



Oak Grove Educators Association

CTA-NEA 4810 Harwood Road Suite 101, San Jose, CA 95124-5281 (408) 363-1646 FAX (408) 363-3521 www.ogea.org

Bargaining Update

March 18, 2021

Your OGEA Bargaining Team met with OGSD Management on March 17th. We presented our counter proposal on safety and discussed the return to in-person instruction for the remainder of the 2020-2021 school year. We would like to remind our members that we are currently attempting to meet the needs of a temporary situation. Any negotiated MOU will be designed for the remainder of this year and can be modified prior to the start of next school year.

We continued to have discussions regarding quarantine leave, surveillance testing, and additional ventilation backup sources. Management declined the idea of additional handwashing stations on campus; we are evaluating hand sanitizing stations.

We shared that some of our members are interested in having a choice between distance learning or in-person instruction, as hinted to at the last Board of Trustees' meeting. Management indicated that teacher choice of instructional model is not an option due to the need of adequate staffing for each class of students.

OGSD Management presented the AA/BB hybrid plan of instruction from the OGSD Opening Schools Guidebook. This model was shown at the Board of Trustees' meeting on March 12th. However, Management did not have a formal proposal ready for us to review and counter. We pressed upon them the urgency of the situation and the need to get a formal proposal ready. We made a verbal proposal that teachers continue to have autonomy of their instructional schedule. This would include the flexibility of synchronous and asynchronous instructional minutes, meeting the mandatory state minimum, plus the ability to frame in-person and distance learning engagement based on the needs of each class. In addition, OGEA proposed that unit members will be allowed to complete the work day from home once students have been dismissed as well as the option of working from home on Wednesdays.

The possibility of additional monies for teacher supplies and materials was also discussed at the table. While student technology, supplies and materials are not bargainable items, we did mention that OGSD needs to be prepared with chargers, extra Chromebooks, and technology support. We recommended that they consult with the IT Department about anticipated needs.



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We encourage you to be available when your Site Reps hold the 10-Minute Site meeting, which may take a little longer this month. We have asked each Site Rep to collect input from members as you consider site implications for Phase 2. We have received many emails from members and have discussed your concerns and suggestions as a team. Thank you to those who have taken time to send an email to the Bargaining Team, we are working to the best of our ability to respond to your emails, please note that we may not have the answers to your questions as of yet. We are working to address your concerns.

If you have questions, comments, suggestions, or concerns, please contact the Bargaining Team at ogebargaining@gmail.com or our OGEA President, Maripaz Berlin at president@ogea.org.

Bob Prola -- Bargaining Chair and Vice President -- Ledesma	
Jasmin Miguel -- Bernal	Kellee Humphrey -- Davis
Belinda Lew -- Itinerant Speech	Angie Hernandez -- Del Roble
Lindsey Munoz -- District Nurse	Adia Hoag -- CTA Staff



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