



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 24, 2021

Your OGEA Bargaining Team met with OGSD Management on March 22nd and March 24th.

After making progress on Covid-19 leaves and based on new California laws, we have reached a conceptual agreement in the Safety Article. We are now merging language from the July 2020 Safety MOU to create one cohesive document. Please refer to recent bargaining updates that describe the details.

Thank you to our SpEd members who attended the listening committee meeting held on Monday. We heard many concerns and gathered useful ideas for negotiating a hybrid model for SpEd. We also consulted with two Special Education Teachers (SDC), one from elementary and one from intermediate school, to better understand the programs and how in-person learning will affect SpEd classes. We are currently drafting proposals for OGSD Management to review. Management confirmed that SDC preschool will stay on distance learning for the remainder of this year.

Management presented their formal proposal for the AA/BB hybrid schedule. The proposal mirrors our current distance learning schedule with additional language that applies to a hybrid model. They incorporated some of our suggestions into their proposal and we will work on a counter proposal.

Management agreed to flexibility within the schedule for teachers to design instruction to meet the needs of in-person and distance learning students. Additionally, we have been negotiating for preparation time prior to the return to in-person instruction. Management agreed with our proposal that OGEA members be allowed to work remotely on Wednesdays. We are continuing to advocate for remote work options after student dismissal on other days. We brought up the topic of compensation with Management and more discussion is needed.

The OGEA Executive Board voted to go through the ratification process for both the Safety and Hybrid Learning Instructional Model MOUs. Once the Bargaining Team has reached a tentative agreement with Management, an informational meeting will be held with your Site Reps. Next, a general membership meeting will be available to you regarding the details of the MOUs. Then,



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the Executive Board will review and make a recommendation to support or oppose the passage of each MOU. Finally, members of OGEA will have the opportunity to vote on the MOUs.

Our next two bargaining dates are March 29th and March 31st.

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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