

PUBLIC EMPLOYEES UNION NEGOTIATIONS NEWSLETTER #3

February 9, 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, January 12, 2026, 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. The teams reviewed and approved the notes from the previous session on December 11, 2025.

Article 9 (Hours)

The Parties discussed Article 9.1.1.1 and shared their interest regarding modifying employees' work schedules when a request is made by the employee. Following an in-depth discussion, the Parties agreed to implement an appeal process when an employee request to modify their work schedule has been denied by their immediate supervisor. Human Resources will develop a form and share it at the next EER Meeting.

The Parties discussed Article 9.1.1.4 and shared their interest in including Oak Park Building in the contract language to ensure that employees at the Oak Park Building were also entitled to the 4/10 Flexible Summer Schedule. Following the discussion, the Parties agreed to add Oak Park Building in the contract language.

The Parties discussed Article 9.1.2.1 and shared their interest in waiving the lunch break for 6.5 hours employees or shortening their workday. The Parties determined that additional information on CA wage/hour law and Ed Code was necessary to continue this discussion. The Parties will research this information and share it in the next IBB session for discussion.

The Parties discussed Article 9.2.4 and shared their interest in clarifying the language to ensure that Instructional Assistants take their two (2) rest periods and one (1) lunch break during their workday. In addition, the focus was to determine the employee's options for when they are unable to take their breaks and/or lunch periods due to program needs. The Parties will continue to discuss this Article at the next session.

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Classified
Negotiations:

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Marcus Walton
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Newsletter continued on next page

PUBLIC EMPLOYEES UNION NEGOTIATIONS NEWSLETTER #3 PAGE TWO

February 9, 2026

Article 19 (Paraprofessional Career Training and Educational Credit)

The Parties discussed Article 19 and shared their interest in notifying the employees about the process and available options if they were to receive less than a letter "C" grade in a course while participating in the program. Following the discussion, the Parties agreed to revise the Paraprofessional Career Training and Educational Credit Process form to include language specifying the steps taken when a participant receives a less than letter "C" grade in a course. A sub-committee will work on revising this form and share it at the next IBB session.

The next meeting is scheduled for Tuesday, February 17, 2026.

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