

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

DATE: September 15, 2022

RE: Update on Bargaining Negotiations With SEIU

DocuSigned by:  
*Larry Oshodi*  
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On September 14, 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 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 SEIU on a new collective bargaining agreement.

The next negotiation session is scheduled for September 19, 2022. We will continue to keep the SCCOE community informed on the status of the negotiations and appreciate the collaboration of the SEIU bargaining team.