Professional Goals

• Increase cross departmental collaboration
• Learn through mentor/mentee relationship
• Learn how I can help SCCOE meet its goals
• Improve my leadership skills
• Contribute to SCCOE’s goals
Project Goals

• Leverage the power of technology to integrate Human Resource and Finance
  – Explore new ways of managing employee benefits
  – Develop a cross department team to implement QCC’s Benefit Management module
  – Work with vendors and user groups to increase collaboration
Premier Benefits Make a Premier Employer

- SCCOE has one of the best employee health benefit rates in the state
- Our blended healthcare rates provide an affordable plan to our employees and their families

(SCCOE’s Benefit Handbook, Page 7)
SCCOE’s Projected Expenditures

The following pie chart provides the breakdown of expenditures.

(SCCOE’s 2015-2016 Budget, Page 12)
### 2015-16 Projected Expenditures

#### County School Service Fund

The following table provides the Santa Clara County Office of Education’s 2015-16 projected County School Service Fund expenditures estimated at $206.2 million.

<table>
<thead>
<tr>
<th>Expenditures Category</th>
<th>2015-16 Budget</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificated Salaries</td>
<td>$47,659,757</td>
<td>23%</td>
</tr>
<tr>
<td>Classified Salaries</td>
<td>53,888,387</td>
<td>26%</td>
</tr>
<tr>
<td><strong>Employee Benefits</strong></td>
<td>42,320,080</td>
<td>21%</td>
</tr>
<tr>
<td><strong>Sub-total Salaries &amp; Benefits</strong></td>
<td><strong>$143,868,224</strong></td>
<td><strong>70%</strong></td>
</tr>
<tr>
<td>Books/Supplies</td>
<td>$4,800,422</td>
<td>2%</td>
</tr>
<tr>
<td>Services/Capital Outlay</td>
<td>38,254,818</td>
<td>19%</td>
</tr>
<tr>
<td>Other Outgo/ Interfund Transfer-out</td>
<td>19,241,064</td>
<td>9%</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>$206,164,528</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

(SCCOE’s 2015-2016 Budget, Page 11)
Accomplishments/Successes

• Created an Open Lab to help benefit management team with QCC master files
• Created benefit plans and packages in QCC
• Discovered a need to implement online enrollment
Key Learnings

• How much benefits matter to our employees
• SCCOE’s commitment to provide healthcare to its employees
• Level of support/guidance HR provides to our team members
• Importance of team work and collaboration needed to be successful
Thank You

- Kathy Sealana and CFL team
- Philip Gordillo – Mentor
- David Wu
- Craig Blackburn
- Cindy Patterson
- Benefits Team
  - Tina Cordoba
  - Loraine Hobgood
  - Patty Tijerina
Reference List

SCCOE’s Employee Benefit Brochure 2015-2016