

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, 2025
May 12, 2025

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between the parties of any kind, shall be incorporated in any successor agreement as written and agreed unless superseded by a subsequent agreement between the parties or delineated to be changed by this or subsequent proposals by the Association.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 By mutual agreement of both parties, correct any necessary “clean-up” language that is outdated due to law changes, and/or grammatical errors.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:
 - a. Article 9 – Hours
 - b. Article 10 – Leaves
 - c. Article 11 – Class Size/Caseload
 - d. Article 12 – Evaluation
 - e. Article 14 – Assignment/Transfer
 - f. Article 15 – Safety
 - g. Article 17 – Salaries
 - h. Article 23 – Miscellaneous
 - i. Article 27 – Part Time Jail
 - j. Article 28 – NAMS
 - k. Create a new TOSA Article.
 - l. Any impact legislation
 - m. Any decisions that the COE plans to propose that impact the right to bargain based on the School Services of California Special Education Study.

Submitted by: CCCSEA Bargaining Chair – Jill Stein-Wirth

INITIAL PROPOSAL
Of the
CONTRA COSTA COUNTY SUPERINTENDENT OF SCHOOLS
For a Successor Agreement with the
CONTRA COSTA COUNTY SCHOOLS EDUCATION ASSOCIATION

June 11, 2025

The Contra Costa County Superintendent of Schools, through her designated negotiating team, proposes to negotiate revisions to the Articles listed below for inclusion in a successor agreement with the Contra Costa County Schools Education Association (CCCSEA) to be effective on July 1, 2025.

The Superintendent's negotiating team will engage in a collaborative effort with representatives of the CCCSEA to continue current agreement provisions where appropriate, and to reach agreement on new/revised contract language that addresses the following matters of interest to the County Office of Education.

- Article 1 (Agreement)
- Article 9 (Hours/Workday/Work Year)
- Article 10 (Leaves)
- Article 11 (Class Size/Case Load)
- Article 12 (Evaluation)
- Article 14 (Assignment, Reassignment and Transfer)
- Article 15 (Safety)
- Article 16 (Benefits)
- Article 17 (Salaries)
- Article 23 (Miscellaneous Provisions)
- Article 27 (Part-Time Temporary Hourly Jail Education Unit Members)
- Article 28 (New Assignment Mentor Support)
- The CCCOE reserves the right to make proposals and counter proposals on CCCSEA items.