



January 10, 2025

5444 Thornwood Drive | San José, CA 95123
(408) 267-0411 | www.sanjoseta.org

Dear Superintendent Albarrán:

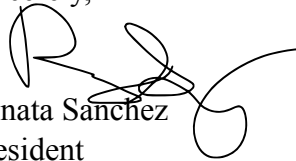
On behalf of the San José Teachers Association, I am pleased to share this initial proposal for a successor agreement to the 2022-2025 SJUSD-SJTA collective bargaining agreement, in accordance with California Government Code Section 3547 and Section 4100 of the current CBA.

- SJTA will seek to enhance compensation to attract and retain qualified, experienced employees for all bargaining unit positions.
- SJTA will seek to update our revenue sharing formula to align with the transition to basic aid funding.
- SJTA will seek to continue class size and caseload improvements.
- SJTA will seek to expand the counseling and mental health services provided by our bargaining unit members.
- SJTA will seek to expand the safety procedures, supports and protocols for its bargaining unit members.
- SJTA will seek to improve the mental health and well-being of students and staff such as by expanding the wellness centers through the community schools program.
- SJTA will seek to improve working conditions and support for our bargaining unit members, particularly in positions with historically high turnover.
- SJTA will seek to memorialize best practices at the site and district level, while continuing to provide necessary operational flexibility.
- Additionally, SJTA will seek to update contract language that has proven to be ambiguous, problematic to implement, or inconsistent with recent changes to state or federal law.

SJTA anticipates that our priorities can be accomplished by revising language found primarily, but not exclusively, in articles 3000, 5000, 9000, 10000, 11000, 13000, 14000, 15000, 16000, 19000, 20000, 21000, 23000, 27000, 32000, 34000, 35000, 36000, 37000, and all appendices.

Finally, Kristen Bernhardt will serve as lead negotiator during these negotiations.

Sincerely,


Renata Sanchez
President