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.
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).

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Jasmin Miguel -- Bernal Aveneir Guevarra -- Bernal
Kellee Humphrey -- Baldwin Belinda Lew -- Itinerant Speech
Angie Hernandez -- Del Roble Allyson Schweifler -- CTA Staff

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.