



October 11, 2024

INITIAL PROPOSAL TO AFSCME, LOCAL 101

Preparing today's students to be the thinkers, leaders, and creators of tomorrow.

Dear Jo Bates,

San José Unified School District (SJUSD) is pleased to present our initial proposal for a successor agreement to the American Federation of State, County, and Municipal Employees (AFSCME), Local 101, regarding the 2022-2025 collective bargaining agreement. This proposal is shared in accordance with Article 4000 of the current agreement and California Government Code section 3547.

We are dedicated to continuing our productive, solutions-oriented, and transformative collective bargaining process with AFSCME, which has consistently led to positive outcomes for both our classified employees and SJUSD. Building on the strong foundation from our previous collaboration, we look forward to further progress in this new agreement.

Our core interests for bargaining focus on the following key areas:

- **Students:** Our primary goal is to enhance students' well-being, academic growth, character development, and potential for long-term success. We achieve this through effective instruction, tailored supports, and diverse program offerings.
- **Workforce:** We are dedicated to creating a safe, supportive, productive, and sustainable work environment where employees feel valued, respected, and empowered. Our staff plays a vital role in preparing today's students to be the thinkers, leaders, and creators of tomorrow.
- **Collaboration:** We prioritize open communication, transparent information sharing, and the inclusion of diverse perspectives. When disagreements arise, we focus on shared interests, consider innovative approaches, and engage in solutions-oriented conversations.
- **Focus:** We concentrate on issues with the greatest impact, considering both vocal and silent perspectives. We also ensure that our agreements align with our equity policy and core priorities.
- **Sustainability:** We believe in the importance of predictability and responsible long-term financial planning, which benefits students, families, and employees alike.

Of course, in our ongoing commitment to good-faith negotiations, San José Unified will continue to respond to and offer proposals on the matters raised by AFSCME during successor negotiations. We remain open to any improvements that not only benefit our employees but also strengthen SJUSD and our community.

Key areas of focus in this proposal include:

- **Article 3000:** Progressing on a new evaluation system aligned with those used for other employees, setting baseline standards for all positions, and ensuring periodic review of bargaining unit members. We also aim to refine the reopener language to allow sufficient time for this process.
- **Article 12000:** We seek to update bereavement leave provisions to align with recent regulatory changes.

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- **Article 19000:** We look to include the current 11-month bus driver position to support the district's transportation needs, particularly during the extended school year.
- **Article 24000:** We want to clarify expectations regarding personal protective equipment for employees.

In addition, we will seek to update contract language that is outdated by its own terms, or has proven to be ambiguous, problematic to implement, or inconsistent with recent changes to state or federal law.

SJUSD is dedicated to fostering a positive culture, advancing the needs of our students, and ensuring the well-being of our workforce through constructive dialogue and meaningful partnerships.

Sincerely,



J. Dominic Bejarano
Assistant Superintendent

Cc: Israel Goins, AFSCME President

