

Initial Proposal  
of  
San José Unified School District

**Coordinated Bargaining Over Health and Welfare Benefits**

This is the Initial Proposal of the San José Unified School District (“District”) as required by Government Code section 3547 of the Educational Employment Relations Act and pursuant to the shared Article in each collective bargaining agreement (“CBA”) between the District and its Unions/Associations (“U/A”) – American Federation of State, County and Municipal Employees Local 101 (“AFSCME”), California School Employees Association Chapter 4 (“CSEA”), and San José Teachers Association (“SJTA”) – between the District and U/A – Article 29000 of the AFSCME CBA, Article 23000 of the CSEA CBA, and Article 37000 of the SJTA CBA – regarding health and welfare benefits (“HWB Article”).

The District proposes to amend the HWB Article through a coordinated bargaining process, as provided in section I of the HWB Article.