July 16, 2014

TO: Santa Clara County Board of Education

FROM: Phillip J. Gordillo, Chief Human Resources Officer
Micaela Ochoa, Chief Business Officer

VIA: Mary Ann Dewan, Ph.D., Interim County Superintendent of Schools

SUBJECT: Public Hearing on the Disclosure Statement of the Tentative Agreement for Successor Contract between the County Superintendent of Schools and the Psychologists and Social Workers Association (PSW)

SCCOE ASSOCIATED GOAL

GOAL 3: SCCOE will be a premier employer.

BACKGROUND

The County Superintendent of Schools and the Psychologists and Social Workers Association reached a tentative agreement on July 1, 2014. The Association’s ratification date was July 8, 2014.

The major provisions of this agreement are listed below:

1. 1% retroactive and on the salary schedule, to all bargaining unit schedules, effective July 1, 2013;
2. 3% on the salary schedule, to all bargaining unit schedules, effective July 1, 2014;
3. 1% on the salary schedule, to all bargaining unit schedules, effective January 1, 2015;
4. 2% on the salary schedule, to all bargaining unit schedules, effective July 1, 2015;
5. Restructure (squaring) salary schedule for Psychologists and Social Workers, effective July 1, 2014;
6. Beginning November 1, 2014, the County Office shall increase its contribution to benefits for full-time bargaining unit members, by $600 per year, to $12,202;
7. Beginning November 1, 2015, the County Office shall increase its contribution to benefits for full-time bargaining unit members, by $400 per year, to $12,602;
8. The benefits increase amounts are prorated for part-time bargaining unit members;
9. There are no re-openers on salary or benefits through June 30, 2016. There are re-openers on non-economic items during the term of the agreement; and
10. The term of this agreement shall be July 1, 2013 through June 30, 2016.

A copy of the Disclosure Statement and certification of the County’s ability to meet the costs are attached.

Attachment
PJG/DMO
DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

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

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

☒ Certificated  ☐ 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:

   Current: *1%  Year 2: **3.5%  Year 3: 2%

* 1% salary increase previously received 07-01-2013. The additional 1% results in a 2% increase for 2013-14.

** 3% salary increase effective 07-01-2014. 1% salary increase effective 01-01-2015 (3.5% for 2014-15)

2. Indicate the effective period of the proposed agreement:  July 1, 2013   to   June 30, 2016

3. Are proposed changes ☒ on-going or   ☐ one time costs or   ☐ both? (check one)

4. Value of a one percent increase in the current year:  $ 20,200.45 (all funds)

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:

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<tr>
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<th>2013-14</th>
<th>2014-15</th>
<th>2015-16</th>
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<tbody>
<tr>
<td>Salary and Fixed Benefit Costs</td>
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<td>Restricted</td>
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<td>Unrestricted</td>
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<td>Benefits</td>
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<td>Unrestricted</td>
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<td>Other Compensation</td>
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<td>Other Non-compensation Costs</td>
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<td>Total Cost of Settlement</td>
<td>$20,200</td>
<td>$98,101</td>
<td>$146,903</td>
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<tr>
<td>Projected Unrestricted General Fund Ending Balance</td>
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</tbody>
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C. Source of Funding:

2013-14: Santa Clara County Office of Education Unrestricted County School Service Fund
2014-15: Santa Clara County Office of Education Unrestricted and Restricted County School Service Fund
Year 3: Santa Clara County Office of Education Unrestricted and Restricted County School Service Fund

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

D. Major Provisions:

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

1. 1% retroactive and on the salary schedule, to all bargaining unit schedules, effective July 1, 2013;
2. 3% on the salary schedule, to all bargaining unit schedules, effective July 1, 2014;
3. 1% on the salary schedule, to all bargaining unit schedules, effective January 1, 2015;
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9. There are no re-openers on salary or benefits through June 30, 2016. There are no re-openers on non-economic items during the term of the agreement;
10. The term of this agreement shall be July 1, 2013 through June 30, 2016.

CERTIFICATION OF THE DISTRICT’S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

In accordance with the requirements of Government code Section 3547.5, the Superintendent and Chief Business Officer of the Santa Clara County Office of Education (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Association of County Educators/California Teachers’ Association (ACE/CTA) Bargaining Unit, during the terms of the agreement from effective dates.

______________________________________________
District Superintendent
(Signature)

______________________________________________
Chief Business Officer
(Signature)

Date

Date