



## Santa Clara County Office of Education

Mary Ann Dewan, Ph.D.  
County Superintendent of Schools

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

DATE: September 2, 2022

RE: Update on Bargaining Negotiations With SEIU

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*Larry Oshodi*  
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As many are aware, the County Office has been negotiating with SEIU for a successor collective bargaining agreement. The parties have had numerous positive conversations during those negotiation sessions and have exchanged proposals regarding salary, health and welfare benefits, leaves of absence, etc.

The parties have been able to make progress on some topics and have reached tentative agreements (TA) on a number of articles including Article 4 – Evaluation, Article 8 - Unit worker Expenses and Materials, Article 10 - Holidays, Article 11 - Vacation Accrual, Article 13 - Transfers, Demotions and Promotions, Article 15 - Disciplinary Actions, and Article 25 - Working Conditions – SPHC.

### September 2, 2022

The County Office and SEIU met on September 2, 2022, and the parties exchanged proposals on 7 articles during this session, including proposals for compensation.

The County Office's compensation proposal includes an overall salary increase of 17% over three years, plus an estimated increase in County Office paid health and welfare benefits – including medical, dental, and vision – ranging from \$21,619 to \$22,375 annually or a combined 29.4% increase over three years.

### **Proposed Salary Increases:**

2022-2023	2023-2024	2024-2025	Total over 3 years
10%	4%	3%	17%

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**Proposed Health & Welfare Increases:**

Summary of Proposed Health and Welfare Benefits Annually

Fiscal Year	Proposed Employer Paid Contribution – Medical	Proposed Employer Paid Annual Contribution - Dental	Proposed Employer Paid Annual Contribution - Vision	Total Proposed SCCOE Employer Paid - Medical, Dental, Vision	Total Annual % Cap Increase
2022-2023	\$18,600/year (\$1,550/month)	\$2,724	\$295	\$21,619/year	26%
2023-2024	\$18,972/year (\$1,581/month)	\$2,724	\$295	\$21,991/year	1.7%
2024-2025	\$19,356/year (\$1,613/month)	\$2,724	\$295	\$22,375/year	1.7%

The County Office will continue to cover 100% of the Vision and Dental benefit plans offered to employees. The upgraded dental and vision plans include the following significant enhancements:

Dental

- Dental implants will now be covered up to 50%. This is a new enhancement for the dental plan.
- The calendar year maximum per person increases from \$2,500 to \$4,000

- 100% coverage of orthodonture up to \$5,000 per person per lifetime
- Increase coverage for NightGuard from \$250 to \$500 annually

#### Vision

- LightCare (UV and Blue Light) now included in coverage
- Progressive lenses will now be fully covered
- Frame and contact lens allowances increase from \$175 to \$300 annually

#### Life Insurance

The County Office will continue to provide basic life and disability insurance at no cost to employees for all employees.

#### New Benefit Coverage Options for 2022/2023

##### Fertility/Family Forming Benefit:

The County Office will provide fertility and family forming benefits to employees that will provide a lifetime coverage of \$15,000 per employee utilizing the benefit.

##### Mental Health Benefits:

The County Office will enhance the options available to all employees by adding another provider with coaching and therapeutic services at no cost to employees.

The County Office values its employees and the critical work they do to educate and support students and families throughout Santa Clara County and is committed to working expeditiously to bring these negotiations to a successful conclusion and reaching a fair agreement with SEIU on a new collective bargaining agreement.

The parties have scheduled a negotiation session on September 14, 2022.

We will keep the SCCOE community informed on the status of the negotiations and appreciate the collaboration of the SEIU bargaining team.