

INITIAL PROPOSAL
Of the
CONTRA COSTA COUNTY SUPERINTENDENT OF SCHOOLS
For 2026-2027 Reopener Contract Negotiations with the
CONTRA COSTA COUNTY SCHOOLS EDUCATION ASSOCIATION

September 16, 2026

The Contra Costa County Superintendent of Schools, through her designated negotiating team, proposes to negotiate revisions to the Articles listed below with the Contra Costa County Schools Education Association (CCCSEA) during 2026-2027 contract reopener negotiations.

The Superintendent's negotiating team will engage in a collaborative effort with representatives of the CCCSEA to reach agreement on the following items which address matters of interest to the County Office of Education.

- Article 9 (Hours, Workday, Work Year)
- Article 27 (Part-time Temporary Hourly Jail Education Unit Members) per Side Letter #1 signed during 2025-2026 negotiations.
- Pursuant to Article 1, section 3:
 - Article 16 (Benefits)
 - Article 17 (Salaries)
 - Impact legislation and other mutually agreeable issues

The CCCOE reserves the right to make proposals and counter proposals on all items included in CCCSEA's initial proposal.

CONCEPTUAL BARGAINING PROPOSALS
BETWEEN THE
CONTRA COSTA COUNTY SCHOOLS EDUCATION ASSOCIATION/CTA/NEA
AND THE CONTRA COSTA COUNTY OFFICE OF EDUCATION
FOR REOPENERS FOR CONTRACT ENDING JUNE 30, 2028

August 11, 2026

1. All previously agreed to side letters, memoranda of agreement, memoranda of understanding, letters of understanding, joint proposals of agreements and understandings, and any and all agreements between the parties of any kind, shall be incorporated in any successor agreement as written and agreed unless superseded by a subsequent agreement between the parties or delineated to be changed by this or subsequent proposals by the Association.
2. By mutual agreement of both parties, correct any necessary “clean-up” language that is outdated due to law changes, and/or grammatical errors.
3. Decisions of binding arbitrations that have County-wide impact shall be reduced to writing and incorporated within articles (provisions) of the Full Contract Agreement.
4. Duration of this proposed Full Contract Agreement shall be for a term no greater than three (3) years from the end of the Prior Agreement.
5. Necessary date changes shall be made to give full force of implementation to any article of the Prior Agreement or other agreement, or memoranda of any kind, agreed to by the parties.
6. Articles to propose language improvements by CCCSEA:
 - Article 9: Hours
 - Article 11: Class Size/Case Load
 - Article 16: Benefits
 - Article 17: Salaries
 - Impact of Legislation regarding leaves under Article 10
 - Part-Time Temporary Hourly Jail under Article 27 (per 2025-26 MOU)

Submitted by: CCCSEA Bargaining Chair – Jill Stein-Wirth