

PUBLIC EMPLOYEES UNION NEGOTIATIONS NEWSLETTER #4

March 12, 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 Tuesday, February 17, 2026, and Monday, March 9, 2026, and below is a summary of what was discussed.

Article 9 (Hours)

The Parties discussed Article 9.1.1 and agreed to implement an appeal process when an employee's request to modify their work schedule is denied by their direct supervisor. A sub-committee developed a form that outlines the process for an employee to request their work schedule change and shared it for review. The Parties reviewed the new form, General Classified Employee Work Schedule Change Request Form, and agreed to implement it, in addition to clarifying some language in this section.

The Parties discussed Article 9.1.2.1 and Local One shared their interest in allowing 6.5-hour employees to waive their lunch breaks to shorten their workday. After reviewing applicable Labor Code 512 (a) and California law, it was determined that employees who work more than six hours a day cannot waive their meal break to leave work early. The Parties agreed to remain at Status Quo in this section.

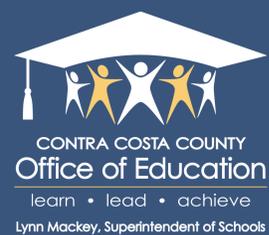
The Parties revisited Article 9.2.4 since there were concerns, after the last IBB Session, that the CCCOE would not be in legal compliance with the consensus of language from the previous IBB Session. The Parties discussed and offered other options. After an in-depth discussion, Local One requested to table this item for our April IBB Session.

Article 19 (Paraprofessional Career Training and Educational Credit)

The Parties discussed Article 19.1 and agreed to revise the Paraprofessional Career Training Process form to include language specifying the steps taken when a participant receives a grade lower than a "C" in a course. A sub-committee added language to the existing form and shared it during the session. The Parties reviewed the added language and offered suggestions. A consensus was reached to include some clarifying language to the form and include the form as an appendix to the contract.

The Parties discussed Article 19.2 and shared their interests regarding the format of the stipend chart. A consensus was reached to update the chart to make it easier for employees to understand the various stipend intervals.

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Elizabeth Lopez
Jeff Cochnauer
Brittany Tuell

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Article 20 (Change of Classification)

The Parties discussed Article 20.1 and shared their interests in clarifying rights during classification changes, balancing management's rights to make changes with the union's right to bargain impacts of the changes. The Parties reached a consensus stating that classification changes are management's right, but the union may request a meeting to bargain any impacts before implementation.

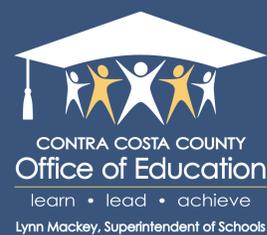
Article 25 (Layoff, Displacement, and Reemployment)

On February 17, the Parties began discussing Article 25.1 and shared their interests in ensuring layoffs due to lack of work or funds are determined using objective criteria, while honoring seniority, clarifying funding allocations, and maintaining accountability. On March 9, the Parties continued this discussion and shared additional interests. The lay-off decision-making process was clarified by the COE specifying that program needs, grant funds, staffing, and legal requirements are considered before any staffing decisions are made. In addition, staffing decisions are not only made by a single administrator. Additional information was requested, and this Article was tabled for the next IBB session.

Article 12 (Evaluations)

The Parties discussed The Parties discussed Article 12, focusing on three areas: performance concerns being raised for the first time during an evaluation rather than earlier, evaluations conducted by supervisors who have not had at least six (6) months of direct supervision of the employee prior to providing the evaluation, and the implementation of Performance Improvement Plans (PIPs). After discussion, the Parties determined that the current contract language clearly outlines these expectations and agreed to maintain the existing language. The Association recommended sharing a reminder of these expectations and the relevant contract language with managers to address any discrepancies or misunderstandings.

The next meeting is scheduled for Monday, April 13, 2026.



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