CONTRA COSTA COUNTY
Office of Education
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Lynn Mackey, Superintendent of Schools

County Office Bargaining Team Members for CCCSEA Negotiations:

Team Leader
Swen Ervin

Brian Murtagh
Daniela Parasidis
Dr. Matthew Wayne
Randy Linscheid

CCCSEA Bargaining Team Members:

Team leader
Jill Stein-Wirth

Anna-Lisa Muraoka
Eve Ford
Jerry Lindevald
Mauricio Salazar
Rickisha Herron
Tera Uppstad

CTA Staff:
Rosemary Louissaint

CCCOE/CCCSEA NEGOTIATIONS NEWSLETTER #1

November 12, 2026

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

The first negotiation session for the 2026-2027 school year was on November 5, 2026. The members of the Association bargaining team are team leader Jill Stein-Wirth, Anna-Lisa Muraoka, Eve Ford, Jerry Lindevald, Mauricio Salazar, Rickisha Herron, Tera Uppstad, and CTA staff Rosemary Louissaint. The Management team members are team leader Swen Ervin, Brian Murtagh, Daniela Parasidis, Dr. Matthew Wayne, and Randy Linscheid.

This year we are bargaining a reopener collective bargaining agreement ("CBA") for the contract expiring June 30, 2028. This means that each party, Management and the Association, may propose to negotiate two articles each, in addition to Articles 16 and 17 - Benefits and Salaries, which are automatically opened annually by contract. In addition, as agreed in the prior bargaining cycle, the parties will also reopen Article 27 - Part-Time Temporary Hourly Jail Education Unit Members.

The Articles that Management has proposed to negotiate are, in addition to Benefits and Salaries, and Article 27 - Part-Time Temporary Hourly Jail Education Unit Members:

- Article 9 - Hours, Workday, Work Year
- Impact of legislation regarding leaves under Article 10 - Leaves

The items which the Association has proposed to negotiate are, in addition to Benefits and Salaries, and Article 27 - Part-Time Temporary Hourly Jail Education Unit Members:

- Article 9 - Hours, Workday, Work Year
- Article 11 - Class Size/Case Load
- Impact of legislation regarding leaves under Article 10 - Leaves

The following items were discussed at today's session:

Ground Rules

Management and the Association presented copies of the Ground Rules for the other Party to review. After aligning language between the two documents, both Parties agreed to Ground Rules and signed the agreement.

Article 9 (Hours/Workday/Work Year)

Management proposed adjusting the number of minimum days designated for planning and collaboration to provide staff with adequate time to complete an increasing number of mandated trainings. The Association countered with a proposal to return to the current contract language on the use of minimum days. The Association also proposed that the five days for 189-day members be at the unit member's discretion to prepare for caseloads. Management offered a counter of an additional paid day to the calendar for unit members to complete mandated training. Management also included language for the 189-day staff that the five days, and the work performed during those days, be at the mutual agreement of the unit member and the Program Administrator. The Parties continue to discuss this Article.

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Article 10 (Leaves)
Management and the Association passed proposals for adjustments to this Article to address the new Pregnancy Disability Leave under Assembly Bill 126, which goes into effect January 1, 2027. The Parties continue to discuss this Article.

Article 11 (Class Size/Case Load)
The Association passed a proposal to increase the compensation for unit members who are over class size or caseload maximums from $30 per day/per student to $50 per day/per student. The proposal also included language that caseloads would not be increased as a result of a modified year calendar. Management countered with an increase to $35 per day/per student for the overage compensation. Management retained the proposed language on the modified year calendar. The Parties continue to discuss this Article.

Article 16 (Benefits)
Management received a proposal from the Association to maintain status quo on this Article. The Parties agreed to maintain the status quo in this Article. (Tentative Agreement)

Article 17 (Salary)
The Association proposed a 12% increase on all salary schedules, including stipends paid for Peer Assistance and Review (PAR), New Assignment Mentor Support (NAMS) and master's and doctorate stipends, effective July 1, 2026. It also proposed that per diem rates for any days worked beyond the basic 184 days be expanded from 38 days to "all days worked beyond the basic work year". Additionally, the Association proposed that CEUs that are reported as a decimal be converted from units to hours by the CCCOE. It also proposed the creation of a Specialist on Special Assignment job compensated at 10% over base pay. Finally, the Association proposed that, beginning July 2027, all unit members be entitled to attend one in-state conference per year, with all travel, lodging, meals and registration expenses covered by CCCOE. The Parties continue to discuss this Article.

We also discussed the Early Notice Incentive, which provides for eligible unit members to receive an incentive payment if the CCCOE is provided a notice of retirement by January 29, 2027 (see attached). The MOU has been agreed to and signed by both Parties.

The next negotiation session is scheduled for December 1, 2026.

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Memorandum of Understanding
Between
CCCSEA & CCCOE
Early Notice Incentive

November 5, 2026

The CCCOE needs to prepare for staffing for the 2027-2028 school year. To this end, an Early Notification Incentive is presented to non-probationary CCCSEA Unit Members.

The parties to this MOU agree as follows:

Non-probationary Unit Members intending to retire from employment on or before June 30, 2027, should provide irrevocable written notice of this decision to the CCCOE as soon as possible, and no later than January 29, 2027.

Therefore, in consideration of the foregoing, the parties agree to implement a one-time Early Notice of Retirement Incentive payment of $3,500 to full-time Unit Members who submit their irrevocable notice of retirement, effective on or before June 30, 2027, to the Human Resources Department of the CCCOE by January 29, 2027. The CCCOE will issue the incentive payment to qualifying Unit Members by the end of May 2027.

This MOU is intended to provide an early notice of retirement incentive; the decision to retire rests strictly with the Unit Member.

Jill Stein-Wirth, Bargaining Chair for the CCCSEA

Dated: 11/5/2026

Swen Ervin, Assistant Superintendent, Human Resources for the CCCOE

Dated: 11/5/2026