



October 11, 2024

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

INITIAL PROPOSAL TO CSEA

Dear Julissa Limatu,

San José Unified School District (SJUSD) is pleased to present our initial proposal for a successor agreement to the California School Employees Association (CSEA) regarding the 2022-2025 collective bargaining agreement. This proposal is provided in accordance with Article 4000 of the current agreement and California Government Code Section 3547.

We remain fully committed to our ongoing, solutions-oriented, and collaborative bargaining process with CSEA. Together, we have built a strong foundation, and our past efforts have consistently resulted in positive outcomes for both our classified employees and the district. We are excited to continue this journey as we work toward reaching a 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.

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As part of our ongoing commitment to fair and constructive negotiations, SJUSD will continue to address and propose solutions on topics raised by CSEA during successor negotiations. We remain open to ideas that support our employees while strengthening the district and the broader community.

The following are key areas of focus in this proposal:

- **Article 3000:** We want to explore options to progressing toward a new evaluation system aligned with those used for other employees. We also aim to refine the reopener language to allow sufficient time for this process.
- **Article 10000:** We look to explore compensation options for employees who participate in overnight field trips.
- **Article 15000:** We seek to update bereavement leave provisions to align with recent regulatory changes.

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: Sharon Calhoun, CSEA President

