

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

DATE: September 13, 2022

RE: Update on Bargaining Negotiations With ACE

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*Larry Oshodi*  
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The County Office and ACE bargaining teams have met twice since our last update on September 2, 2022.

#### September 7, 2022.

At the negotiation session on September 7, 2022, the parties exchanged proposals on the articles still under discussion. The County Office maintained their previous proposal of an overall salary increase of 17% spread over three years. The County Office also proposed increasing the amount of the County Office's medical benefit contribution to \$1,550.00 per month effective October 1, 2022, \$1,581.00 per month effective October 1, 2023, and \$1,613.00 per month effective October 1, 2024.

#### September 12, 2022

On September 12, 2022, the County Office proposed a 10% salary increase for 2022/2023, 4% for 2023/2024, and 3% for 2024/2025, with the understanding that the parties would 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 and/or equal to or above 4.75% for the 2024/2025 school year.

The County Office also accepted ACE's proposal to eliminate the current Column A from all salary schedules.

The County Office further proposed increasing the County Office's medical contribution to \$1,588.00 per month for 2022/2023, \$1,620.00 per month for 2023/2024, and \$1,652.00 per month for 2024/2025. At the proposed rate for 2022/2023, the County Office's contribution would cover 100% of the premiums for both the Kaiser HMO and Kaiser DHMO plans including the enhancements to the plans for this year. The County Office also proposed that if the year over year increase in medical benefit costs for the Kaiser HMO plan is above 6.0% for the 2023 and 2024 benefit years, the parties would reopen bargaining for medical benefits for that respective benefit year.

The County Office values its employees and the critical work they do to educate and support students and families throughout Santa Clara County. The Office is committed to working expeditiously to bring these negotiations to a successful conclusion and reaching a fair agreement with ACE on a new collective bargaining agreement.

The parties are working to schedule their next negotiation session. We will continue to keep the SCCOE community informed on the status of the negotiations and appreciate the collaboration of the ACE bargaining team.