

TO: Luis Velasquez
OGEA President

cc:

FROM: Amy L. Boles
Associate Superintendent, HR

DATE: August 29, 2024

SUBJ: Waiver of Contract Language Section 15.5, Combination Classes Regarding
Payment Schedule of the Stipends

Background:

The purpose of this memo is to outline an agreement between the Oak Grove Educators Association (“OGEA”) and Oak Grove School District (“District”) to waive contract language in Article 15, Sections 15.5.1 and 15.5.2, Combination Classes in Grades TK-3 and Grades 4-6 for the 2024/25 School Year. Specifically, this will allow for the stipends to be paid monthly so they may be creditable compensation for retirement benefits calculations.

Proposal:

Sections 15.5.1 and 15.5.2, Combination Classes in Grades TK-3 and Grades 4-6, specifies “. . . The Combination Class Stipend will be paid in two parts, with the first part paid in the unit member’s December paycheck and the second part paid in the unit member’s June paycheck . . .”

The District and OGEA agree that providing the stipend paid in equal monthly payments would be beneficial to unit members, specifically for CalSTRS members that joined on or after January 1, 2013 (CalSTRS PEPRA members).

CalSTRS PEPRA members must be paid each pay period in which creditable service is performed to be considered creditable compensation. The District will pay the combo class stipend on a monthly basis to meet the definition of creditable compensation for the retirement benefits calculations for those members. All unit members receiving the combination class stipend will receive the stipend in this manner, regardless of CalSTRS designation.

This Agreement has no precedential value. Accordingly, this Agreement shall not be used as evidence in a legal proceeding of any kind against the District by OGEA or its unit members except to enforce the terms of this Agreement. The parties agree that this Agreement shall not create a past practice and shall not be used as evidence in any grievance, arbitration, unfair labor practice proceeding, negotiations proceedings, or other legal action.

Waiver of Contract Language Section 15.5, Combination Classes Regarding Payment Schedule of the Stipends - continued

This agreement will be in effect for the 2024/25 School Year and will end on June 30, 2025.



[Robert Prola \(Sep 3, 2024 09:31 PDT\)](#)

Robert Prola
OGEA Vice President

Sep 3, 2024

Date



[Luis Velasquez \(Sep 4, 2024 14:32 PDT\)](#)

Luis Velasquez
OGEA President

Sep 4, 2024

Date



Amy L. Boles
Associate Superintendent, Human Resources

08/29/24

Date