TO: SCCOE Employees

FROM: Jessica Bonduris, Associate Superintendent-Professional Learning and Support

DATE: August 20, 2024

RE: Update on Negotiations with SEIU

On August 19, 2024, the County Office's and SEIU's bargaining teams met for another round of productive negotiations to reach an agreement on a successor collective bargaining agreement. The parties' current collective bargaining agreement expires on August 31, 2024.

During this bargaining session, the County Office submitted proposals for Article 18 (Tuition Reimbursement), Article 9 (Health and Welfare Benefits), and Article 27 (Workloads for Family Advocates).

Consistent with the County Office's support for the continuing education and professional development of SEIU members, in Article 18, the County Office has agreed to increasing the amount of tuition reimbursement for SEIU members from $700 per fiscal year to $1,200 per fiscal year, and to increasing the total funds available for tuition reimbursement for SEIU members from $22,000 per year to $37,000 per year.

For Article 9, the County Office proposed expanding the eligibility for increasing medical retirement benefits for SEIU members. Under the proposal, SEIU members who have had a break in service will be able to include prior years of service at the County Office to maximize medical benefits in retirement, as long as they have at least 10 years of continuous service at the County Office at the time of retirement. With 10 years of continuous service, SEIU members will receive 50% paid retiree medical benefit coverage, 75% paid retiree medical benefit coverage after at least 15 years of total service, and 100% paid medical benefit coverage after at least 20 years of total service.

In connection with negotiating Article 27, the County Office has proposed an MOU to establish three Lead Family Advocates who would receive a 5% pay increase in the form of a stipend while serving as a Lead. These Leads would support the program, parents, and community in various ways including training new Family Advocates.

Based on Dr. Dewan's commitment to employee health and wellness, Dr. Dewan wanted to ensure SEIU members continue to have four no-cost health insurance plan options during this year's open enrollment season. As a result, Dr. Dewan proposed increasing the County Office's contribution for employee health insurance now rather than wait for a new contract, and SEIU agreed to the County Office's proposal in a side agreement.

The Superintendent is grateful to the SEIU bargaining team for the very important role it plays in helping to make the County Office one of the top places to work in Santa Clara County. Our ability to deliver high quality educational services to our students and communities would not be possible without our classified professionals.