



## 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

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### Bargaining Update

September 25, 2019

Your OGEA Bargaining Team met with the District today for negotiations and made some progress toward a settlement. However, as OGEA members, we all need to continue to monitor the District's budget and proposed cuts. At the last board meeting, the school board deferred cuts to a later date. Thank you to everyone who came out in support of keeping cuts away from students. We need to remain vigilant on this issue and continue to demand accountability from the District on both the budget and negotiations with us. **Look for another special board meeting in October along with the regularly scheduled meeting on October 10. As many of us as possible should attend and help our fellow educators defend students and staff.** Any cuts need to be made as far from students and staff as possible. The District administration needs to be held accountable for the current situation. Wear your shirts and be heard.

#### Class size:

- We are concerned about the District proposal to remove the 2 prep days for combination classes.
- We have expressed our concerns about past District proposals to cut counselors in future years to balance their budget. This is an area of disagreement. We may need you, as OGEA members, to attend future board meetings in support of counselors.
- In TK-3 classes, we are getting closer at an agreement.
- We have asked the District to maintain class size to 35 for Intermediate classes including electives and PE. This is an ongoing disagreement as the District is adamantly opposed to this.
- Some progress was made towards reducing the band teacher class size downward from the current 250 students per day.
- The District is proposing the Virtual Learning Academy class size to match Intermediate language.
- Some progress was made on SDC class size caps. There is more work to be done in this area.
- We have agreed on contract language with the District to hire an additional school nurse.
- Per feedback from our OGEA psychologists, we have pulled language on their caseloads for this round of bargaining. We will hold meetings with our school psychologists to get more feedback and return to this idea in future year negotiations.

(Continued on back)



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.



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### **Compensation:**

The District has proposed to put 1% in ongoing money on the salary schedule and an additional 1% in one time money as a bonus. This is progress from their previous proposal of money for one year only. However, we are making numerous data requests looking into several line items in the District budget to see if this proposal can be increased. We have quite a few unanswered questions about expenditures and money placed in funds other than the general fund. Progress was made towards expanding the Special Education stipend to include more teachers.

### **Benefits:**

Progress was made in this area. We have convinced the District to put money towards our benefits cost equivalent to about 1% on the salary schedule. This comes out to an increase of \$100 in health benefits per OGEA member per month. However, a final settlement in this area will not be able to occur until a settlement is reached on salary. You should be aware that Kaiser has raised benefits rates by 7.7% this year. You will need to look closely at your benefits plans during open enrollment to find out your out of pocket costs in 2020.

### **Hours of Employment:**

We made progress on language to protect our TOSAs around flex time and to compensate them for subbing. We made progress towards case-work periods for SpED Intermediate teachers. There is an ongoing disagreement around the District proposal to get rid of the pilot program for SDC release time for IEP meetings.

*Our next bargaining dates are October 10 and October 25. Make sure you wear your OGEA shirts in support of bargaining and against cuts.*

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

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Jasmin Miguel -- Bernal

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Angie Hernandez -- Del Roble

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