



# MEMO

ORANGE COUNTY DEPARTMENT OF EDUCATION

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DATE: May 5, 2026  
TO: CSEA Unit Members, Cabinet, Managers, and Supervisors  
FROM: CSEA and OCDE Bargaining Teams  
RE: 2026-2027 Negotiations

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Today, OCDE and CSEA bargaining teams met for the first session of 2026–2027 reopener negotiations. Both teams came to the table with an ongoing approach of working collaboratively, listening and engaging with respect, and keeping conversation grounded in practical solutions.

This first part of the day was primarily focused on establishing norms, confirming timelines, and reviewing initial proposals. We discussed recent settlements by other employee groups as related to compensation, proposals for Articles 9 and 18, and the Flexible Work Arrangement program.

As expected for an opening session, much of the work was foundational, but it was a productive start and set a constructive tone moving forward. We look forward to continuing negotiations in the coming weeks, and we will provide periodic updates so employees remain informed on progress.

Thank you,

OCDE

Kamica Barnes  
Kristen Burk  
Amita Cloke  
Gina Lance  
Howard Mariner

CSEA

Elizabeth Brown  
Jasmine Fernandez  
Julie Gundling  
Sonja Morrissey  
Vivian Pham  
Veronica Rodriguez