



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: June 4, 2026

RE: Update on Negotiations ACE and Fact Finding

The SCCOE and ACE bargaining teams will participate in fact-finding on June 23 and 24. This next step follows the process outlined in the [ACE Negotiations Update 05.06.2026](#) and is intended to support resolution of the remaining issues.

What is Fact-Finding?

Fact-finding is a structured, state-recognized process used when mediation does not lead to agreement. It is initiated through PERB and involves a three-member panel with a neutral chair. The panel reviews information from both parties, evaluates the issues using legal criteria, and issues a written report with non-binding recommendations.

The purpose of fact-finding is to bring clarity and an objective review to outstanding areas of disagreement and to support both parties in reaching agreement. The process is advisory, and the parties continue to engage in settlement discussions during and after the hearings.

Context from Prior Update

As noted in the [ACE Negotiations Update 05.06.2026](#), the parties reached this stage following mediation and ongoing differences related to:

- Program funding structures
- Mandated responsibilities of the County Office
- Use of restricted funds
- Fiscal sustainability of proposals

Fact-finding reflects a shared need for additional support to move negotiations forward.

What to Expect Next

Following the hearings on June 23–24:

- The parties will continue to explore continued negotiations and/or settlement based on the information presented and with the assistance of the panel members
- In the absence of a settlement, the panel chair will review the information presented and issue a written report with recommendations
- The parties will have the opportunity to consider the findings and recommendations and will typically meet again in an effort to reach agreement
- Once written, the report is required to be made public within 10 days

The County Office remains committed to bargaining in good faith and working toward an agreement that supports employees while maintaining the continuity and sustainability of services for students, families, and districts.