



California  
School  
Employees  
Association

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Adam Weinberger  
*Association President*

Keith Pace  
*Executive Director*

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*Member of the AFL-CIO*

*The nation's largest  
independent classified  
employee association*



September 19, 2024

**Via Electronic Mail:**

[jbejarano@sjusd.org](mailto:jbejarano@sjusd.org)

J. Dominic Bejarano  
Assistant Superintendent, Human Resources  
San Jose Unified School District  
855 Lenzen Avenue  
San Jose, CA 95126

**Re: Successor Negotiations**

Dear Mr. Bejarano,

The California School Employees Association and its local San Jose Chapter 4 are submitting its “initial bargaining proposal” in accordance with Section 3547 of the Government Code for successor negotiations (2024/2025).

**ARTICLE 3000 – TERM OF AGREEMENT**

CSEA has an interest in a new three (3) year term, with the agreement term being July 1, 2025, to June 30, 2028, with reopeners scheduled for 2026-2027 and 2027-2028.

**ARTICLE 10000 – PAY**

CSEA has an interest in negotiating fair and equitable compensation for the bargaining unit.

**ARTICLE 15000 – OTHER LEAVES WITH PAY**

CSEA has an interest in negotiating personal necessity leave and catastrophic leave donations.

**ARTICLE 16000 – LEAVES WITHOUT PAY**

CSEA has an interest in negotiating discretionary unpaid leave at the start and end of the school year.

J. Dominic Bejarano  
Assistant Superintendent, Human Resources  
9/19/2024  
Page 2

**ARTICLE 19000 – LAYOFF & REEMPLOYMENT**

CSEA has an interest in negotiating the terms of layoff notices to reflect the law.

If you have any questions, please don't hesitate to let me know.

Sincerely,  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

A handwritten signature in black ink, appearing to read 'Julissa', with a stylized flourish at the end.

Julissa Limatu  
Labor Relations Representative

JL/js

Cc: Sharon Calhoun, Chapter President/Regional Representative 23; Donnell Fassler, Area C Director; Debra Cole, Field Director; Chapter File