

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

District or County Name: Santa Clara County Office of Education **CDS Code:** 43 10439

Indicate the name and check the type of collective bargaining unit that this disclosure is for:

- Name of bargaining unit:
- Association of County Educators/California Teachers Association (ACE/CTA)
 - Service Employees International Union (SEIU) Local 521
 - Service Employees International Union (SEIU) Local 521 Substitute Workers Unit
 - Psychologists & Social Workers Association

Certified Classified Other (List) _____

Note—complete a separate disclosure statement for each bargaining unit

A. Proposed Change in Salary:

1. Indicate the percentage salary change over the prior year salary schedule, for the current and subsequent fiscal years:

Year 1: 9.85* % Year 2: TBD % Year 3: TBD %

2. Indicate the effective period of the proposed agreement: July 1, 2025 to June 30, 2026

3. Are proposed changes X on-going or _____ one-time costs or _____ both? (Check one)

4. Value of a 9.85* percent increase in the current year: \$ 199,425

B. Cost of Agreement:

Indicate the costs of salary and benefit improvements that would be incurred under the agreement for the current and subsequent fiscal years (based upon 11 FTEs in PSWA unit (number of employees and bargaining unit))

	Year 1	Year 2	Year 3
Salary and Fixed Benefit Costs	\$246,109	\$273,674	\$303,050
Health Benefits			
Other Compensation			
Other Non-Compensation Costs			
Total Cost of Settlement	\$246,109	\$273,674	\$303,050

C. Major Provisions:

List the major provisions and each of the other costs of the agreement for the current and subsequent fiscal years:

<p><u>Legend</u></p> <p>a. *Effective July 1, 2025, PSWA's salary schedule</p> <p>b. will be restructured to align with current</p> <p>c. certificated salary schedules. The average salary</p> <p>d. increase is approximately 9.85%.</p>	Date of Public Hearing: <u>03/04/2026</u>
	Date Prepared: <u>02/27/2026</u>

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CERTIFICATION OF THE COUNTY OFFICE'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

In accordance with the requirements of Government code Section 3547.5, the County Superintendent of Schools and Chief Business Officer of the **Santa Clara County Office of Education**, hereby certify that the County Office can meet the costs incurred under the Collective Bargaining Agreement between the County Office and the PSWA _____ Bargaining Unit, during the terms of the agreement from JULY 1, 2025 TO JUNE 30, 2026 (insert dates).



County Superintendent of Schools
(Signature)

02/27/2026

Date



Chief Business Officer
(Signature)

02/27/2026

Date