

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services Division

DATE: April 23, 2024

RE: Update on Negotiations with the Association of County Educators (ACE)

The Santa Clara County Office of Education (SCCOE) and the Association of County Educators (ACE) met for their 7th bargaining session on Article 19.1 (Salary Schedules) for the 2024-2025 school year.

The County Superintendent values all employees and the critical work they do to educate and support students and families throughout Santa Clara County, and places students first by creating a meaningful and rewarding working environment for employees. After a careful and thorough budget analysis the SCCOE proposed a 2.5% on-schedule salary increase effective July 1, 2024. This proposal is a reflection of the County Superintendent's commitment to fair and competitive compensation, despite the fiscal challenges of the California state budget projections.

SCCOE's 2.5% salary increase offer would bring the total salary increases to 20.5% since July 1, 2022, if the parties reach a tentative agreement on SCCOE's proposal. As a reminder, ACE bargaining unit members received a 10% salary increase effective July 1, 2022. They also received an 8% salary increase effective July 1, 2023. These raises, including the current proposal, have outpaced the state's Cost of Living Adjustment (COLA) which over roughly the same period has increased by 15.54% (including projections for the 2024/25 school year).

We are scheduled to reconvene on May 3, 2024, and look forward to a collaborative bargaining session.