DATE: March 1, 2023

TO: Mary Ann Dewan, Ph.D., County Superintendent of Schools

FROM: Larry Oshodi, Assistant Superintendent
Personnel Services Division

Stephanie Gomez, Chief Business Officer
Business, Facilities and Operations Division


NOTICE OF PUBLIC HEARING

The County Superintendent of Schools and Service Employees International Union (SEIU) Local 521 reached a tentative agreement for salaries and benefits on January 13, 2023. SEIU Local 521 ratified this agreement on January 26, 2023.

A copy of the Disclosure Statement and certification of the County’s ability to meet the costs is attached.
DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

District or County Name: Santa Clara County Office of Education  CDS Code: 43 10439

Indicate the name and check the type of collective bargaining unit that this disclosure is for:

Name of bargaining unit:  
- ○ Association of County Educators/California Teachers Association (ACE/CTA)
- ○ Service Employees International Union (SEIU) Local 521
- ○ Service Employees International Union (SEIU) Local 521 Substitute Workers Unit
- ○ Psychologists & Social Workers Association

☐ Certificated  ☑ Classified  ☐ Other (List) ____________________________

Note—complete a separate disclosure statement for each bargaining unit

A. Proposed Change in Salary:

1. Indicate the percentage salary change over the prior year salary schedule, for the current and subsequent fiscal years:
   - Year 1: ___%  Year 2: ___%  Year 3: TBD %

2. Indicate the effective period of the proposed agreement:
   - 09/01/2022 to 08/31/2024

3. Are proposed changes _______ on-going or _______ one-time costs or _______ both? (Check one)

4. Value of a _______ percent increase in the current year: $9,033,452

B. Cost of Agreement:

Indicate the costs of salary and benefit improvements that would be incurred under the agreement for the current and subsequent fiscal years (based upon 1,121 employees in SEIU) (number of employees and bargaining unit)

<table>
<thead>
<tr>
<th></th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and Fixed Benefit Costs</td>
<td>9,033,452</td>
<td>17,585,267</td>
<td>18,857,658</td>
</tr>
<tr>
<td>Health Benefits</td>
<td>4,662,309</td>
<td>5,665,672</td>
<td>6,072,254</td>
</tr>
<tr>
<td>Other Compensation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Non-Compensation Costs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Cost of Settlement</td>
<td>13,695,761</td>
<td>23,250,939</td>
<td>24,929,912 *</td>
</tr>
</tbody>
</table>

* Year 3 reflects the cumulative cost impact of the Salary & Benefit increases negotiated for Year 1 & 2.

C. Major Provisions:

List the major provisions and each of the other costs of the agreement for the current and subsequent fiscal years:

Legend

a.
b.
c.
d.

Date of Public Hearing: ____________________________
Date Prepared: ____________________________
DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

Name of bargaining unit:  
○ Association of County Educators/California Teachers Association (ACE/CTA)  
○ Service Employees International Union (SEIU) Local 521  
○ Service Employees International Union (SEIU) Local 521 Substitute Workers Unit  
○ Psychologists & Social Workers Association

CERTIFICATION OF THE COUNTY OFFICE'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

In accordance with the requirements of Government code Section 3547.5, the County Superintendent of Schools and Chief Business Officer of the Santa Clara County Office of Education, hereby certify that the County Office can meet the costs incurred under the Collective Bargaining Agreement between the County Office and the SEIU Bargaining Unit, during the terms of the agreement from September 1, 2022 to August 31, 2024.

Mary Ann Dewar  
County Superintendent of Schools  
(Signature)  
3/3/2023  
Date

LaDonna Glenn  
Chief Business Officer  
(Signature)  
03/03/2023  
Date