

October 20, 2025

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 parties met for a second session on October 14, 2025. The Articles discussed were:

Article 10 (Leaves)

Management proposed to change the differential pay for extended leave from \$140 substitute rate to the current applicable substitute daily rate based on the Substitute and Temporary Staff Pay Rates. The Parties continue to discuss this Article.

Article 12 (Evaluations)

Management provided a counter to remain status quo on the 5-year cycle evaluation requirements. In addition, Management proposed to have a sub committee composed of Management and Union members to develop and amend the evaluation instrument to be updated to reflect the 2024 California Standards for the Teaching Profession (CSTP), and to develop new evaluation forms for the psychologists/social workers, and nurses. The Parties continue to discuss this Article.

Article 14 (Assignment, Reassignment, and Transfer)

The Association provided a counter that a Teacher-on-Special Assignment (TOSA) shall not be required to re-apply for the position each year it is renewed, and the current TOSA shall be notified by March 15 if the *position* is not renewed for the next school year. Management proposed that by March 15 of each year, the COE shall notify each TOSA if their *assignment* will not be renewed for the next school year. The Parties continue to discuss this Article.

Article 23 (Miscellaneous Provisions)

The Parties agreed to maintain the status quo in this Article. (Tentative Agreement)

Article 28 (New Assignment Mentor Support - NAMS)

Management received a counter from the Association indicating that Bargaining Unit Members who require more time than in 28.7.1 shall be referred to Peer Assistance and Review Article. Management countered and proposed to add 30 minutes for a total of 90 minutes to 28.7.1. The Parties continue to discuss this Article.

The next negotiation session is scheduled for October 24, 2025.

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