



## 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](http://www.ogea.org)

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### Bargaining Update

October 10, 2019

Your OGEA bargaining team met with the District on October 10. We have reached conceptual agreements with the District on compensation, benefits, hours of employment and most areas of class size. We will need to meet with the District again in order to review and agree upon the specific language that is to be added to the contract. We also need to finalize negotiations in a Article 8 (leaves), Article 16 (safety), Article 17 (organizational security) and Article 22 (misc).

#### Conceptual agreements reached:

- 2.57% total compensation package including 1.5% on the salary schedule and 1.07% towards benefits
- Increasing and expanding the special education stipend. It will now be \$1500 and cover all RSP, SDC and SLPs in the OGEA bargaining unit.
- The overnight field trip stipend will be expanded to include all school trips, not just science camp.
- Combination class stipend expanded to \$800 and the 2 prep days will not be removed
- First ever SDC non-categorical class size limit at 15-1
- Reduction in SDC - SH low functioning class size, effective 2020-2021 school year
- First ever cap on SDC preschool case loads, effective 2020-2021 school year
- Reduction in middle school band daily limit from 250 to 190
- An agreement to attempt to balance classes in middle school electives and PE, including teacher input and monitoring class sizes for this school year with the intention of working towards new language in the contract (pilot program)
- Language acknowledging that OGSD will employ school counselors
- Strict limits on RSP teachers being used as subs
- An increase to the stipend for TOSAs utilized as subs
- Casework period will be placed in the contract for special education teachers at Intermediate sites
- TK-3 class size will remain 24-1 with PPF funds paid for the 25th & 26th students. The 27th student will no longer be allowed next school year. There will be a district-wide average instead of site based average
- An agreement that the District will notify Gen Ed teachers of their rights to appropriate instructional materials and space for students mainstreamed into the classroom
- An agreement on flex time for TOSAs
- TOSA rights to form an adjunct duty committee
- Limitations on adjunct duties for itinerant special educators
- An increase of 1 school nurse to be hired by the District (new total will be 3)



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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### **Rationale and Next Steps:**

While we acknowledge that the salary and benefits package does not equal the 3.26% COLA for this year, we feel that this deal is a good compromise. The District is facing real financial difficulties, which they will need to navigate over the course of the next year. With this dilemma, our attempt was to get close to COLA as possible to offset the rising costs of living along with increasing medical, with some left over in order to give the District the opportunity to make sensible decisions in efforts to balance the budget. This is a contract which puts students first with numerous improvements to student services.

It is now incumbent upon all of us, as OGEA members and OGSD employees, to begin organizing around aiding in solving the budget crisis in Oak Grove. We will need to monitor, stay informed and give feedback on any cuts that are proposed in our District. We will continue to put students first by advocating when and where cuts should be made; we must let the district know where we stand. We need to organize around the LCAP process each year to make sure it accurately reflects what we, as educators, know are student centered priorities. Solving the budget crisis includes making sure the District increases the amount of revenue it takes in, including active support of a parcel tax in February and March of 2020. We must be proactive in helping to solve the budget problems facing our District. This includes knocking on doors, passing out fliers and making phone calls to bring in the revenue our students need. Additionally, CTA will be promoting the Schools and Communities First initiative in November 2020 to bring in billions of dollars to public education in California. All of us should get actively involved in finding ways to fund our schools. As a collective, we have the power to make change!

*Our next bargaining date is October 25. Make sure you wear your OGEA shirt in support of bargaining.*

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)).

Bob Prola -- Bargaining Chair -- Ledesma [bobprola@gmail.com](mailto: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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