



## NOTICE OF PUBLIC HEARING

Notice is hereby given that on January 27, 2025, at 1:30 PM, in compliance with the provisions of Government Code section 3547 the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association hereby submit their initial proposals for the successor collective agreement negotiations. The following identifies the specific articles for which each party is submitting an initial proposal:

- **Article 1 – Recognition** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 2 – Term Of the Agreement** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 4 – Association Rights** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 5 – Member Rights** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 7 – Grievance** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 8 – Evaluation Procedures** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 10 – Discipline Procedures** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.

- **Article 12 – Transfer, Reassignment, Modification, Position Change** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 13 – Hours And Work Year** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 14 – Safety** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 16 – Leaves** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 17 – Retirement/Reduced Workload** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 19 – Salaries** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 20 – Benefits** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 21 – Teacher Resource Services and Basic Supplies** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Article 25 – Peer Support Program** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.
- **Memorandums Of Understanding (MOUs)** – between the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association.

A public hearing will be held at 1290 Ridder Park Drive, San Jose, CA, 95131 on the above specified articles of the parties' collective bargaining agreement and after such public hearing, the parties will be able to start negotiations on these topics.

Initial proposals of the Office of the Santa Clara County Superintendent of Schools and the Association of County Educators/California Teachers Association are available for public review by contacting the Assistant Superintendent – Personnel Services, at (408) 453-6843.

The Santa Clara County Office of Education encourages participation from parents, teachers, community members, and bargaining unit leaders.