



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

September 5, 2019

Your OGEA Bargaining Team met with the District today. We discussed a large number of topics during a long day of bargaining. No agreements were reached today.

Article 12: Compensation

We discussed compensation and our member's need for ongoing money on our salary schedule. The District continues to insist on one year only money towards compensation. Our current proposal is for 3.26% in ongoing money. This conversation will need to continue next session on September 11th. We also discussed increasing the special education stipend and covering more special education positions with it. We believe that the District needs to attract and retain quality teachers and their current offer does not keep up with the ongoing cost of living in the South Bay.

Article 13: Benefits

Our team proposed increasing the District benefits contributions to cover the unforeseen 7.7% rise in healthcare benefits cost in the coming year, which equates to a 1% raise to our total compensation. The District is concerned about their ability to pay for this. The District's last proposal included no additional money towards health benefits.

Article 15: Class Size

We are looking at caseloads and staffing ratios for counselors, psychologists, nurses, virtual learning academy and SDC classes. The District proposals around these areas were not adequate. We also discussed middle school class sizes for PE and electives. The District rejected our proposals around middle school class sizes. The District proposed eliminating preparation days for combination classes while slightly increasing the stipend. Additionally, the District would like to move to a district wide ratio of 24 to 1 for TK-3 classes, as opposed to the school site ratio of 24 to 1 that we currently use. There is on-going discussion about this matter. We will be presenting counter proposals to the District at our next bargaining session. We believe that class sizes and case loads should reflect the needs of students and further their education. The District's proposals fall short of this goal.

Article 14: Hours of Employment

We discussed and made counter proposals about flex time for TOSAs and what the parameters are for this. We also made proposals for a Jr. High casework period for SPED teachers. Limits on adjunct duties were also proposed along with guidelines for TOSA adjunct duties. The District has proposed eliminating the pilot program for SDC elementary teachers release time. We countered this proposal with an alternative idea. We made progress on sub stipends for TOSAs.



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Temporary Teachers:

The District and OGEA will have a separate meeting to discuss the use of temporary contracts. OGEA will be looking to see if this is legal in all cases and attempting to move as many positions as possible to probationary contracts. We believe that temporary contracts should only be used in very limited situations.

We will meet with the District again next week on Wednesday, September 11th.

Don't forget to wear your new OGEA shirts and buttons on bargaining days.

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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