

December 3, 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 (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 members of the Union bargaining team are team leaders Marissa Frias and Neanna Cochnauer, Elizabeth Lopez, Brittany Tuell, Mckenzie Burse, Jeffrey Cochnauer, Annjenette Hurtado, and Local One business agent Jeff Apkarian. The Management team members are team leader Dr. Hector Galicia, Emily Justice, Daniela Parasidis, Tom Scruggs, Marcus Walton, and Dave Fendel.

The CCCOE and the Union will be engaging in Interest-Based Bargaining (IBB), which is a bargaining process that focuses on the interests of both parties to create mutually beneficial settlements. The parties met on Tuesday, November 4, 2025, for an IBB training during the morning, presented by Raphael Leib and Jason Motsick, PERB Staff Mediation and Conciliators, and to review the articles that were open for change this bargaining cycle (listed below) in the afternoon.

The articles open for change this bargaining cycle are:

- Article 1 - Agreement
- Article 9 - Hours
- Article 10 - Overtime
- Article 11 - Leaves
- Article 12 - Evaluation
- Article 15 - Safety
- Article 16 - Promotion
- Article 17 - Benefits
- Article 18 - Salaries
- Article 19 - Paraprofessional Career Training and Educational Units
- Article 20 - Change of Assignment or Assignment out of Classification
- Article 25 - Layoff, Displacement, and Reemployment

The Parties ranked these Articles into categories based on complexity for discussion and interest for both parties. There was a discussion regarding the process of adding additional Articles into the bargaining process. The CCCOE will investigate the process and communicate with Local One.

Next meeting is scheduled for Thursday, December 11, 2025.

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