



## **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](http://www.ogea.org)

---

**To:** Andy Garcia – Assistant Superintendent, Oak Grove School District  
John Mackey -- Board President, Oak Grove School District

**From:** Bob Prola -- OGEA Bargaining Chair

**Date:** March 14, 2019

**Subject:** Sunshine Language for the 2019-2022 Contract Negotiations  
Demands to Bargain 2019-2022

As the exclusive bargaining agent of certificated staff in Oak Grove, the Oak Grove Educators Association would like to sunshine the following articles for the 2019-2022 successor collective bargaining agreement. We are also issuing the following Demands to Bargain.

### **Article 12: Compensation**

In the interest of recruiting and retaining the quality teachers, special educators and support staff that students deserve, OGEA is proposing to open Article 12.

### **Article 13: Health and Welfare**

To provide for the health and welfare of employees in the OGEA bargaining unit, so that all educators are prepared to do their best for students, OGEA is proposing to open Article 13.

### **Article 15: Class Size**

Research shows that students with low student to teacher ratios are more successful. Students need access to support staff and reasonable special education ratios. Therefore, OGEA is proposing to open Article 15.

### **Article 14: Hours of Employment**

To promote healthy home and work life balance and ensure the success of teachers, special education, support staff and students, OGEA is proposing to open Article 14.



Through unity of voice and democratic decision making, Oak Grove Educators Association works to unite our professional colleagues and support innovative instruction for the benefit of all students and the community. We advocate for, and are committed to, quality public education. To these ends we promote and defend the well-being and rights of our members and our children.



## **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](http://www.ogea.org)

---

### **Article 6: Association Rights**

To promote the collective good and provide services for the dedicated professionals in Oak Grove Educators Association, OGEA is proposing to open Article 6.

### **Article 8: Leaves**

To promote fairness and equity in leave policies, OGEA is proposing to open Article 8.

### **Article 11: Transfer, Assignments, Reassignments, and Exchanges**

Open and transparent transfers and job assignments are essential to a satisfied workforce. Therefore, OGEA is proposing to open Article 11.

### **Article 16: Safety Conditions**

To provide and ensure the safety of unit members, upkeep of school sites to promote a healthy learning environment, safety of special education staff and the safety of students within the school environment, OGEA is proposing to open Article 16.

### **Article 17: Organizational Security**

To bring the contract into alignment with current laws, OGEA is proposing to open Article 17.

### **Article 22: Miscellaneous Provisions**

In the interest of employment security and stability in the collective bargaining process, OGEA is proposing to negotiate a 3 year contract with reopeners in successive years. OGEA is proposing to open Article 22.

### **School Closures**

Due to the harmful effects of the last school closure, OGEA is proposing to create a moratorium on future school closures for the life of this contract. OGEA recognizes that the District does not have a current proposal to close any more schools.



---

Through unity of voice and democratic decision making, Oak Grove Educators Association works to unite our professional colleagues and support innovative instruction for the benefit of all students and the community. We advocate for, and are committed to, quality public education. To these ends we promote and defend the well-being and rights of our members and our children.



## **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](http://www.ogea.org)

---

### **Demands to Bargain**

- OGEA hereby demands to bargain the change to the Teacher on Special Assignment job description.
- OGEA hereby demands to bargain over the creation of the virtual learning program in Oak Grove.
- An agreement that allows the Del Roble Staff transfer rights, including voluntary transfers, due to upcoming changes in the tradition program at that site.

Please inform the OGEA president and bargaining chair of the date when this sunshine language will go before the Oak Grove Board of Trustees. Additionally, please forward a list of proposed bargaining dates.



Through unity of voice and democratic decision making, Oak Grove Educators Association works to unite our professional colleagues and support innovative instruction for the benefit of all students and the community. We advocate for, and are committed to, quality public education. To these ends we promote and defend the well-being and rights of our members and our children.