

December 16, 2025

The purpose of this publication is to provide our staff and community with updates and highlights of the Contra Costa County Office of Education (CCCCOE) 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 Thursday, December 11, 2025, and below is a summary of what was discussed.

The session began by annotating any new legislature that might need to be added to the collective bargaining agreement such as reproductive loss leave and immigration protection for all employees.

Article 16 (Promotion)

The Parties shared their interests regarding the promotional opportunities for employees. Many options were considered to modify the contract language to ensure that qualified employees were provided opportunities for promotion when applying for open positions. After evaluating these options, the Parties shared a number of solutions. Following an in-depth discussion, a consensus was reached to reduce the minimum number of qualified employees with permanent status required for an open position to be considered filled internally from three (3) to two (2) employees.

The next meeting is scheduled for Monday, January 12, 2026.

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

Annjenette Hurtado
Mckenzie Burse
Elizabeth Lopez
Jeff Cochnauer
Brittany Tuell

AFSCME Union
Representative:
Jeff Apkarian