

TO: Santa Clara County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services Division

DATE: June 13, 2024

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

On June 13, 2024, ACE and the County Office met to continue negotiations in an effort to conclude an agreement on salary increases for the 2024-2025 school year. The County Office has made two alternative proposals to ACE, which remain open for ACE's consideration:

- Proposal No. 1: Effective July 1, 2024, the County Office will provide a 2.5% on-schedule salary increase to all ACE members.

alternatively,

- Proposal No. 2: Effective July 1, 2024, the County Office will provide an on-schedule salary increase of \$3,237 to all ACE members.

The difference between the two proposals is that Proposal No. 1 is a percentage increase, and the dollar amount of the raise will vary depending on each member's step and column placement. In contrast, Proposal No. 2 would add \$3,237 to every step and column on the salary schedules, providing all ACE members with the same raise.

Under Proposal No. 2, ACE members making less than \$129,480 per year would see a larger salary increase compared to Proposal No. 1.

In contrast, under Proposal No. 1, ACE members making more than \$129,480 per year would see a larger salary increase compared to Proposal No. 2.

The County Office has determined that the cost of Proposal No. 1 and Proposal No. 2 are equivalent for purposes of complying with its budgeting and fiscal requirements.

As a reminder, effective July 1, 2022, the County Office provided all ACE members with a 10% salary increase. Effective July 1, 2023, the County Office provided all ACE members with an additional 8% salary increase. If Proposal No. 1 (2.5% salary increase) were accepted, total salary increases for all ACE members since July 1, 2022, would be 20.5%. If Proposal No. 2 (flat salary increase of \$3,237) were accepted, the percentage increase for each member will vary depending on their step and column placement.

These salary increases have far exceeded inflation and COLA during this period and have produced certificated salaries among the most competitive in the Bay Area, representing the County Superintendent of Schools commitment to recruiting, retraining, and rewarding an amazing team of professionals dedicated to the students and communities we serve.

In addition to these salary increases, the Superintendent has remained steadfast in her commitment to maintain no-cost health insurance options for all employees, in the face of raising healthcare costs and structural budget deficits impacting the State of California and the County Office. On May 23, 2024, ACE accepted the County Office's proposal of increasing its contribution toward employee health insurance premiums to \$1,844 per month effective October 1, 2024, carrying out the Superintendent's commitment of maintaining no-cost health insurance options for all ACE members.

The County Office remains optimistic regarding the parties' efforts to conclude an agreement on salary increases for the 2024-2025 school, which is the only subject the parties are currently negotiating. The parties will begin negotiations for a successor collective bargaining agreement involving the whole contract later this year.