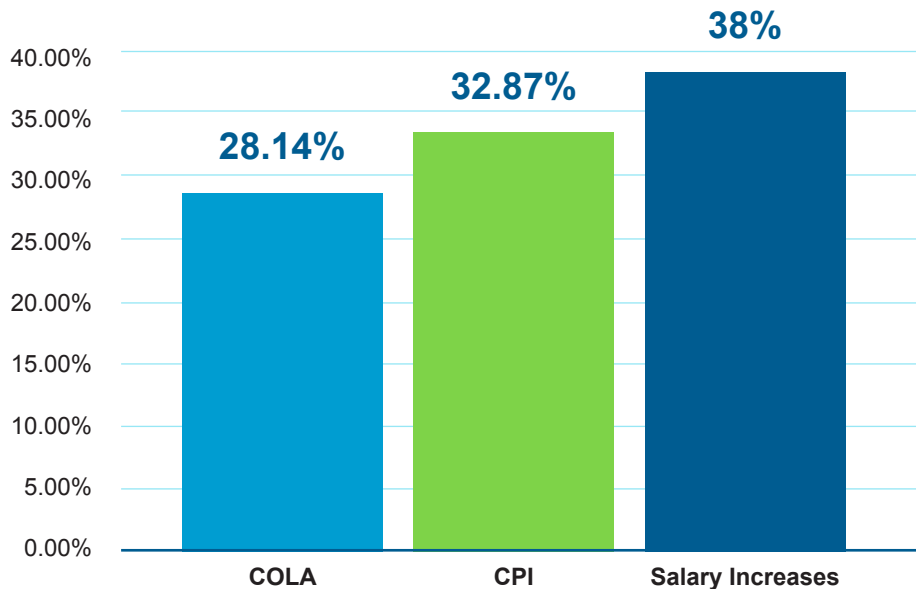


A Closer Look: Fueling Staff Salaries

Santa Clara County Office of Education (SCCOE) offers fair and competitive salaries to our stellar workforce—in fact, since 2022, SCCOE has increased employee salaries by **18%** for employees, while paraeducators have seen a **23%** increase. Over an 8-year period (2016-17 through 2023-2024), SCCOE has provided 4.77% more in salary increases than the inflation rate rose and 9.86% more in salary increases than the state's annual cost-of-living adjustments.

Salary Increases vs COLA and CPI

This chart compares the SCCOE's salary increases*, the state's cost of living adjustment (COLA) and consumer price index (CPI) (a measure of inflation) from fiscal years 2016-2017 to 2024-2025**.



* SEIU and ACE/CTA salary increase for 2024-2025 pending.

** Includes projected COLA and CPI for Fiscal Year 2024-2025.