

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

DATE: October 26, 2022

RE: SEIU Contract Negotiations Update

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Larry Oshodi
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On Tuesday, October 25, 2022, the County Office and SEIU bargaining teams met and exchanged proposals on the articles the parties have not yet agreed upon, including wages and benefits.

The County Office offered a counterproposal of a two-year contract with a 10% pay increase for 2022/2023 and a 5% pay increase for 2023/2024. The parties would reopen bargaining for salaries if the Cost-of-Living Adjustment (COLA) derived from the enacted State Budget Act is equal to or above 6% for the 2023/2024 school year. The County Office also proposed further pay increases as follows:

1. Extend the salary schedule for all positions from 5 steps to 7 steps. This will be a pay increase of 5% from Step 5 to Step 6 and 5% from Step 6 to Step 7 when employees move on their anniversary dates.
2. Increase all longevity pay rates (10, 12, 15, 17, 19, 22, 24, and 26 years of service).

The County Office and SEIU also met on Thursday, October 20, 2022, to discuss potential reclassification of certain positions. During that “meet and confer” session, the County Office presented the following plan approved by the County Superintendent specifically for paraeducators and custodians:

1. Add an extra 2.5% pay increase for all positions on the Paraeducator salary schedule (half Range increase). This adds up to a total increase of 12.5% for this year (plus another 5% for employees who will move to the new Step 6 on their anniversary date).
2. Establish a new Custodian II position thereby providing a professional growth pathway and a pay increase for our current and future custodians. The Custodian II proposed pay will be an increase of about 7% (per hour).
3. Establish another Lead Custodian position, which will also be an opportunity for promotion for one of our current custodians.

Regarding benefits, the County Office maintained the proposal to increase the Office’s medical contribution to \$1,588.00 per month for the 2022/2023 benefit year, and \$1,620.00 per month for the 2023/2024 benefit year. Due to the increase in the employer contribution towards the medical plans, the employee cost for all medical plan options will decrease significantly, making 4 of the 6 plan options available with no additional employee contributions for full-time employees.

The next bargaining session has been scheduled for Monday, October 31, 2022. The County Office values and appreciates all employees and remain committed to working expeditiously to bring these negotiations to a successful conclusion.