



Santa Clara County Office of Education

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

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

DATE: September 2, 2022

RE: Update on Bargaining Negotiations With ACE

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Larry Oshodi
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As many are aware, the County Office has been negotiating with ACE for a successor collective bargaining agreement. The parties have had numerous positive conversations during those negotiation sessions and have exchanged proposals regarding salary, health and welfare benefits, leaves of absence, etc. The next negotiation session is scheduled for September 7, 2022.

The parties have been able to make progress on some topics and have reached tentative agreements (TA) on a number of articles including Article 6.3– Dues, Article 7 - Grievances, Article 13.6 – Prep Time, Article 16 - Leaves, and Article 25 – Peer Support Program (PSP)

August 29, 2022

The County Office and ACE met on August 29, 2022, and exchanged proposals on 4 articles during this session, including proposals for compensation.

The County Office’s compensation proposal includes an overall salary increase of 17% over three years, plus an estimated increase in County Office paid health and welfare benefits – including medical, dental, and vision – ranging from \$19,087 to \$20,239 annually or a combined 17.3% increase over three years.

Proposed Salary Increases:

2022-2023	2023-2024	2024-2025	Total over 3 years
10%	4%	3%	17%

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September 2, 2022

Proposed Health & Welfare Increases:

Summary of Proposed Health and Welfare Benefits Annually

Fiscal Year	Proposed Employer Paid Contribution - Medical	Proposed Employer Paid Annual Contribution - Dental	Proposed Employer Paid Annual Contribution - Vision	Total Proposed SCCOE Employer Paid - Medical, Dental, Vision	Total Annual % Cap Increase
2022-2023	\$16,068/year (\$1,339/month)	\$2,724	\$295	\$19,087/year	11.4%
2023-2024	\$16,716/year (\$1,393/month)	\$2,724	\$295	\$19,735/year	3.4%
2024-2025	\$17,220/year (\$1,435/month)	\$2,724	\$295	\$20,239/year	2.5%

The County Office will continue to cover 100% of the Vision and Dental benefit plans offered to employees. The upgraded dental and vision plans include the following significant enhancements:

Dental

- Dental implants will now be covered up to 50%. This is a new enhancement for the dental plan.

- The calendar year maximum per person increases from \$2,500 to \$4,000
- 100% coverage of orthodonture up to \$5,000 per person per lifetime
- Increase coverage for NightGuard from \$250 to \$500 annually

Vision

- LightCare (UV and Blue Light) now included in coverage
- Progressive lenses will now be fully covered
- Frame and contact lens allowances increase from \$175 to \$300 annually

Life Insurance

The County Office will also continue to provide basic life and disability insurance at no cost to employees for all employees.

New Benefit Coverage Options for 2022/2023

Fertility/Family Forming Benefit:

The County Office will provide fertility and family forming benefits to employees that will provide a lifetime coverage of \$15,000 per employee utilizing the benefit.

Mental Health Benefits:

The County Office will enhance the options available to all employees by adding another provider with coaching and therapeutic services at no cost to employees.

The County Office values its employees and the critical work they do to educate and support students and families throughout Santa Clara County and is committed to working expeditiously to bring these negotiations to a successful conclusion and reaching a fair agreement with ACE on a new collective bargaining agreement.

We will keep the SCCOE community informed on the status of the negotiations, and appreciate the collaboration of the ACE bargaining team.