



MEMO

ORANGE COUNTY DEPARTMENT OF EDUCATION

DATE: September 19, 2022
TO: OCSEA Unit Members, Cabinet, Site Administrators
FROM: Interest-Based Problem-Solving Team
RE: 2022-2023 Negotiations

**Joint Communication–
OCDE and OCSEA complete negotiations for 2022-2023 and 2023-2024**

Today the OCDE and OCSEA reached a comprehensive tentative agreement for a two year agreement covering the 2022-2023 and 2023-2024 school years. Highlights include the following:

- 6% on schedule salary increase, effective July 1, 2022
- 3.25% on schedule salary increase, effective July 1, 2023
- 2% off-schedule payment for the 2023-2024 school year

The Department will pay 50% of the increase to premium costs for health benefits for the 2022-2023 and 2023-2024 plan years. The increased contributions will establish the new permanent maximum on the Department's contribution (the new permanent cap).

The teams agreed to changes in Article 20.2.3.4, which will allow for more years of experience to be granted regarding placement on the salary schedule (from 5 years to 10 years).

A committee will be established to consider class size issues in Article 10. The teams will revisit the committee's recommendations when limited reopener negotiations occur during the 2023-2024 school year. This will be the only Article reopened for the 2023-2024 school year, if requested by either team.

The teams agreed to amend Article 9 (Transfer/Special Assignment) consistent with the team's July 27, 2022 tentative agreement.

More details will be shared as part of OCSEA's ratification process, which is likely to occur in early October 2022. This Tentative Agreement is subject to ratification by OCSEA unit members and approval by the Superintendent.

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cc: IBPST

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