

TO: County Office Employees

FROM: SCCOE & SEIU

DATE: November 30, 2023

RE: Joint Update on Contract Negotiations

The bargaining teams representing SEIU and the County Office are both excited to announce the tentative agreement reached on the salary reopener negotiations for the 2023-2024 school year.

The parties agreed that all SEIU members will receive a 3% salary increase retroactive to September 1, 2023, in addition to the 5% salary increase all SEIU members have already received, bringing total salary increases for the 2023-2024 school year to 8%. All SEIU members also received a 10% salary increase effective September 1, 2022, bringing the total salary increases since then to 18% for all members.

Furthermore, all classifications in the Paraeducator Unit also received an extra ongoing salary increase of 2.5% on September 1, 2022 and another 2.5% on September 1, 2023, bringing the total salary increases for Paraeducators to 23% over the 2-year period.

Both parties acknowledge the hard work and dedication of their bargaining team members in reaching this agreement.

The County Superintendent would like to personally express her gratitude and appreciation for the invaluable work and contributions SEIU members make to our students and community and joins the SEIU leadership team in celebrating all employees and the critical work they do to educate and support students and families throughout Santa Clara County.