



# CCCOE/CCCSEA NEGOTIATIONS NEWSLETTER #5

April 14, 2026

This publication provides our staff and community with updates and highlights of the Contra Costa County Office of Education (CCCOE) Administrative Team's negotiations with the Contra Costa County Schools Education Association (Association), the exclusive representative for most of our certificated employees.

We are pleased to announce that an agreement was reached in the following articles: Hours/Workday/Work Year, Leaves, Class Size and Class Load, Evaluation, Assignment, Reassignment, and Transfer, Safety, New Assignment Mentor Support, and Salaries. In addition to the agreements for the specific articles, there was also an agreement made to form a joint committee to review part-time temporary jail education unit member salaries and opportunities to move from part-time to full-time. The agreement highlights the following:

## **Article 9 (Hours/Workday/Work Year)**

The Parties agreed to provide Unit Members up to thirty (30) minutes of travel time when attending a meeting, when necessary, a process for permanent Unit Members to receive compensation for coaching/assisting newly hired Unit Members that do not qualify for NAMS, and for the required mandated online training to be provided to Unit Members by May 30th of each school year. Lastly, Cesar Chavez Day has been updated to Farmworkers Day.

## **Article 10 (Leaves)**

The Parties agreed to add reproductive loss leave as a benefit for all Unit Members who are eligible, increased the current bereavement entitlement of three paid workdays to four paid workdays, for eligible immediate family members, and increased the number of paid days that Association representatives can utilize for Association affairs. In addition, the Parties agreed that the differential pay for extended illness will now be the difference between the Unit Member's daily rate of pay and \$230.00, which is the current substitute rate.

## **Article 11 (Class Size/Case Load)**

The Parties agreed to add definitions to the article, class size maximums for physical education and culinary classes, and to distinguish between TK-5th and 6th-12th grades caseload maximums at the CCCOE's counseling enriched programs.

## **Article 12 (Evaluation)**

The Parties agreed that Unit Members will be evaluated and trained on the new 2024 California Standards for the Teaching Profession (CSTPs). New evaluation forms will be developed and agreed upon between the Parties.

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*Newsletter Continued on next page*

## **Article 14 (Assignment, Reassignment, and Transfer)**

The Parties agreed that there will be no satellite sites for reassignments for Golden Gate Schools, Teachers-on-Special-Assignment (TOSAs) will not be required to reapply each year and if the COE elects not to have the TOSA continue for the next school year, they will notify them by March 15.

## **Article 15 (Safety)**

The Parties agreed that Non-Violent Crisis Prevention Intervention training will be provided to all Unit Members and that site administrators will be responsible for governing parent/caregiver meetings to ensure that all parties are professional and respectful.

## **Article 17 (Salaries)**

The Parties agreed to increase all salary schedules and rates by 3.0% effective July 1, 2025, for all Unit Members who worked the 2025 - 2026 school year.

## **Article 28 (New Assignment Mentor Support - NAMS)**

The Parties added clarifying language to the program's eligibility requirements, and mentor responsibilities. In addition, the Parties agreed that any Unit Member may volunteer to participate in the PAR program in lieu of NAMS.

The agreement reached constituents the closure of the 2025-2026 bargaining cycle. CCCSEA has ratified the agreement, and the HR and Payroll staff are working on the implementation of the increase. At this time, the 3% increase will be reflected in the April 30, 2026, paycheck, and the retroactive payment will be paid by May 15, 2026.



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