

TO: SCCOE Employees

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

DATE: July 26, 2024

RE: Update on Negotiations with SEIU

On July 22 and 25, 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 the last two bargaining sessions, the parties exchanged proposals for Article 7 (Pay and Allowances). The County Office has proposed a 2.5% on schedule salary increase effective September 1, 2024, for all SEIU members. This proposal builds off the significant, well-deserved raises SEIU members have received since September 1, 2022. During this period of time, raises for SEIU members have exceeded the rate of inflation and COLA.

If the County Office's proposal is accepted, it would bring total raises for paraeducators since September 1, 2022, to 25.5%, and 20.5% for all other SEIU members.

In addition to these salary increases, SEIU members have received the benefit of the Superintendent's commitment to maintain no-cost health insurance options. As a result, the County Office has offered to increase contributions toward employee health insurance premiums to \$1,844 per month effective October 1, 2024. This will continue to provide SEIU members with four no-cost health insurance options.

To date, the parties have reached tentative agreements on 11 articles. There are several additional articles that continue to be negotiated and the County Office is optimistic that the parties will be able to conclude negotiations in the near term.

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.