

**Internal Communication:**  
Sent from [communications@sccoe.org](mailto:communications@sccoe.org)

Subject: ACE Negotiations Update

*Sent on behalf of the SCCOE Bargaining Team:*

On March 19, 2026, ACE leadership and the SCCOE Bargaining Team participated in a mediation session lasting approximately five hours. During the session, SCCOE responded to all ACE proposals and presented its last, best, and final offer, addressing compensation, benefits, and other proposals.

After receiving SCCOE's proposals, ACE indicated its desire to proceed to factfinding.

The next steps in the process include:

- The state-appointed mediator formally releasing the parties from mediation and certifying the matter for factfinding.
- The Public Employment Relations Board (PERB) responds to the request for factfinding within five calendar days.
- If initiated, appointment of a factfinding panel to review the proposals and issue findings and recommendations within established timelines.

SCCOE reaffirmed its commitment to the collective bargaining process and will continue to participate in good faith as the process advances.