



***Inspiring and preparing all students to
succeed in a global society while eliminating
the opportunity gap and providing every
student with the finest 21st century education.***

December 4, 2015

Dear San José Unified Community,

In accordance with California Government Code Section 3547, I am pleased to present the San José Unified School District's (SJUSD) initial proposal to the San José Teachers Association (SJTA) for a successor agreement to the 2013-2016 collective bargaining agreement (CBA) between SJUSD and SJTA per article 4000 of the CBA.

First, SJUSD will seek to continue the implementation of the vanguard collective bargaining agreement between the parties. That includes both items that are already operational and items that are to become operational. Highlights of the latter include full deployment of the existing compensation system, specifically model and master teaching positions; the commitment to enable both the granting of permanent status after the first year or third year of probationary status; and procedures for the dismissal process, including legislation for the ability to negotiate such issues. Additionally, SJUSD will seek to amend any and all provisions that link assignment of personnel to employee seniority date.

Second, SJUSD will seek to amend the following for the following reasons:

- ◆ Article 6000 – Grievance and Complaint Procedure so that the grievance process for SJTA aligns to the grievance process for other employee units.
- ◆ Article 7000 – Association Dues or Fees and Payroll Deductions so that this article is able to accommodate the outcome of Friedrichs v. California Teachers Association.
- ◆ Article 8000 – Teacher Orientation, Article 9000 – Professional Workday/Hours/Assigned Duties, and Article 20000 – Work Year, Inservice, and Staff Development so that the work year and work day are aligned to instructional initiatives as effectively as possible.
- ◆ Article 9000 – Professional Workday/Hours/Assigned Duties so that essential professional work/duties/activities/responsibilities are completed on a timely basis.
- ◆ Article 32000 – Retirement Program and Employment After Retirement so that any one-time, lump-sum payments are supporting recruitment and retention of employees.

Third, SJUSD will seek to update contract language that is outdated and/or unclear in order to ensure the most operationally effective collective bargaining agreement possible.

San José Unified continues to move forward together per the District's strategic plan and we are excited to continue the productive, solutions-orientated, and transformational collective bargaining process with our certificated employees represented by SJTA.

Sincerely,

A handwritten signature in black ink, appearing to read 'Nancy Albarrán', with a long, sweeping horizontal line extending to the right.

Nancy Albarrán
Interim Superintendent



5444 Thornwood Drive | San José, CA 95123

Phone: (408) 267-0411 | Fax: (408) 267-7150

www.sanjoseta.org | sjta_office@sjusd.org

To: Nancy Albarrán, Interim Superintendent
San José Unified School District

From: Jennifer Thomas, President
San José Teachers Association

Date: December 3, 2015

Pursuant to Section 4100 of our Collective Bargaining Agreement and Government Code Section 3547, SJTA hereby submits this written notice of our desire to modify, amend, or terminate the following sections of our CBA.

Article 2000: Recognition
Article 3000: Term of Agreement
Article 5000: Association Rights
Article 6000: Grievance and Complaint Procedure
Article 8000: Teacher Orientation
Article 9000: Professional Workday/Hours/Assigned Duties
Article 10000: Extracurricular Assignments
Article 11000: Leaves of Absence
Article 12000: Extended Year Program
Article 13000: Class Size and Staffing
Article 14000: Teaching Conditions and Safety
Article 15000: Assignment and Transfer of Personnel
Article 16000: Evaluation
Article 17000: Teacher Responsibility of Supervision of Non-Teachers
Article 18000: Professional Accountability
Article 19000: Consultation on Professional Matters
Article 20000: Work Year, Inservice, and Staff Development
Article 21000: School Restructuring, Reform, & Program Improvement
Article 22000: Home/Hospital Teachers
Article 23000: Bilingual Education
Article 24000: Early Childhood Education
Article 26000: Teacher Assistance Program (TAP)
Article 27000: Specialized Personnel
Article 28000: School Nurses
Article 29000: Mileage Reimbursement
Article 30000: Temporary Teachers
Article 31000: Reduced Workload Program and Reduced Teaching Assignments
Article 33000: School Counselors
Article 35000: Special Education Personnel
Article 36000: Salary
Article 39000: Intellectual Property
All Appendices (A through G)

During these negotiations, Patrick Bernhardt will serve as SJTA's chief negotiator.