Teacher Negotiations Update

October 19, 2026 Negotiations Update

Dear SMJUHSD Team,

The District and Faculty Association (FA) held our first negotiations meeting of the year. We welcomed new team members, established meeting norms, and began discussing proposals for a successor agreement.

Article 1: Preamble and Recognition
The teams discussed updates to the recognition clause, including which positions are represented by FA. Several areas of agreement were identified, and discussion will continue.

Article 2: Compensation
FA proposed a two-year agreement that includes a 7% salary increase for 2026–27, retroactive to July 1, 2026, and an additional 10% ongoing increase for 2027–28, along with changes to benefits, stipends, and other compensation provisions.
The District requested estimated costs for the proposal. FA indicated that costing of the proposal was not yet complete.

Next Steps
At our next meeting on November 9, FA will bring its second proposal for Article 1 and its initial proposal for Article 3. The District will bring its initial proposals for Articles 2 and 10, and Appendix C. Additional meetings are scheduled.

Thank you for your continued dedication to our students. We will continue sharing updates as negotiations progress.

With Appreciation,

District Negotiating Team