

OAK GROVE TEACHERS HEADING TOWARD STRIKE

District management still has not presented a reasonable offer on salary and benefits to teachers

- Contract negotiations between Oak Grove teachers and district management halted in a bargaining impasse on October 17
- Management says they cannot afford a raise due to financial uncertainty, but our review shows they can afford to pay a 6% raise without jeopardizing stability if they change their spending priorities
- Currently Oak Grove School District ranks 31 out of 33 school districts in Santa Clara County for starting teacher pay
- According to Zillow, average rent in San Jose is \$3112 per month, representing more than 50% of a new teacher's take home pay
- Oak Grove School District ranks 30 out of 33 school districts for maximum teacher salaries
- Management's healthcare decisions have cost Oak Grove teachers hundreds of dollars more per month out of our paychecks compared to three years ago
- Management has been using charts with incomplete and misleading information to tell the public that the pay in OGSD is competitive. It's not.
- OGSD management needs to be able to recruit and retain educators in one of the most expensive places to live in the country. Their current proposal would keep us at the bottom
- Most similarly funded districts in the county have figured out how to make teachers a bigger priority in their annual budgets. Why can't Oak Grove?
- Oak Grove management can end the risk of a strike at any time by making a reasonable salary offer that values the work we do teaching your children every day



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OAK GROVE TEACHERS PRIORITIZE STUDENTS