

## TENTATIVE AGREEMENT

### BETWEEN

### SCCOE AND PSWA

## ARTICLE 2: WORKING YEAR

### A. Full Time

Full Time Members of this Unit will be hired for a set work year. The base work year will be 205 days if approved by the Program Director or Designee. A Unit member who wishes to work a base contract of 190 days must obtain approval of the Program Director or Designee before July 1. Approval or disapproval of this request will be based on program needs. The base contract year cannot be changed after July 1. For new hires who begin work after July 1, the work year will be 205 days prorated according to the date of hire for the first school year, unless they are hired after August 15th, at which time they will have a base contract of 190 days, with the option to adjust the following year. The prorated days will be determined based on a combination of the calendars of the sites they support and can include days that are non-student days. This will be made in collaboration with the PSWA rep or Lead Psychs and the Unit members, as well as their supervisor. A calendar for a new hire should be finalized ideally before their first day, but must be completed and approved within two weeks of their first day.

### B. Non-Contract Days for 205-Day Work Year

The Unit member on a 205-day work year calendar shall submit to the Program Director or Designee in writing their request for non-contract days by June 1 for the period between July 1 and June 30th at the end of the academic calendar year. The Program Director or Designee shall notify the Unit member by June 15 whether the non-contract days requested have been approved. If they are not approved, the Program Director or Designee shall state the reasons in writing.

1. Days Not To Be Taken The following days may not be taken as non-contract days: the first two (2) weeks of student contact days or the last two (2) weeks of student contact days of the traditional school year, on staff development days, or the all staff in-service day.
2. Five (5) Day Increments The Unit member may request non-contract days in five (5) day increments (e.g., Mon-Fri or Wed-Tues). The Unit member may request all ten (10) days consecutively during the extended school year in the summer or at other times provided that the ten (10) days are not adjacent to a major recess period (winter or spring recess). The Unit member may take five (5) non-contract days next to a recess period; however, no more than two (2) psychologists may take non-contract days on the same dates adjacent to a recess period.
3. Seniority First choice of non-contract days among Unit members shall be offered by rotating seniority if there is a conflict. Seniority means SCCOE-wide seniority.

If the request for non-contract days cannot be approved as submitted, the Program Director or Designee will notify the Unit member of the reasons. Upon request, the Program Director or Designee and the Unit member shall meet at a mutually agreeable time to come to agreement on the member's non-contract schedule. If agreement cannot be reached, the Assistant Superintendent Personnel Services may determine the schedule for that Unit member.

C. Flexible Work Year

1. Part-Time One (1) part-time work opportunity of at least 60% will be available to a Unit member each year. The one (1) Unit member in this position shall be entitled to the SCCOE's contribution toward health benefits as if the Unit member were working full-time. If the incumbent in the one (1) part-time position vacates the position, the position will be made available by hire date seniority. If the SCCOE hires more than one (1) part-time member under Article 2.C.1 (other than the one (1) half-time job opportunity in Article 2.C.2), the SCCOE contribution to the health benefits premiums shall be prorated as follows:

| FTE           | Percent of Employer's Contribution |
|---------------|------------------------------------|
| 1.0 to .76    | 100%                               |
| .75 to .67    | 90%                                |
| .66 to .56    | 80%                                |
| .55 to .50    | 70%                                |
| Less than .50 | Not eligible                       |

- D. One Half-Time Job Opportunities Additional part-time opportunities (at least 50%) may be available to qualified Unit members, subject to the approval of the Director-Special Education and the Assistant Superintendent-Personnel Services, based on the ability to meet program needs. The SCCOE contribution to health benefits premiums will be prorated according to the proportion of a full-time assignment the Unit member works.

1. Eligibility Unit member(s) must petition in writing to their immediate supervisor no later than March 15 of their request to work part-time. Unit member(s) will have served the SCCOE for a minimum of three (3) years and be in good standing.
2. Work Year/Salary/Benefits A Unit member working part-time for at least 60% under this flexible work year plan will work a minimum of 95 or 100 days per year. They shall be required to attend meetings, conferences, and/or school functions. Salary shall be based on the number of days worked times their per diem rate. The participant(s) shall receive full benefits.
3. Seniority If there are more applicants for part-time opportunities than can be accommodated under this section, seniority shall be the determining factor; however, once a Unit member has worked part-time under this flexible work year

plan for two (2) years, the opportunity will be offered to the next most senior Unit member(s) who has submitted a request. If no other Unit member is interested, the Unit member who has been working part-time under Section 1 may continue to do so.

- E. The Unit member will be allowed to submit for extra time at their hourly per diem rate due to attendance at IEP meetings, report writing, or other work-related tasks. This time will be 15 minutes after the final bell of the site for which they are working at/for/on behalf of that time. If they are working on tasks for multiple sites, they may submit for time beginning at 15 minutes after the final bell of the site with the earliest dismissal they are working on.

Dated: 2/6/2026 | 3:05 PM PST

Signed by:

*Megan Fain*

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Megan Fain

Psychologists and Social Workers Association

Dated: 2/6/2026 | 2:24 PM PST

Signed by:

*Roger D. Gallizzi*

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Roger D. Gallizzi

Santa Clara County Office of Education

Dated: 2/6/2026 | 3:07 PM PST

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*Tammy Waldron*

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## TENTATIVE AGREEMENT

BETWEEN

SCCOE AND PSWA

### **ARTICLE 3: PROCESS FOR JOB ASSIGNMENTS FOR SCHOOL PSYCHOLOGISTS**

**A. Proposed List of Assignments**

Unit members will submit to the Director-Special Education or designee, no later than April 30, a list of proposed assignments for Unit members for the coming school year. This list will include all proposed transfers or reassignments of the Unit members.

**B. Director-Special Education's Review of Proposed Assignments**

The Director-Special Education or designee will review the list of proposed assignments with the Unit members and suggest any needed changes or alterations.

**C. Principal's Review of Proposed Assignments**

Upon agreement of the Director-Special Education or designee and the Unit members, the list will be sent to the principals for review.

**D. Disagreement Among Principal(s) and Members**

If there is disagreement among the principal(s) and the Unit members regarding the proposed assignments:

**1. Alternative Suggestions**

The principal(s) will make alternative suggestions to the Director-Special Education.

**2. Proposed Changes**

The Director-Special Education or designee will discuss the principal(s) proposed changes with the Unit members.

**3. List Sent to Director-Special Education**

If the Unit members agree with the alternative suggestions made by the principal(s), the Director-Special Education may approve the assignments.

**4. Disagreements**

If the Unit members disagree with the alternative suggestions of the principal(s), both proposals, i.e., Unit members' and principals' suggestions, will be sent to the Director-Special Education who will make the final decision.

**E. Final Decision**

A final decision on job assignments is to be made no later than June 30.

**F. Additional Changes**

The Director-Special Education may, at a later time, make additional changes in job assignments due to the demands of changing conditions, such as changes in enrollment, site closure, attrition, or other conditions as described under Article 4, Transfer and Reassignment.

1. Psychologist Caseload shall be comprised of no more than the equivalent of 14 classes, or no more than 110 students with no counseling services. When a psychologist is providing counseling services caseloads will be prorated with the rate of 0.5 counseling equaling 7 classes or no more than 55 students. A 0.5 counseling caseload would be a max of 18 students with weekly services. If a psychologist provides counseling services to students currently assigned to their site, and the number of such students is more than 7, the affected unit member shall meet with Special Education Administration to mutually determine the impact on their caseload and assignment as defined above and explore whether the caseload needs to be adjusted or if they need to be paid extra as defined below. If a psychologist needs to support more than this, they are entitled to receive extra compensation per Article 9 F.
2. If a unit member is not a 1.0 FTE, the caseload should be appropriately prorated given their percentage to 1.0 FTE.

Dated: 2/6/2026 | 3:05 PM PST

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*Megan Fain*

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Psychologists and Social Workers Association

## TENTATIVE AGREEMENT

BETWEEN

SCCOE AND PSWA

### **ARTICLE 4: TRANSFER AND REASSIGNMENT**

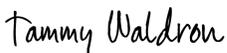
- A. **Transfer (Defined)** Transfer is defined as movement of a member's services from one site to another.
- B. **Reassignment (Defined)** Reassignment is defined as the addition or deletion of site(s) to the member's current caseload.
- C. **Proposed Transfer/Reassignment** Any proposed transfer or reassignment of a Unit member shall not be made without discussion between the Unit member and their immediate supervisor regarding the need for such transfer. Recognized necessities for such transfer include and are limited to the following:
  - 1. **Enrollment Decrease/Increase** Significant decrease or increase in enrollment or site closure.
  - 2. **Unsatisfactory Work** A Unit member has received a formal evaluation of weak or unsatisfactory work in a designated program and may be transferred to another site or program in order to provide them with a reasonable opportunity for improvement. The possibility of such transfer should be discussed with the employee at the time of the evaluation.
  - 3. **Request for Transfer/Reassignment** Request for transfer and/or reassignment by a Unit member shall be taken into consideration by their immediate supervisor.
- D. **Initiated by Administrators** Transfers or reassignments initiated by the administration shall require involvement of Unit member in discussion with their immediate supervisor no later than June 30 of the current year. However, in the event of budgetary constraints and/or decline in enrollment, the June 30 date shall be waived, but under no circumstance will the SCCOE notify the Unit member less than ten (10) working days prior to transfer.
- E. **Initiated by Unit Member** Request for transfers or reassignments initiated by Unit members during the term of this contract must be in writing to the immediate supervisor no later than March 15. A response from the supervisor must be made within ninety (90) days of receipt of the request.
- F. **Mid-year Transfer/Reassignment** Mid-year transfer or reassignments (January through June) shall require:
  - 1. **Discussion with Supervisor** Involvement of Unit member in an individual discussion with their immediate supervisor no later than ten (10) working days prior to written notification of such change.
  - 2. **Written notification to Unit member** no later than ten (10) working days prior to implementation of the transfer or reassignment.
- G. **Unit Member Transfer/Reassignment** A member may be transferred or reassigned at any time if it does not impose an unreasonable hardship upon the Unit member.
- H. **Unreasonable Hardship** Any Unit member contending that a particular transfer or reassignment would be an unreasonable hardship shall file a written appeal with the Assistant Superintendent-Personnel Services. The Assistant Superintendent-Personnel

Services shall arrange a meeting with the Unit member and hear all facts pertaining to alleged hardship. The decision of the Assistant Superintendent-Personnel Services shall be final, in writing and addressed to the principal party. The transfer shall not take place until the Assistant Superintendent-Personnel Services has rendered a decision.

- I. Transfer/Reassignment Opportunities. Opportunities for transfer or reassignment, which occur during the year, shall be posted and mailed to Unit members prior to public posting. Unit Members wishing to be transferred or reassigned to position(s) have eight (8) days to respond and shall receive an interview.
- J. Vacant Position (Student Services) When a position has been vacated by a Unit member, current Unit members will be considered for a transfer to that assignment upon request of the Unit member.
- K. Reasonable Office Accommodations
  - 1. Every reasonable effort shall be made to provide Unit members with appropriate private office space, with locking cabinets, and specify where that will be as part of the caseloads given by June 30th.
  - 2. Offices will be an individual office space with locking cabinets in order to safely store student files and test kits.
  - 3. Unit members shall have access to a secondary monitor to assist with report writing and utilizing scoring software.
  - 4. Unit members shall have a budget of \$250 annually. Unit members not based at a cluster office shall have a budget of \$350 annually. This budget is for office supplies, and/or reinforcers for students.
  - 5. Unit members shall have one day a month to work from an alternate location that is not on SCCOE property for report writing purposes. Unit members will have this day pre-approved with admin prior to the date and will have it noted as such on their electronic calendar.

Dated: 2/6/2026 | 3:05 PM PST  
 Signed by:  
  
 Megan Fain  
 Psychologists and Social Workers Association

Dated: 2/6/2026 | 2:24 PM PST  
 Signed by:  
  
 Roger D. Gallizzi  
 Santa Clara County Office of Education

Dated: 2/6/2026 | 3:07 PM PST  
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 Tammy Waldron  
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 Isabel Alvarez  
 Psychologists and Social Workers Association

## TENTATIVE AGREEMENT

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#### **ARTICLE 6: TUITION REIMBURSEMENT/CONTINUING EDUCATION**

##### A. Tuition Reimbursement Program

Permanent Unit members shall be eligible to apply for tuition reimbursement. Eligible workers are entitled to participate in the program provided:

1. The Unit member is not receiving reimbursement from any other government agency or private source (this applies to reimbursement only).
2. The training undertaken is directly related to the Unit member's job duties or occupational area.
3. The application was filed with the SCCOE and approved prior to the commencement of the course. Substitute courses may be approved when approved courses are found to be unavailable.
4. There are sufficient funds available in the program and Unit member's allocation.

##### B. Reimbursement Total reimbursement for each Unit member participating in the program will not exceed \$1,250 per fiscal year. The SCCOE will allocate a total of \$5,000 annually for the tuition reimbursement program. Within the above limits, Unit members shall receive full immediate reimbursement for tuition and other required costs (including textbooks) upon presentation of a receipt showing such payment has been made and upon presentation of proof of prior approval and successful completion of the course(s).

##### C. Deduction Authorization The Unit member shall sign a note which states that upon receipt of reimbursement, they authorize deduction of 50% of the amount of reimbursement if they leave the employment of the SCCOE within one (1) year after satisfactorily completing the course.

##### D. Professional, State, or National Conference The SCCOE will support continuing education and professional development by allowing all unit members to attend one or more professional, state, or national conferences, in person or virtually, with all expenses covered by the SCCOE, including conference fees, and travel expenses per fiscal year upon approval by their immediate supervisor, based on funding, staffing coverage, and other programmatic needs. Priority will be given to members who have not attended a conference that year.

1. The PSWA representative will be given the budgeting information for the school year as it regards travel for conferences, within a reasonable period (30-60 days) following budget adoption.
2. If limitations exist, such as no out of state travel, that will be communicated to the PSWA representative in writing as soon as limitations are known. Promptly upon SCCOE admin becoming aware of such limitations. If travel out of state is limited or denied that year, unit members will be given the

opportunity to attend the virtual format of the conference. Unit members will be given the option to participate in the virtual format of the conference to ensure continued professional development opportunities.

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*Megan Fain*

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Psychologists and Social Workers Association

TENTATIVE AGREEMENT

BETWEEN

SCCOE AND PSWA

**ARTICLE 8: STAFF MEETINGS**

Unit members must attend one cluster meeting and one professional meeting, **psychologist or job alike**, per month.

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TENTATIVE AGREEMENT

BETWEEN

SCCOE AND PSWA

**PACKAGE PROPOSAL**

**ARTICLE 9**

**A. Salary**

Effective July 1, 2025, the salary schedule for PSWA members will be as shown in Appendix A.

To the extent that and only if the SCCOE provides any certificated bargaining unit with an increase on-salary schedule with a proposal that is greater than that which is provided in this Agreement. Any obligation to negotiate shall be limited to adjusting Article 9 Salary, Appendix A, as contained in this Agreement, so that they are equal to the increased allocation granted to employees in the bargaining unit with the lowest increase. Such adjustments shall be effective at the time the salary adjustment is granted to the employees in any certificated bargaining unit.

**B. Initial Placement**

Initial placement on the salary schedule shall be based on prior public school experience or other experience in a private school, institution, or private practice that is deemed relevant. The following criterion shall be used to determine the initial placement of all Unit members:

1. Prior Experience Effective December 1, 2000, prior public school experience as a psychologist shall be granted year for year. The parties agree that the SCCOE may place a new hire on the salary schedule based on previous years of experience in public education or other experience in a private school, institution, or private practice that is deemed relevant by the Assistant Superintendent-Personnel Services. Documentation of prior experience must be made by the end of a ninety (90) day period. If documentation is impossible within that time, through no fault of the Unit member, a written request for an extension may be filed with the Assistant Superintendent-Personnel Services.

**C. Longevity**

For Unit members hired or rehired on or after September 1, 2002, years of service for purposes of longevity stipends means service with the Santa Clara County Office of Education and shall be as follows:

Effective July 1, 2022, longevity increments shall be:  
\$2,000 per year beginning with the fifth (5th) year of service.

- \$2,500 per year beginning with the tenth (10th) year of service.
- \$3,500 per year beginning with the fifteenth (15th) year of service.
- \$4,000 per year beginning with the twentieth (20th) year of service.

#### D. Lead Psychologist and Therapist Stipend

For the 2025-2026 fiscal year, the Lead Psychologist will be 4,000. If more than one (1) Unit worker shares the lead duties, the stipend shall be split accordingly. See Appendix for lead duties.

1. Clinical Supervision Stipend During the 2025-2028 school years, the Santa Clara County Office of Education will pay a stipend of \$2,500 per unlicensed therapist or psychologist to a licensed therapist or psychologist for providing clinical supervision in line with the professional standards of practice delineated by the appropriate licensing or credentialing institution or entity over and above the therapist's normal caseload. If two unit members share clinical supervision of an intern, unit members shall split the stipend accordingly. The number of supervised interns shall not exceed two per licensed or credentialed supervisor. Assignments for clinical supervision are subject to the approval of the Director-Special Education. The Lead Psychologist will confer with unit members to see who would be interested in providing supervision (as specified by the given license/credential). Once a list is developed, the Lead(s) will meet with the Director and/or Assistant Director to determine which unit member will provide the supervision.

#### E. Advanced Degrees/National Certification

1. National Certification Beginning July 1, 2019, unit members that possess the National Association of School Psychologists (NASP) certification shall receive \$3,000 per year.
2. Doctorate Degree Unit members shall receive \$3,000 per year for a Doctorate degree related to their assignments. Unit members with national certification and a Doctorate will receive the maximum stipend of \$3,000.
3. Master's Degree Unit members shall receive \$2,000 per year for a Master's degree related to their assignments.
4. License - Beginning July 1, 2025, unit members who have a license that is utilized for COE purposes (IE; LEP, MFT, Psych Licenses) will receive a stipend of \$3,000 per year. The licensees (a limit of two) will be nominated annually. The Unit will advise the Director - Special Education by July 1. This will be offered to unit members based on seniority and will rotate through the list.

The Unit member shall submit verification of national certification and/or Doctorate degree to the Assistant Superintendent-Personnel Services, to request the stipend. If verification is received within ninety (90) calendar days of the date of the award of the degree/certification, the stipend will be calculated retroactively from the first month following the month in which the degree/certification was awarded. If verification is received after ninety (90) days, the stipend will be calculated from the first of the month following the date of submission of the verification.

Payment for stipend will be issued with a regular check. Amount will be determined by dividing the Unit member's salary by the number of months worked.

#### F. Extra Coverage

1. The Santa Clara County Office of Education will pay a rate of \$140.00 an hour to the school psychologists who are requested by administration to complete an assessment outside of their regular work hours. School psychologists asked to complete assessments will be based upon a seniority list, with current assignments taken into consideration, managed by the Lead School Psychologist and administrator overseeing the bargaining unit. The administrator will move down the list based upon seniority when offering assessments. Once a psychologist accepts or declines, the administrator will move to the next most senior psychologist. In this way, the offer of assessments will be rotated among all psychologists, continuing to cycle through the list.

A. This rate applies to unit members who are asked to take on work beyond the Caseload size specified in Article 3 G.

2. For a psychologist or therapist who is asked to act as the substitute teacher in a classroom when no credentialed staff is available to be the substitute, the psychologist/therapist shall be compensated at a rate of \$280.00 per full day or \$160.00 for half day assignment. Determination for a psychologist or therapist covering a classroom as a substitute teacher for the day will be approved by the Director-Special Education or designee.

3. For therapists that are unable to complete their regular job duties during their work day as a result of taking on additional duties assigned by SCCOE administration, the therapist may request a meeting with the Assistant Director-Special Education or designee to evaluate the therapist's schedule. Additional compensation for work outside of the contracted day at a rate of \$140.00 an hour must be pre-approved by the Assistant Director-Special Education or designee.

4. A unit member participating in an IEP or other necessary tasks as specified in article 2F will be compensated at their hourly per diem rate.

5. Psychologists and Therapists retain the option to reject extra coverage opportunities, without consequence.

Appendix A  
\*based on 7.5 hour work day

| Step                                  | 190 Days                | 205Days                 | Per Diem            |
|---------------------------------------|-------------------------|-------------------------|---------------------|
| 1                                     | \$97,978.93             | \$105,714.11            | \$515.68            |
| 2                                     | \$102,697.71            | \$110,805.43            | \$540.51            |
| 3                                     | \$107,469.43            | \$115,953.86            | \$565.63            |
| 4                                     | \$112,194.32            | \$121,051.77            | \$590.50            |
| 5                                     | \$116,933.46            | \$126,165.05            | \$615.44            |
| 6                                     | \$121,678.71            | \$131,284.93            | \$640.41            |
| 7                                     | \$126,411.75            | \$136,391.63            | \$665.33            |
| <del>8</del>                          | <del>\$131,132.57</del> | <del>\$141,485.14</del> | <del>\$690.17</del> |
| 9                                     | \$135,871.71            | \$146,598.43            | \$715.11            |
| 10                                    | \$140,604.75            | \$151,705.13            | \$740.03            |
| 11                                    | \$145,358.14            | \$156,833.79            | \$765.04            |
| 12                                    | \$150,105.43            | \$161,955.86            | \$790.03            |
| 13                                    | \$150,105.43            | \$161,955.86            | \$790.03            |
| 14                                    | \$150,105.43            | \$161,955.86            | \$790.03            |
| 15                                    | \$154,854.75            | \$167,080.13            | \$815.03            |
| 16                                    | \$154,854.75            | \$167,080.13            | \$815.03            |
| 17                                    | \$154,854.75            | \$167,080.13            | \$815.03            |
| 18                                    | \$163,883.14            | \$176,821.29            | \$862.54            |
| 19                                    | \$163,883.14            | \$176,821.29            | \$862.54            |
| 20                                    | \$167,095.50            | \$180,287.25            | \$879.45            |
| * step 8 was removed in 2022 contract |                         |                         |                     |

**ARTICLE 11: FRINGE BENEFITS**

A. Health and Welfare Benefits

The SCCOE will continue health and welfare benefits as follows:

B. Medical Insurance

1. Medical insurance for Unit members and dependents or registered domestic partners.
2. Dental insurance for Unit members, dependents, or registered domestic partners.

3. Vision care for Unit members and dependents or registered domestic partners.
4. Group life insurance for the Unit member
5. Income Protection insurance for the Unit member.

C. Health Care Cost Containment Committee

Participation by the Association on a Health Care Cost Containment Committee with the SCCOE and other bargaining units for the purpose of studying and implementing cost containment measures that meet the varying needs of employees. The SCCOE proposes that the Association appoint two representatives to this committee.

D. Health and Welfare Benefits

The SCCOE contribution toward health insurance premiums shall not exceed \$22,128.00 per year (\$1,844.00 per month). Unit members shall contribute any amount in excess of the SCCOE's contribution limit (cap) for medical premiums.

To the extent that and only if the SCCOE provides any other bargaining units with an increase in Health and Welfare benefits greater than that which is provided in this Agreement. Any obligation to negotiate shall be limited to adjusting the Health and Welfare benefits as contained in this Agreement so that they are equal to the increased allocation granted to employees in the bargaining unit with the lowest increase in Health and Welfare benefits. Such adjustments shall be effective at the time the health and welfare adjustment is granted to the employees in the other bargaining unit.

The SCCOE will give the Health Care Cost Containment Committee (HCCCC) as much advance notice as possible prior to any rate increase.

E. Hold Harmless

The SCCOE will cover Psychologists and Social Workers under its Errors and Omissions coverage through the Santa Clara County School Insurance Group Joint Powers Agreement.

F. Retiree Benefits Program

Unit members who intend to retire prior to the beginning of the next school year are encouraged to notify the SCCOE of their intent to retire, in writing, no later than February 1. Any bargaining Unit member who makes such a written declaration is ensured that the SCCOE will continue its contribution to medical, dental, and vision coverage for the Unit member and their spouse/registered domestic partner/dependents (based on who is currently insured according to SCCOE records) for the months of July and August. Upon processing retirement documents for these declared retirees, the SCCOE agrees to pay each a retirement stipend equal to that paid to that year's retiring teachers no later than thirty (30) days following the effective date of retirement. If no stipend was paid in that year to retiring teachers, Unit members who provide written notice of intent to retire by February 1 shall be paid a retirement stipend of \$2,000 no later than thirty (30) days following the effective date of retirement.

At or after age 55, a Unit member with ten (10) years of continuous service with the SCCOE will be eligible for 50% full medical coverage. After fifteen (15) years of continuous service with the SCCOE, the Unit member will be eligible for 75% full medical coverage. After twenty (20) years of continuous service with the SCCOE, the Unit member will be eligible for 100% full medical coverage. This coverage will continue until the retiree reaches age 65.

A Unit member with less than ten (10) years of service with the SCCOE shall, upon retirement, be eligible to pay all costs of medical insurance for dependents and self. Premiums shall be at the same rates charged to the SCCOE, with such premiums remitted with the SCCOE's regular payment to the medical insurance carrier. This section will be effective as long as these incorporation rights are allowed by the insurance carriers with no increase in rates because of this incorporation.

#### G. Unit Members' Personal Property

The SCCOE shall reimburse Unit members a maximum of \$150 for damage to personal property which is required in the course of employment.

With prior written authorization from the principal or designee, reimbursement in the case of theft or damage to equipment (for example, tape player, radio, calculator, phonograph, books, etc.), required for education purposes shall be a maximum of \$250 with a \$10 deductible from the current replacement costs at the time of loss. A police report for any theft must be made to entitle the Unit member to reimbursement. For thefts occurring at Juvenile Hall or the Alternative Education Ranches, an incident report signed by a peace officer may be substituted for a police report.

### **ARTICLE 15: CONCLUSIVENESS OF AGREEMENT**

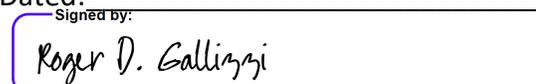
Once the Agreement is signed and ratified by both parties, the SCCOE and the Psychologists and Social Workers Association expressly waive and relinquish the right to meet and negotiate until negotiations reconvene no later than April 1 of the calendar year in which this agreement expires. The only exception to this shall be those conditions stipulated in Article 14, Section F, and Article 14, Section A, to be amended to December 1, 2027, of the contract.

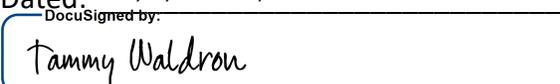
**ARTICLE 17: LENGTH OF CONTRACT**

This contract shall become effective on July 1, 2025, and shall continue in effect to and including June 30, 2028. There shall be no reopeners of the contract except as otherwise provided in the contract and as follows:

- a. For July 1, 2026, the final adjusted mileage reimbursement rate determined will be used going forward, as per Article 10.

Dated: 2/6/2026 | 3:05 PM PST  
Signed by:  
  
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Megan Fain  
Psychologists and Social Workers Association

Dated: 2/6/2026 | 2:24 PM PST  
Signed by:  
  
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Roger D. Gallizzi  
Santa Clara County Office of Education

Dated: 2/6/2026 | 3:07 PM PST  
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Tammy Waldron  
Psychologists and Social Workers Association

Dated: 2/6/2026 | 3:10 PM PST  
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Isabel Alvarez  
Psychologists and Social Workers Association

TENTATIVE AGREEMENT

BETWEEN

SCCOE AND PSWA

**ARTICLE 10: MILEAGE**

The average full-time unit member has five school sites to cover within their assignment. Unit members who are required to drive their own vehicles in the performance of their duties and/or SCCOE-related business shall be reimbursed for all such travel. Beginning on January 1, 2026, psychologists will receive a monthly stipend of \$100.

Effective January 1, 2026, unit members shall turn in monthly mileage reimbursements to the Human Resources Department for 6 months. After which, the gross reimbursement, divided by the average number of psychologists who submitted logs and divided again by 6 months, will determine a final adjusted mileage reimbursement rate, which will be effective July 1, 2026. This amount will not be less than the \$100 stipend.

Dated: 2/6/2026 | 3:05 PM PST

Signed by:

*Megan Fain*

9CEB66936A40419...

Megan Fain

Psychologists and Social Workers Association

Dated: 2/6/2026 | 2:24 PM PST

Signed by:

*Roger D. Gallizzi*

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Roger D. Gallizzi

Santa Clara County Office of Education

Dated: 2/6/2026 | 3:07 PM PST

Signed by:

*Tammy Waldron*

9CF06B4EEAF14AC...

Tammy Waldron

Psychologists and Social Workers Association

Dated: 2/6/2026 | 3:10 PM PST

Signed by:

*Isabel Alvarez*

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Isabel Alvarez

Psychologists and Social Workers Association