

TO: SCCOE Employees

FROM: Khushwinder Gill, Ed.D., Assistant Superintendent- Personnel Services 

DATE: November 18, 2024

RE: Update on Negotiations with SEIU

On behalf of our Interim Superintendent, Dr. Charles Hinman, we are excited to announce that Santa Clara County Office of Education (SCCOE) and the SEIU bargaining teams have reached a Tentative Agreement on a 3-year contract from September 1, 2024-August 31, 2027. It includes reopeners for Article 7, Article 9, and one non-financial article by each party for the September 1, 2025-August 31, 2026 year and for the September 1, 2026-August 31, 2027 year.

We would like to thank both Bargaining Teams for their thoughtful partnership and collaboration.

The parties' current collective bargaining agreement expired on August 31, 2024. Both parties have been meeting since February 2024. This year the entire contract was open and between both parties, a total of 20 articles were sunshined. The parties successfully negotiated 17 articles and decided that the other three articles did not need updating at this time.

In the past two weeks, we held four productive part-day negotiation meetings on 10/29, 11/07, 11/12, and 11/14.

The parties agreed to a 2.5% ongoing salary increase, along with increases to longevity and a variety of increases to stipends. SCCOE also increased the employer's medical contribution to \$1,844.00 monthly along with the full monthly dental and vision costs. This allows SCCOE to continue to offer 4 of our 6 medical options with no additional employee contribution for employees working 6 or more hours per day. We also agreed to a pilot for Alternative Work Locations for specific classifications.

Retroactive payments for salary, longevity, and stipends shall be applied to the January 2025 End of Month payroll.

Both parties acknowledge the hard work and dedication of their bargaining team members in reaching this agreement. We value and celebrate all employees and the critical work they do to educate and support students and families throughout Santa Clara County. We look forward to continuing to collaborate in the future. Thank you!