NOTICE OF PUBLIC MEETING

Notice is hereby given that on

Monday, July 29, 2024 at 3:00 pm,

a public meeting of the County Superintendent of Schools for the purpose of a public collective bargaining disclosure will be held at:

Santa Clara County Office of Education
1290 Ridder Park Drive,
San Jose, CA 95131-2304

The topic of this public meeting is on the Disclosure of the Collective Bargaining Agreement between the County Superintendent of Schools and the Association of County Educators/California Teachers Association (ACE/CTA) and is in accordance with Government Code 3547.5.

The agreement term is for July 1, 2024 to June 30, 2025.
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:

<table>
<thead>
<tr>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>$3.237%</td>
<td>TBD</td>
<td>TBD</td>
</tr>
</tbody>
</table>

2. Indicate the effective period of the proposed agreement: July 1, 2024 to June 30, 2025

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

4. Value of a __3.237% increase in the current year: $ 1,031,666

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 318.7017 in ACE/CTA unit (number of employees and bargaining unit):  

<table>
<thead>
<tr>
<th>Salary and Fixed Benefit Costs</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Benefits</td>
<td>545,280</td>
<td>545,280</td>
<td>545,280</td>
</tr>
<tr>
<td>Other Compensation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Non-Compensation Costs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Cost of Settlement</td>
<td>$1,823,790</td>
<td>$1,837,195</td>
<td>$1,850,569</td>
</tr>
</tbody>
</table>

C. Major Provisions:

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

Legend

<table>
<thead>
<tr>
<th>a.</th>
<th>b. $3,237 on schedule salary increase; Increase in Employer Contribution for health insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>c. premiums to $1,844 per month/$22,128</td>
<td></td>
</tr>
<tr>
<td>d. annually.</td>
<td>Date of Public Hearing: 07/29/2024</td>
</tr>
<tr>
<td>Date Prepared: 07/26/2024</td>
<td></td>
</tr>
</tbody>
</table>
DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

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

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 ACE/CTA Bargaining Unit, during the terms of the agreement from JULY 1, 2024 TO JUNE 30, 2025.

Mary Ann Dewan  
County Superintendent of Schools  
(Signature)

Stephen Goetz  
Chief Business Officer  
(Signature)

07/26/2026  
Date

07/26/2026  
Date
TENTATIVE AGREEMENT BETWEEN
SANTA CLARA COUNTY OFFICE OF EDUCATION AND
ASSOCIATION OF COUNTY EDUCATORS

Article 19: SALARIES

June 27, 2024

19.1 Salary Schedules

- 2024-2025 School Year: The County Office agrees to provide a $3,237 5% 2.0% 5% 2.0% 6.0% 2.5% $5,000 per cell on schedule increase to all bargaining unit employees effective July 1, 2024. Additionally, the County Office agrees to add $3,000 per cell to three Early Learning salary schedules effective July 1, 2024. To the extent that the parties have not reached a final agreement that has been fully ratified by July 1, 2024, such increase will be done retroactively and the County Office will provide notice to ACE of the date the retroactive payment will be made. To be eligible to receive the retroactive payment, the unit member must be employed on the date the payment is made.

The three Early Learning Salary Schedules referenced in this paragraph are: (1) Salary Schedule B (QSS 78) State Preschool Teacher 184-Day Work Year; (2) Salary Schedule B (QSS 82) Head Start/Early Head Start Preschool Teacher 162-Day Work Year; and (3) Salary Schedule B (QSS 85) Head Start/Early Head Start/State Preschool Teacher/Educare 220-Day Work Year—12 Months.

This agreement concludes negotiations for re-opened Article 19.1 for the 2024-2025 School Year. The parties will commence negotiations for the 2025-26 school year for a successor contract in accordance with any applicable agreed upon timelines and in accordance with the law.

[Signatures follow on next page]
ASSOCIATION OF COUNTY EDUCATORS / CALIFORNIA TEACHERS ASSOCIATION

Tara Guerrero
President, Association of County Educators
Date: 6/27/2024 | 2:58 PM PDT

Adia Hoag
Representative, CTA
Date: 6/27/2024 | 3:21 PM PDT

SANTA CLARA COUNTY OFFICE OF EDUCATION

Jessica Bonduris, Ed.D.
Associate Superintendent—Professional Learning & Support
Date: 6/27/2024 | 2:47 PM PDT

Khushwinder Gill, Ed.D.
Assistant Superintendent—Personnel Services
Date: 6/27/2024 | 2:57 PM PDT
20.4 Health Care Cost Containment Committee (HCCCC)
The Association will participate in a Health Care Cost Containment Committee (HCCCC) with representatives from the Office and other bargaining units for the purpose of studying and implementing cost containment measures that meet the needs of employees. The Association will appoint two (2) representatives to this committee in addition to the CTA consultant.

a. Benefits Contributions for October 1, 2022 through September 30, 2025

1. Beginning October 1, 2022, and as long as the parties have full ratified their successor collective bargaining agreement, the County Office’s contribution for health insurance premiums shall not exceed $19,056.00 on an annual basis ($1,588.00 per month). To the extent necessary, the crediting of this increase to each eligible bargaining unit member will be done retroactive to October 1, 2022. Unit members shall contribute any amount in excess of the County Office’s contribution limit (cap) for medical premiums.

2. Beginning October 1, 2023, the County Office’s contribution for health insurance premiums shall not exceed $1,702.00 per month and on an annual basis shall not exceed $20,424.00. Unit members shall contribute any amount in excess of the County Office’s contribution limit (cap) for medical premiums.

3. Beginning October 1, 2024, the County Office’s contribution for health insurance premiums shall not exceed $1,844.00 per month and on an annual basis shall not exceed $22,128.00. Unit members shall contribute any amount in excess of the County Office’s contribution limit (cap) for medical premiums.

4. The Office will provide at least three (3) health plan options – one (1) PPO, and two (2) HMO’s. The Office will give the HCCCC as much advance notice as possible prior to any rate increase. This notice will allow ACE/CTA, as a participant, to review alternative options if the monthly premium exceeds the above amount.

5. For the benefit years beginning October 1, 2023, and October 1, 2024, if the year over year increase in medical benefit costs for the Kaiser HMO plan is above 6.0%, the parties agree to reopen Article 20.4 for that respective benefit year.