



Santa Clara County Office of Education

Dr. David M. Toston, Sr.
County Superintendent of Schools

TO: Santa Clara County Office Employees
FROM: Roger Gallizzi, Interim Assistant Superintendent – Human Resources
DATE: April 1, 2026
RE: Update on Negotiations with the Association of County Educators (ACE)

To help reduce the number of potential layoffs, SCCOE proactively sought to identify anticipated resignations and retirements.

SCCOE proposed an early notification of separation incentive to encourage ACE employees, particularly those in hard-to-fill positions, who were already planning to retire or resign to notify the County Office prior to May 15.

The proposal was presented to ACE on two separate occasions and was rejected both times.

As a result, SCCOE has withdrawn the proposal.