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**Contra Costa Community College District (4CD) and  
AFSCME Public Employees Union, Local 1 (L1)  
2025-26, 2026-27, and 2027-28 Tentative Agreement  
2/18/2026**

After a series of negotiating sessions, the Parties have agreed that all current articles of the Collective Bargaining Agreement remain the same, with the exception of those below. Approval of this Agreement by both Parties shall conclude negotiations for 2025-2026, 2026-2027, and 2027-2028, with exceptions as noted below.

**1. Compensation**

All permanent classified employees who are employed at the time the Agreement is ratified will receive a one-time off-schedule bonus to be calculated as follows: 2% of annual base salary for 2025-2026 (including shift differentials and longevity) or \$1,300, whichever is higher. The \$1,300 floor will be prorated by FTE (for example, a 50% employee would receive 2% or \$650, whichever is higher).

**2. Summer Work Schedule**

Article 21.2 shall be revised as follows:

The summer work schedule shall be the Monday following the end of the spring semester through the Friday which falls ~~two weeks~~ **one week** before the start of the regular fall semester. **The regular, non-summer work schedule shall be in effect for the first full week (Monday-Sunday) prior to the first day of instruction.**

During summer 2026 only, for the weeks of 5/25/2026, 6/1/2026, and 6/8/2026, the summer work week described in Article 21.3 will be revised as follows:

The summer work week for all regular full-time employees working a summer schedule shall consist of four (4) consecutive work days of ~~ten (10) hour each~~, **eight (8) hours each**, Monday through Sunday, except those situations, classifications and positions enumerated within subsection 21.8.



For the weeks of 5/25/2026, 6/1/2026, and 6/8/2026 only, the summer workday described in Article 21.4 shall consist of eight (8) consecutive hours assigned within each twenty-four (24) hour period. All other provisions of the contract related to summer schedules remain in place; and this change for summer 2026 will not impact annual salaries.

The parties recognize that workload requirements may vary by department during the summer; therefore by mutual agreement, an employee and supervisor may elect to substitute one or more weeks of the 4/8 summer schedule described above for different weeks during the summer 4/10 schedule.

### 3. Safety Footwear

Article 20.15 **SAFETY FOOTWEAR ALLOWANCE:** Effective 1/1/07, the Contra Costa Community College District will provide an initial two pairs of safety/protective work boots or shoes for employees in the following classifications: Building Maintenance Worker, Equipment Maintenance Worker, Senior Equipment Maintenance Worker, Maintenance Mechanic, Lead Maintenance Mechanic, Maintenance Assistant, Ground Worker / Gardener I, II, Senior or Lead, Shipping and Receiving Clerk, and all other mutually agreed upon classifications required to wear safety; protective shoes per OSHA/ASTM standards.

20.15.1 Each of the above employees shall receive an additional pair of boots/shoes annually. The shoes provided must meet OSHA/ASTM standards. District will allow up to \$200.00 per pair annually. Each site will establish purchase orders or procedures with appropriate establishments in each of the three (3) service areas for purchase of the work boots/shoes. **Beginning 2/19/2026, more than one pair of shoes/boots may be purchased so long as the total cost does not exceed \$200.00. Alternately, employees may elect to purchase shoes/boots and insoles, so long as insoles are purchased at the same time as shoes/boots. Employees may elect to supplement the \$200.00 allocation with their own money to afford additional shoes/boots.**

4CD and Local 1 agree to review and update the list of classifications in Article 20.15 to reflect all categories where CCCSIG reimburses the District and/or where employees are required to wear specific footwear. For employees that are required to wear steel-toed shoes, beginning 2/19/2026, the District will reimburse up to \$250.

#### 4. Classified Employees Enhancement Program (CEEP)

Article 24.5 **ALLOCATION OF FUNDS:** The District shall allocate funds as needed to replenish the beginning balance to \$120,000 each fiscal year, which shall be allocated to the three colleges and the District Office based upon employee population at each location as indicated by the appropriate ~~Date of~~ **Colleague** report issued by District Human Resources in May of each year. By recommendation ~~to of~~ the Joint Central Committee, funds may be transferred from the original site allocation to another site. **For 2025-2026 only, any unspent funds from 2025-2026 will be added to the allocation for 2026-2027.**

#### 5. Temporary Additional Duties

Article 17.4.2 **TEMPORARY ADDITIONAL DUTIES:** Employees temporarily assigned to some, but not all, of the work of another higher-level classification **(where the duties are not fixed and prescribed for the employee's regular position, except for duties that are reasonably related, per Education Code 88010)** within Local One for a period of five (5) ~~consecutive workdays~~ **working days within a 15-calendar-day period** or more shall receive 5% additional duties pay for the duration of the assignment. Employees temporarily assigned to some, but not all, of the work of a manager's classification for a period of five (5) ~~consecutive workdays~~ **working days within a 15-calendar-day period** or more shall receive 10% additional duties pay for the duration of the assignment.

**17.4.2.1 The initial request to assign temporary additional duties must be approved by the appropriate college VPBAS or designee and sent to L1 prior to an employee taking on additional duties.**

L1 and 4CD agree to offer joint training in spring 2026 for managers and employees on our processes for assigning Temporary Additional Duties.

#### 6. Progressive Intervention and Discipline

Article 16 **Progressive Intervention and** Disciplinary Action

16.1 PROGRESSIVE INTERVENTION: The District shall be committed to support and foster employee improvement by coaching, motivating, providing specific suggestions and directives to help improve an employee's performance or behavioral deficiencies, and address such issues at the earliest possible opportunity to assist in the employee's positive change. **Except in egregious cases**, no letter of counseling, written warning, or reprimand shall be issued unless the immediate supervisor and/or appropriate manager has met, or showed a good faith effort to meet, with the employee (and L1 representation if desired by the employee) to discuss the issue(s) and identify option(s) to improve deficiency(ies). All efforts to improve an employee's performance or behavior will be documented and reviewed by the immediate supervisor to justify any additional level(s) of progressive intervention or discipline if warranted. All documentation of progressive intervention may be used in a disciplinary proceeding.

**16.1.1 Meetings under Article 16.1 must be explicitly identified as an "Article 16.1 Meeting" in advance as being part of the intervention process, and employees must be notified of the meeting topic(s)/agenda as well as their right to union representation. Evaluation meetings do not satisfy the requirements of Article 16.1.**

**16.1.2 Every Article 16.1 meeting shall include a written plan for improvement with a specific timeline for improvement.**

16.1.13 A permanent classified employee may be disciplined, i.e., suspended, demoted, or dismissed for cause by the Governing Board, pursuant to the provisions of this article. Probationary employees may be dismissed without cause and with a notice from the District. The procedures outlined in this article shall not apply to probationary employees.

16.1.24 Weingarten Rights: An employee shall have the right to representation by Local One at meetings where the employee is asked to respond to a supervisor or other District representative regarding conduct which the employee reasonably believes may lead to discipline. An employee may choose another representative in lieu of Local 1. By mutual agreement of Local 1 and the District, Section 16.1.2 is not grievable.

## 7. Evaluations

Beginning 7/1/2026, the evaluation process for classified professionals will include a two-part self-evaluation. Self-Evaluation for Classified Professionals. Part-One will be added to the contract as a self-evaluation. Part Two is added as a 3-year pilot that will sunset in 7/1/2029 unless extended by mutual agreement or made permanent in a future collective bargaining agreement.

### Part One:

Please answer the following questions:

1. What have you done to nurture and create a respectful, inclusive, and equitable learning and work environment?
2. What professional development, trainings, or other supports would help you in your work?
3. Please list some professional goals.

### Part Two:

For each area listed below, please describe some of your accomplishments, achievements, and areas of strength. Please also describe areas where you have faced challenges or have room to improve. Please provide examples.

1. **Knowledge of Work** (knowledge and understanding of all phases of my job)

What are your areas of strength?

What challenges are you facing in delivering services?

2. **Initiative and Application** (resourcefulness, independent thinking, attention to my work)

What are your areas of strength?

What challenges are you facing in delivering services?

3. **Quality of Work** (accuracy and thoroughness)

What are your areas of strength?

What challenges are you facing in delivering services?

4. **Relations with Other Workers** (disposition, tact, courtesy, enthusiasm and sincerity)

What are your areas of strength?

What challenges are you facing in delivering services?

5. **Dependability** (compliance with instructions and regulations; reliability)

What are your areas of strength?

What challenges are you facing in delivering services?

6. **Attendance and Punctuality** (promptness/regularity in reporting for work)

What are your areas of strength?

What challenges are you facing in delivering services?

**7. Leadership** (ability to lead and train others to get results through teamwork)

What are your areas of strength?

What challenges are you facing in delivering services?

**8. Supporting Students** (assists in teaching and learning or otherwise supports student success)

What are your areas of strength?

What challenges are you facing in delivering services?

The self-evaluation questions will be part of an online form to be completed at least one week prior to the evaluation meeting. A paper option for completing and submitting the self-evaluation will also be provided. The District will track completion (through Cornerstone or a similar tracking system). Data related to self-evaluations will be collected for review by Local 1 and 4CD in 2027-2028.

Beginning 7/1/2026, all evaluatees are expected to complete a self-evaluation; however, failure to complete a self-evaluation may not be used as a sole cause for disciplinary action. The self-evaluation should be submitted to the evaluating manager at least two weeks prior to the scheduled post-evaluation meeting. In the case where an evaluatee fails to complete the self-evaluation, the manager conducting the evaluation will still complete the evaluation on schedule.

The following question will be added to Appendix D, "Classified Evaluation Form":

### **Progress Towards Meeting Goals and Suggested Professional Development**

This question will not be rated but will only have a field for the manager to make remarks.

Local 1 and District agree to develop and provide training for managers and classified professionals in the evaluation process (including the new self-evaluation component) to be offered in June, 2026, and incorporated thereafter into new-hire orientation. An asynchronous online training workshop will also be developed and offered through GROW (Cornerstone). In-person evaluation training workshops will be offered in-person annually at each college in 4CD. Evaluation training will be assigned, but not required, for every employee who is scheduled for evaluation.

## 8. Paid Holidays

L1 and 4CD agree to amend Article 9.9.1 as follows:

9.9.1 Employees in the bargaining unit shall be entitled to the following holidays with pay providing the employee is in a paid status the immediate workday before or the immediate workday following such holiday:

New Year's Day  
Martin Luther King's Birthday  
Lincoln's Birthday  
Washington's Birthday  
Memorial Day  
Juneteenth  
Independence Day  
Labor Day  
Indigenous People's Day **or Native American Day**  
Veterans Day  
Thanksgiving Day  
Day after Thanksgiving  
Day before Christmas  
Christmas Day  
December 31

**9.9.1.1 Each year, the academic calendar will indicate which holiday (Indigenous People's Day or Native American Day) will be observed.**

## 9. Police Officers

L1 and 4CD agree to remove all language from the collective bargaining agreement that refers exclusively to police officers (who now have a separate collective bargaining agreement).

**10. Probationary Period**

L1 and 4CD agree to change all language in the collective bargaining agreement related to probationary periods to reflect changes statewide that establish a consistent 6-month probationary period for all classified professionals.

**11. Duration**

The parties agree that the current contract including all side agreements and the negotiated changes become the successor contract for 2025-2026, 2026-2027, and 2027-2028, and we agree to revise Article 30.1, "Duration," accordingly. The contract shall remain in full force through the close of the workday on June 30, 2028.

During the 2026-2027 and 2027-2028 fiscal years, the contract is subject to reopeners. Each party may designate up to two articles each year, or more by mutual agreement, to be reopened. In addition, negotiations on total compensation (salary and the District's contribution towards benefits) for 2026-2027 and 2027-2028 will open automatically in spring of 2026.

The following articles and issues will also automatically reopen in spring of 2026:

- Article 9, "Leaves"
- Article 17.4.1, "Out of Class Assignments"
- Article 20, "Salary and Benefits" (including Translation Services)
- Appendix C, Career Planning Form and Upward Mobility Program
- Staff Vacancy/Replacement Process
- 12-Month Pay Plan for 10-Month or 11-Month Employees
- Article 24, "Classified Employees Enhancement Program (CEEP)"

FOR THE DISTRICT:

Micaela Ochoa  
Micaela Ochoa (Mar 19, 2026 21:35:10 PDT)

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Micaela Ochoa  
Executive Vice Chancellor  
Administrative Services

Jeffrey Michels  
Jeffrey Michels (Mar 20, 2026 09:35:37 PDT)

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Jeffrey Michels  
Associate Vice Chancellor  
Chief Human Resources Officer

FOR LOCAL ONE:

Jeanie Smith

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Jeanie Smith  
President, Local 1

LaKeasha Johnson

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LaKeasha Johnson  
Union Representative, Local 1