



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

March 31, 2021

We have reached Tentative Agreements for MOUs!

- COVID-19 Safety Consideration While in the Hybrid Learning Instructional Model 2020-2021 School Year
- Hybrid Learning Instructional Model 2020-2021 School Year
- One-Time, Off Schedule Bonus (*Reopener Negotiations 2020-2021*)

Tentative Agreements will be sent out for review as soon as we receive the final copies. These agreements will address the remainder of this school year for transitioning to Phase 2. The schedule for returning to sites will be included in the Hybrid Instructional Model MOU. This is in alignment with the OGSD Board of Trustees approved timeline with preparation time for members to prepare for returning to in-person instruction.

Hybrid Learning Instructional Model Key Agreements

- OGSD will use the AA/BB model of instruction presented at the March 2021 school board meeting.
- Schools will resume for in-person instruction between the hours of 8 am and 12:30 pm.
- OGEA members will have the option to work remotely after in-person student dismissal and when assigned supervision is completed.
- All staff will report to school sites on Monday, Tuesday, Thursday and Friday.
- Wednesdays will remain asynchronous with the morning check-in. Members will have the option to work remotely on Wednesdays.
- Students opting for in-person instruction will be balanced by class group (no more than 13 bodies per primary classroom and 17 bodies per upper grade and intermediate classroom). Students will either attend class on Monday and Tuesday (Cohort A) *OR* they will attend class on Thursday and Friday (Cohort B). They will be on distance learning for the other three days.
- Students remaining on distance learning will have the same amount of synchronous and asynchronous learning time as in-person students.
- Flexibility to design our instruction between 8 am- 12:30 pm to meet the needs of our students who are in-person and on distance learning.
- Intermediate schools will have a 15 minute passing period between classes.
- Open House is canceled for the 2020-2021 school year.



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Special Education Key Agreements

- TK-8 SDC Categorical classes will have EITHER a Cohort A or Cohort B model with two days in person, Wednesday will remain asynchronous, and the remaining days on distance learning.
- TK-6 SDC Non-Categorical classes will have EITHER Cohort A or Cohort B model with two days in person, Wednesday will remain asynchronous, and the remaining days on distance learning.
- Intermediate School Non-Categorical SDC classes will follow the same schedule as their General Education peers with the AA/BB model.
- To the extent possible, in-person SDC students shall be dropped off at the same time in order to have a common start time.
- Support providers will conduct services via virtual platforms as appropriate, given the student's needs.
- SDC Preschool will remain on distance learning.

**Thank you to OGEA SpEd members who participated in our listening group. Special thanks to Cindy Paigen (Bernal) and Mindy McCarthy (Parkview) for consulting with the Bargaining Team.*

Preparation Time:

- The afternoon of the AB Day on April 2 will be dedicated for preparation time for Phase 2.
- The Wednesday, Thursday and Friday prior to the start of your grade span will be asynchronous days with a morning check-in.
 - Return Dates to Sites for Phase 2 preparation:
 - **April 21:** SDC Preschool, TK, K,1 teachers and other non- self-contained educators, including service providers and itinerant teachers
(TK-1st grade students return April 26)
 - **April 28:** Grade 2, 3 teachers
(2nd-3rd grade students return May 3)
 - **May 5:** Grade 4, 5, 6, 7, 8 teachers
(4th-6th, 8th grade students return May 10)



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Safety Consideration Key Agreements

We finalized a strong safety agreement that addresses:

- Ability to enforce CDC and CA Dept of Health guidelines for schools via grievance.
- PPE & Mandatory Masks
- Sanitation & Disinfection
- Ventilation and Filtration
- Physical Distancing
- Limits on Visitors
- Continuation of Virtual meetings
- Self-screening protocols
- Communication (Leaves, protocols, resources, updates)
- Leaves for vaccinations, quarantine and isolation

Compensation Key Agreements

- Unit members will receive a one time stipend of \$500 for supplies and materials to support in-person instruction.
- Unit members will receive a one-time, off-schedule bonus payment in the amount equal to four percent (4.0%) of the employee's 2020-21 base salary.

Next Steps:

1. OGEA Executive Board approval
2. Rep Council Meeting
3. General Membership Informational Meetings
4. Ratification of MOUs

If you have questions, comments, suggestions, or concerns, please contact the Bargaining Team at ogebargaining@gmail.com or our OGEA President, Maripaz Berlin at president@ogea.org.

Bob Prola -- Bargaining Chair and Vice President -- Ledesma

Jasmin Miguel -- Bernal

Belinda Lew -- Itinerant Speech

Lindsey Munoz -- District Nurse

Kellee Humphrey -- Davis

Angie Hernandez -- Del Roble

Adia Hoag -- CTA Staff



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PHASE 2

Certificated Work day: 7:45-3:30		
	Elementary	Intermediate
Monday, Tuesday, Thursday, Friday	8:00-12:30 instruction (recess breaks included) <i>Remaining part of the day:</i> <ul style="list-style-type: none"> preparation/planning tiered re-engagement strategies/parent outreach small group/individual academic supports 	8:00-12:30 instruction (recess breaks included) <i>Remaining part of the day:</i> <ul style="list-style-type: none"> preparation/planning tiered re-engagement strategies/parent outreach small group/individual academic supports
Wednesday	1 hour staff meeting 1 hour professional development (1x/month is site-directed) <i>Remaining part of the day:</i> <ul style="list-style-type: none"> preparation/planning tiered re-engagement strategies/parent outreach small group/individual academic supports <i>Live interaction / check-in with students & students engage in asynchronous learning according to this MOU</i>	1 hour staff meeting 1 hour professional development (1x/month is site-directed) <i>Remaining part of the day:</i> <ul style="list-style-type: none"> preparation/planning tiered re-engagement strategies/parent outreach small group/individual academic supports <i>Live interaction / check-in with students & students engage in asynchronous learning according to this MOU</i>
Totals per week:	Staff meeting: 1 hour Professional development: 1 hour <i>Remaining time outside of instruction:</i> <ul style="list-style-type: none"> preparation/planning tiered re-engagement strategies/parent outreach small group/individual academic supports 	Staff meeting: 1 hour Professional development: 1 hour <i>Remaining time outside of instruction:</i> <ul style="list-style-type: none"> preparation/planning tiered re-engagement strategies/parent outreach small group/individual academic supports



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