

TO: County Office Employees

FROM: SCCOE & ACE

DATE: October 4, 2022

RE: Joint Update on Contract Negotiations

The County Office and ACE bargaining teams have reached a tentative agreement on the 2022-2025 contract. The parties met on October 3, 2022, and October 4, 2022, to finalize details regarding the outstanding items in the agreement.

The parties agreed to a 10% salary increase for the 2022/2023 school year and a 5% salary increase for the 2023/2024. The parties will return to the bargaining table in the Spring of 2024 to negotiate a salary increase for the 2024/2025 school year and will also reopen for negotiations one non-economic topic each at that time. In addition, the parties agreed to reopen bargaining for salaries if the Cost-of-Living Adjustment (COLA) derived from the enacted State Budget Act is equal to or above 6% for the 2023/2024 school year.

The parties also agreed to an increase of the County Office's medical contribution to: \$1,588.00 per month effective October 1, 2022; \$1,620.00 per month effective October 1, 2023; and \$1,652.00 per month effective October 1, 2024. The parties agreed to reopen bargaining for medical benefits contributions if the annual increase in medical benefit costs for the Kaiser HMO plan is above 6.0% for the 2023 and 2024 benefit years for that respective benefit year.

Both parties acknowledge the hard work and dedication of their bargaining team members in reaching this agreement. We value and celebrate all employees and the critical work they do to educate and support students and families throughout Santa Clara County.