

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services Division

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Larry Oshodi
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DATE: October 31, 2023

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

Both parties met on October 30th to continue negotiations regarding Article 19.1(d) for the 2023-2024 school year. The Santa Clara County Office of Education proposed a 2% on-schedule salary increase effective November 1, 2023, plus a one-time off-schedule payment of 0.5%.

The County Office team shared that their proposal is driven by one-time COLA funding anticipated for the 2023-2024 fiscal year and incorporated into the budget planning process. This supports the County Office's ability to offer a prospective on-schedule salary increase with an effective date of November 1, 2023, and the one-time off-schedule payment.

As a reminder, bargaining unit members received a 10% salary increase effective July 1, 2022. They also received a 5% salary increase effective July 1, 2023. The additional 2% salary increase offered now would bring total compensation increases for the 2023-2024 school year to 7.5%, comprised of 7% on-schedule and 0.5% off-schedule.

The Superintendent and the County Office value their employees and the critical work they do to educate and support students and families throughout Santa Clara County.