



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

May 22, 2019

Your OGEA Bargaining Team met with the District today. Overall it was a productive session. We discussed safety, compensation, transfers, and association rights. We are now awaiting responses from the District and School Board on compensation, hours of employment, class size and the school closure moratorium.

Article 16: Safety

We continued the discussion on safety for teachers, especially Special Education staff. We are seeking ways to create a consistent process for reporting issues and how they should be addressed.

Article 12: Compensation

- We proposed receiving a Cost of Living Adjustment (COLA) effective in August of the 2019-2020 school year.
- OGEA members did not receive a COLA this current school year.
- We proposed expanding the special education stipend in the contract to include more special education teachers. We also proposed an increase to the stipend. This is needed to promote the recruitment and retention of special education teachers in OGSD.
- We had discussions around the possibility of changing Speech-Language Pathologists to a separate salary schedule.
- We proposed an increase to the band teacher stipend for extra-curricular activities.
- We proposed expanding the science camp stipend to cover other overnight field trips (on a voluntary basis only).
- We discussed IEP and 504 meetings and the amount of time they take, as well as start times.

Article 11: Transfers

We have a tentative agreement on transfers. The date for filing a transfer request was changed from March 15 to April 1st. This allows a larger window for OGEA members who wish to change positions voluntarily. We clarified some language about vacancies. No other changes were made.



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Article 6: Association Rights

We have a tentative agreement on association rights. OGEA will have more time to speak at the new employee orientation meeting, provide lunch to new hires at this meeting, and have the opportunity to meet with new hires brought on in the middle of the school year. We expanded our rights to keep track of membership status so that we can provide better service to you, the members of OGEA.

Status of Proposals Made by OGEA

The District has a special meeting on May 30 with the school board to discuss the status of negotiations. We have asked the District to get authority and direction from the board to discuss our proposals on compensation, hours of employment, class size, and the school closure moratorium. We are waiting to make a proposal on benefits until we hear about the new healthcare rates that get proposed. We anticipate getting more information on benefits in June.

*Our next bargaining date is on **May 31**. Please wear your black “**Unity Is Power**” OGEA shirt on the 31st.*

If you have any questions, please speak with a member of your OGEA bargaining team, or your president, Dominic Rizzi (president@ogea.org).

Bob Prola -- Bargaining Chair -- Ledesma bobprola@gmail.com

Jasmin Miguel -- Bernal

Aveneir Guevarra -- Bernal

Kellee Humphrey -- Baldwin

Belinda Lew -- Itinerant Speech

Angie Hernandez -- Del Roble

Allyson Schweifler -- CTA Staff



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