



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

This MOU between Oak Grove School District (OGSD) and Oak Grove Educators Association (OGEA) applies to the 2021-2022 school year only. The purpose of this MOU is to address the temporary shortage of instructional assistants, which has resulted in a grievance over article 15.8 of the OGEA contract.

1. OGSD and OGEA agree that every effort shall be made to follow the OGEA contract and adequately staff all special education classrooms with qualified instructional assistants.
2. OGSD agrees to continue efforts to recruit and retain qualified instructional assistants.
3. All site administrators who have SDC classes will follow the [attached District protocol](#), similar to the settlement of the Sakamoto grievance, which outlines how substitute instructional assistant positions shall be filled at each school site. (Level 1 response sent from Principal Zavala to settle the Sakamoto grievance, dated 10/13/21)
4. In the event that these steps fail to procure a substitute instructional assistant for a class, the SDC teacher will be compensated at the rate of \$50 per hour for the amount of time that they are completely alone without an instructional assistant.
5. Nothing in this MOU shall be considered precedent setting for future school years.



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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6. This agreement will expire on June 30, 2022 unless the parties mutually agree to extend it.

For Oak Grove School District:

Ivan Chaidez -- Assistant Superintendent

11/30/2021

Date

For Oak Grove Educators Association:

Maripaz Berlin -- OGEA President

11.29.2021

Date

Bob Prola -- OGEA Vice President

11/29/2021

Date



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