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.
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.
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.