

County Office
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CCCSEA
Negotiations:

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CCCOE/CCCSEA NEGOTIATIONS NEWSLETTER #3

November 14, 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 third session on October 24, 2025, and fourth session on November 3, 2025. The Articles discussed were:

Article 9 (Hours/Workday/Work Year)

The Association provided a counterproposal regarding specific workday hours, increasing the number of release days for Special Day Class teachers to 10 days from 6 days, clarifying the language under mandated online training, and the use of Wednesdays for teacher preparation and staff meetings. Management provided a counterproposal to add an additional workday (from 184 to 185) to the basic work year for professional development and agreed to provide a list of the mandated online trainings by May 30 of each school year. The Parties continue to discuss this Article.

Article 10 (Leaves)

The Association proposed to set a flat rate of \$200 from \$140 on current contract for differential pay during extended leaves for members and increase the Association's leave days for union business. Management provided a counterproposal on the daily substitute rate for differential pay that of "after 21 assignments" rate for short term certificated personnel (located on the substitute and temporary staff pay rates salary schedule), and agreed to add a section on reproductive loss leave yet have not agreed to language. In addition, Management proposed to clarify language under bereavement leave. The Parties continue to discuss this Article.

Article 11 (Class Size/Case Load)

Management proposed allocating a specific number of minutes each day for social workers and psychologists to provide IEP direct services and logging notes and adjust the Counseling Enriched Program's caseloads and class size maximums. The Association provided counters to lower caseloads for counseling enriched programs and class size to Special Day Class and Independent Study classes. The Parties agreed to add a section on definitions to the article. The Parties continue to discuss this Article.

Article 12 (Evaluation)

The Association provided a counterproposal that all qualified unit members shall have the right to be evaluated once every 5 years and to have all unit members trained on the new 2024 California Standards for Teaching (CSTP) and for both Parties to agree on the new evaluation forms. Management's interest is to retain the status quo on the 5-year evaluation cycle as well as provide professional development on the new 2024 CSTPs. Management also provided a sample of a modified evaluation tool with the new 2024 CSTPs. The Parties continue to discuss this Article.

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Article 14 (Assignment, Reassignment, and Transfer)

The Parties have agreed that a Teacher-on-Special Assignment (TOSA) shall not be required to re-apply for the same position each year, and the current TOSA shall be notified by March 15 if the CCCOE elects not to renew the TOSA's assignment for the next school year. The Association proposed that Golden Gate Schools sites are not considered for reassignments of unit members due to the distance between locations. The Parties continue to discuss this Article.

Article 15 (Safety)

The Association provided a proposal on safe working conditions including physical and emotional safety, to add language indicating educator's rights, and to have all unit members trained in Non-Violent Crisis Prevention Intervention. The Parties agreed on adding language to have all unit members trained in Non-Violent Crisis Prevention Intervention strategies and administrators responsible for governing the tone and conduct of parent/caregivers in meetings. The Parties continue to discuss additional language in this Article.

Article 17 (Salaries)

Management proposed a 2.3% salary increase to all unit members effective July 1, 2025, which would incur a cost of approximately \$360,000 to CCCOE. The Association countered with a 7% salary increase along with modifying the current salary schedules for all unit members which would incur a cost of approximately \$725,000 which equates to 4.6% to the CCCOE. Management reverted to their original proposal of 2.3% salary increase to all unit members effective July 1, 2025. The Parties continue to discuss this Article.

Article 27 (Part-time Temporary Hourly Jail Education Unit)

The Association provided a proposal to transition unit members who have two part-time teaching assignments into a full-time position. The Parties continue to discuss this Article.

Article 28 (New Assignment Mentor Support - NAMS)

The Parties agreed on the qualifications for unit members to participate in the NAMS program. The Association proposed that unit members who require more than 60 minutes of mentor support a month be referred to the Peer Assistance and Review program. Management countered to increase the allotted time from 60 minutes to 90 minutes and requiring mentors to meet with the supervisor and mentee to develop a support plan within 30 days of the mentor's assignment. The Parties continue to discuss this Article.

The next negotiation session is scheduled for November 19, 2025.