

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

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Larry Oshodi
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DATE: September 14, 2023

RE: Update on Negotiations With SEIU

The parties met for their fourth bargaining session on Wednesday, September 13, 2023, regarding Article 7.1.1 (Wages) for the 2023-2024 school year.

During the bargaining session, the Santa Clara Office of Education held an in-depth budget presentation for the SEIU bargaining team where the parties had a productive discussion of the SCCOE budget. Following the budget presentation and discussion of various fiscal issues, the Santa Clara County Office of Education proposed that all bargaining unit members shall receive a one-time, off-schedule lump sum payment of one thousand dollars (\$1,000). This proposal removed the prior qualification that the one-time payment would be prorated based on full-time equivalency status so that all SEIU members, regardless of full-time status, would receive the entire payment. This one-time payment is in addition to the already negotiated salary increases in the current contract. Under the current contract, SEIU members received a 10% salary increase effective September 1, 2022, and received an additional 5% salary increase effective September 1, 2023. The contract also provides that Paraeducators receive an additional 2.5% ongoing salary increase.

The County Office highly values our partnership with SEIU and believes the fourth session was productive. The SCCOE and SEIU negotiation teams agreed to meet again soon to continue negotiations. The SCCOE bargaining team continues to bargain in good faith.

The County Superintendent and her cabinet highly value all of our employees and are grateful for your support and service to the SCCOE community.