Agreements to enhance applicable salary and pay schedules have been finalized.			

**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.

	2024-2025	2025-2026	2026-2027
<b>Salary including statutory costs*</b>	6,778,232	6,789,790	6,826,261
<b>Benefits</b>	1,500,788	1,504,716	1,513,916
<b>Other Compensation Costs</b>	-	-	-
<b>Other Non-Compensation Costs</b>	-	-	-
<b>Total Cost of Settlement</b>	8,279,020	8,294,506	8,340,177
<b>Total % Increase</b>	4.56%	4.56%	4.56%
<b>Projected STRS/PERS rates</b>	19.1%	19.1%	19.1%

*\*please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

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Bargaining Unit	FTE	Status
AFSCME	326.00	Settled
CSEA	635.52	Settled

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GENERAL FUND	Board Approved Budget Before Settlement	Adjustments as a result of the Agreement	Revised Budget
	(Column 1)	(Column 2)	(Column 1 + 2)
<b>Total Revenues</b>	462,171,756	-	<b>462,171,756</b>
<b>Total Expenditures</b>	492,845,909	8,279,020	<b>501,124,929</b>
1000 Certificated Salaries	186,705,369	6,778,232	<b>193,483,601</b>
2000 Classified Salaries	63,098,919		<b>63,098,919</b>
3000 Benefits	136,714,093	1,500,788	<b>138,214,881</b>
4000 Instructional Supplies	22,155,436		<b>22,155,436</b>
5000 Contracted Services	81,268,067		<b>81,268,067</b>
6000 Capital Outlay	300,000		<b>300,000</b>
7000 Other	2,604,025		<b>2,604,025</b>
<b>Operating Surplus (Deficit)</b>	(30,674,153)		<b>(38,953,173)</b>
Beginning Fund Balance	92,128,453		<b>92,128,453</b>
Projected Ending Balance	61,454,300	(8,279,020)	<b>53,175,280</b>
<b>Available Reserves</b>			
Available Reserves (Include Fund 17 Special Reserve)	61,777,558	(8,279,020)	53,498,538
Reserve For Economic Uncertainties	1,260,766	-	1,260,766
Total Available Reserves	63,038,325	(8,279,020)	54,759,305
State Required Reserve %	3%		
State Required Reserve \$	14,785,377	-	15,033,748

**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*

**Aug 22, 2024**

\_\_\_\_\_  
District Chief Business Officer

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Date

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Date

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District Superintendent

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