

PUBLIC EMPLOYEES UNION NEGOTIATIONS NEWSLETTER #6

May 21, 2026

The purpose of this publication is to provide our staff and community with updates and highlights of the Contra Costa County Office of Education (CCCOE) Superintendent team's negotiations with the Public Employees Union, Local One/American Federation of State, County and Municipal Employees (AFSCME) Council 57 (Union), the exclusive representative for most of our classified employees.

The Parties met on Friday, May 8, 2026, and below is a summary of what was discussed.

Article 1 (Agreement)

The Parties reached a consensus on the Date of the Agreement to be from July 1, 2025 - June 30, 2028.

Article 9 (Hours)

The Parties discussed Article 9.2.4 in the previous session, and a sub-committee was formed to gather additional information. The sub-committee reported that Instructional Assistants should work collaboratively with the Administrator and the classroom teacher to ensure appropriate coverage and the ability to take their scheduled break and lunch periods. The Parties reached a consensus to maintain status quo on Article 9.2.4.

Article 11 (Leaves)

The Parties discussed Article 11.2.1.10 in the previous session and agreed to do more research. The COE proposed two separate options aligned with the Ed. Code on how to process extended leave differentials. The Parties reached a consensus on a one (1) year MOU in which Instructional Assistants will be on 100 days and 50% differential, and the General Classified on 5 months of differential pay or full-pay if a substitute is not hired. After one (1) year, the language will revert to status quo (2024-2025 contract language). The Parties will meet to discuss the impact of MOU before the end of the 2026-2027 school year.

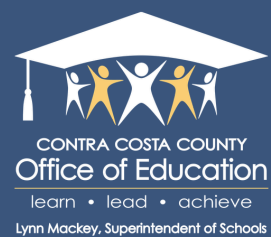
Article 15 (Safety)

The Parties continued the discussion on Article 15 from the previous session. The COE provided information on the Injury and Illness Prevention Program (IIPP) stating that the employer will provide any PPE necessary for the employees to safely conduct their jobs. The Parties reached a consensus to maintain status quo on Article 15.

Article 17 (Benefits)

Local One shared their interests on dental and vision insurance cost in the previous session and agreed to do more research. Daniela Parasidis reported that any changes to dental and vision insurance needed to happen before open enrollment in the fall. The Parties agreed to form a sub-committee consisting of four (4) Classified staff: two (2) Instructional Assistants and two (2) General Classified, two (2) Certificated staff, and two (2) Management staff, to explore other options at the beginning of 2026 -2027 school year.

Newsletter continued on next page



County Office
Bargaining Team
Members for
Classified
Negotiations:

Team Leader
Dr. Hector Galicia

Daniela Parasidis
Tom Scruggs
Marcus Walton
Dave Fendel
Emily Justice

Staff Mediation and
Conciliators:
Raphael Leib
Jason Motsick

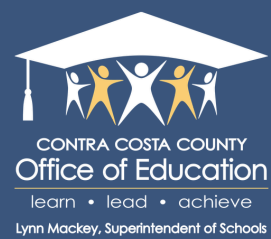
AFSCME
Bargaining
Team Members:

Team leaders
Marissa Frias
Neanna Cochnauer

Annjennette Hurtado
Mekenzie Burse
Elizabeth Lopez
Jeff Cochnauer
Brittany Tuell

AFSCME Union
Representative:
Jeff Apkarian

May 21, 2026



Article 17 (Benefits) *Continued*

Local One expressed interest in adding Indigenous People's Day as a holiday to the work calendar. After discussion, the Parties reached a consensus to remain status quo. The Parties also reached a consensus on clarifying language on defining apparel for maintenance personnel and added language about the custodial and maintenance employee work appropriate footwear allowance through the CCCSIG Safety Shoe Program.

Article 18 (Salaries)

The Parties shared their interests and proposed various options on salary increases. After discussion, the Parties reached a consensus on a 3% salary increase retroactive to July 1, 2025, for all classified employees.

Article 19 (Paraprofessional-Career Training and Educational Credit)

Local One expressed interest in adding a doctoral degree stipend for all classified employees. The Parties reached a consensus to add a doctoral degree stipend of \$300 more than the master's degree stipend and that the master's degree stipend shall increase by the same percentage adjustment as agreed to on the salary schedule.

Article 20 (Change of Assignment or Assignment Out of Classification)

The Parties shared their interests on out of classification work and compensation. Local One proposed to eliminate the period of five (5) working days so that employees receive out of classification work compensation from the day they start working out of class. The COE proposed adding clarifying language regarding the salary placement. The Parties reached a consensus on Article 20.2.

Article 25 (Layoff, Displacement, and Reemployment)

The Parties continued the discussion on Article 25.2.2 from the previous session. The COE proposed to add language that describes displacement procedures and rights afforded to Instructional Assistant, Special Education, and Itinerant Instructional Assistant, Special Education, employees when their positions are eliminated due to classroom closures. The Parties reached consensus to incorporate language into Article 25.

Article 30 (Me Too Clause) - New

Local One expressed interest in including the "Me-Too Clause" Side Letter Agreement into the contract as an article. After discussion, the Parties reached a consensus to incorporate the side letter into the contract as Article 30.

The agreement reached constitutes the closure of the 2025-2026 bargaining cycle. Local One has ratified the agreement and at this time, the 3% increase is expected to be reflected in the May paycheck, and the retroactive payment is expected to be issued by June 15, 2026. The retro check will be direct deposited into employees' bank account.

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