

September 12, 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 first negotiation session for the 2025-2026 school year was on September 9, 2025. The members of the Association bargaining team are team leader Jill Stein-Wirth, Anna-Lisa Muraoka, Jerry Lindevald, Judith Peneyra, Mauricio Salazar, Roxanne Brown, Rickisha Herron, and CTA staff Rosemary Louissaint. The Management team members are team leader Dr. Hector Galicia, Brian Murtagh, Daniela Parasidis, Nick Berger, and Randy Linscheid.

This year we are bargaining a successor collective bargaining agreement ("CBA") to the one that expired on June 30, 2025. This means that each party, Management and the Association, may propose to negotiate any or all items for the new CBA.

Both parties opened the following Articles:

- Article 9 - Hours/Workday/Work Year
- Article 10 - Leaves
- Article 11 - Class Size/Case Load
- Article 12 - Evaluation
- Article 14 - Assignment, Reassignment, and Transfer
- Article 15 - Safety
- Article 17 - Salaries
- Article 23 - Miscellaneous Provisions
- Article 27 - Part-Time Temporary Hourly Jail Education Unit Members

Additional Articles that Management has proposed to negotiate are:

- Article 1 - Agreement
- Article 16 - Benefits

Additional interests that the Association proposed to negotiate are:

- Creating a new Teacher on Special Assignment (TOSA) Article
- Any decisions that Management plans to propose that impact the right to bargain based on the School Services of California Special Education Study.
- Impact legislation

The following items were discussed at today's session:

The Association requested unaudited actuals from Management. Management will work on this request and provide it once it's ready.

County Office
Bargaining Team
Members for
CCCSEA
Negotiations:

Team Leader
Dr. Hector Galicia

Brian Murtagh
Daniela Parasidis
Nick Berger
Randy Linscheid

Legal Counsel:
Marie Nakamura, DWK

CCCSEA
Bargaining
Team Members:

Team leader
Jill Stein-Wirth

Anna-Lisa Muraoka
Jerry Lindevald
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Mauricio Salazar
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Ground Rules

The Association presented a copy of the Ground Rules for both Parties to review. After reviewing, both Parties agreed to Ground Rules and signed the agreement.

Article 1 (Agreement)

Management proposed for the Agreement to be in effect from July 1, 2025 to June 30, 2028. The Parties agree to these terms. (*Tentative Agreement*)

Article 9 (Hours/Workday/Work Year)

Management proposed an additional workday for certificated teachers to be used for professional development. In addition, Management proposed to provide time to all unit members to complete all mandated trainings during their regular workday. The Parties continue to discuss this Article.

Article 12 (Evaluation)

Management received a proposal from the Association for all bargaining members to have the right to be evaluated once every five years. 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 23 (Miscellaneous Provisions)

Management proposed not providing twenty-five (25) copies of the contract to the Association once bargaining has concluded. The Parties continue to discuss this Article.

Article 28 (New Assignment Mentor Support (NAMS))

Management received a proposal from the Association that when a current permanent unit member needs additional time than listed in 28.7.1, the unit member shall be referred to the Peer Assistance and Review (Article 22). Management countered and proposed clarification on who qualifies for the NAMS, adding additional support time for the participant, and for the mentor to meet with the supervisor and participant to plan support for the participant. The Parties continue to discuss this Article.

The next negotiation session is scheduled for October 14, 2025.