

PUBLIC EMPLOYEES UNION NEGOTIATIONS NEWSLETTER #5

April 28, 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 Monday, April 13, 2026, and below is a summary of what was discussed.

The session began with Daniela Parasidis, Deputy Superintendent, doing a budget presentation while capturing the second interim and state and federal funding. The negotiations team asked clarifying questions which led to an insightful discussion.

Article 9 (Hours)

The Parties discussed Article 9.2.4 Instructional Assistant Break and Rest Periods and agreed to convene a sub-committee to further investigate this matter. The sub-committee will provide its recommendations to the negotiating teams at the next IBB session.

Article 11 (Leaves)

The CCCOE shared their interests in extended illness leave differential. The Parties discussed their concerns about differential pay and the 100 days compared to a 5 month leave period. The Parties agreed to do more research and table this matter for the next IBB session. The Parties reviewed the Reproductive Loss Leave language SB 848 (reproductive loss)/Govt. Code 12945. introduced by the CCCOE. Following a period of discussion and clarification, the Parties reached a consensus to incorporate language into Article 11.

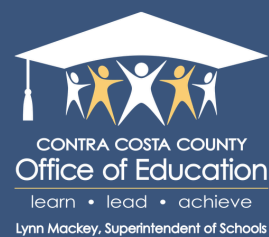
Article 15 (Safety)

Local One expressed interest in the CCCOE providing protective sleeves and leg protectors/coverage for employees in intensive classrooms to prevent blood-borne pathogens and injury from student scratches or bites. The Parties discussed a process for employees to request PPE through their site administrators or refer to the Safety Committee to address their needs. This Article was tabled for the next IBB session.

Article 17 (Benefits)

Local One expressed interest in looking into the dental and vision insurance costs, the addition of Indigenous Peoples' Day as a holiday, and increasing the annual steel-toe boot allowance from \$150 to \$200. The CCCOE will research these items and provide an update at the next IBB session. Additionally, the Parties reached a consensus to modify Article 17.14.2.2 by replacing the requirement to submit vacation requests in writing to specify that employees shall use the electronic system to request and schedule vacation as far in advance as possible. The Parties also reached a consensus to rename Cesar Chavez Holiday to Farmworkers Day in Article 17.12.1.

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Classified
Negotiations:

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Daniela Parasidis
Tom Scruggs
Marcus Walton
Dave Fendel
Emily Justice

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Neanna Cochnauer

Annjennette Hurtado
Mekenzie Burse
Elizabeth Lopez
Jeff Cochnauer
Brittany Tuell

AFSCME Union
Representative:
Jeff Apkarian

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Article 25 (Layoff, Displacement, and Reemployment)

The Parties discussed Article 25.3.1 and reached a consensus that the CCCOE will provide the union with written notice of the intent to lay off prior to the affected employee being notified.

The Parties discussed Article 25.2.2 and agreed to table this item for the next IBB session.

The next IBB Session is scheduled for Friday, May 8, 2026.



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