

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE OAK GROVE SCHOOL DISTRICT
and
OAK GROVE EDUCATORS ASSOCIATION**

**Regarding Article 15 of the 2025-2027 OGEA Collective Bargaining Agreement
March 23, 2026**

This Memorandum of Understanding (“MOU”) is entered into by and between the Oak Grove School District (“District”) and the Oak Grove Educators Association (“OGEA”) pursuant to the terms described below.

RECITALS

WHEREAS, on February 12, 2026 the Board of Trustees approved the District and the OGEA tentative agreements on Articles 1 (Preamble and Recognition), 8 (Leaves), 10 (Evaluation Procedures), 11 (Transfer, Assignment, Reassignment, and Exchanges), 12 (Compensation), 13 (Health and Welfare Benefits), 14 (Hours of Employment), 15 (Class Size and Staffing Ratios), 16 (Safety Conditions), as well as the Tentative Agreement reached on December 10, 2025 following mediation for 2025-2027.;

WHEREAS, the approved contract added new language regarding Article 15.9.2 Mainstreamed Students Counted;

WHEREAS, on March 2, 2026, the District and OGEA met and conferred regarding the details of implementation of Article 15.9.2;

WHEREAS, mainstreaming is defined as the practice of placing students with disabilities in general education classroom activities so that they can learn alongside nondisabled peers

WHEREAS, inclusion is defined as the total integration of students with disabilities into the general education program with special support and without an additional assignment to any special day class for students with disabilities.

NOW THEREFORE AND IN CONSIDERATION OF THE ABOVE, IT IS AGREED AS FOLLOWS:

1. Mainstreaming: After the District and OGEA evaluated the spirit of what was discussed regarding Article 15.9.2 at the bargaining table, the District and OGEA

have determined that students mainstreamed into classroom for any portion of the day will not cause the class to exceed current class size maximums of the contract. English language arts (ELA), math, history-social studies, English language development (ELD) or science class time will maintain the ratio as set forth in the contract. Students mainstreamed into classrooms for Physical Education (PE), library time, read aloud, art, music or drama are not subject to the class size maximum but shall not exceed 5 students above the class size maximum.

2. Rotation of Vacancy: If different students mainstream for different parts of the day (ie. one student mainstreams for ELA and a different student mainstreams for science), the students will only count towards the class size maximum for the time they are present in the general education classroom. Thus, the class size maximum holds true at *any given time* during the day, not in total.

3. Timeline of Implementation: The District and OGEA agree that restructuring of classes is not feasible in the middle of the school year outside of the reorganization timeline. The District and OGEA agree that mainstreaming minutes already identified and existing in a student's Individualized Education Plan (IEP) cannot be altered unilaterally without an IEP meeting. After conferring with OGEA, the District will assess which general education classrooms currently have students mainstreaming in English language arts (ELA), math, history-social studies, English language development (ELD) or science above the current class size maximum. The District and OGEA agree that students' mainstreaming minutes cannot be reduced, but teachers over the current class size maximum will receive a monthly stipend of \$10 per day per student mainstreaming above their class size maximum in English language arts (ELA), math, history-social studies, English language development (ELD) or science class time for the 2025-26 school year.

4. No Past Practice: The parties agree that the terms of this Agreement shall not constitute a past practice or be deemed precedential, but are solely due to the unique circumstances of this matter.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date on which it is signed below, by a party or party representative. The terms of this Agreement expire on June 30, 2026.

FOR THE DISTRICT

Dated: 04/02/2026



Amy Boles
Assistant Superintendent, Human Resources

FOR OGEA:

04/02/2026
Dated: _____


[Luis Velasquez \(Apr 2, 2026 10:06:36 PDT\)](#)

Luis Velasquez, President

Dated: 04/03/2026


[Robert Prola \(Apr 3, 2026 14:46:55 PDT\)](#)
Robert Prola, Bargaining Chair












Mainstream Article Agreement

Final Audit Report

2026-04-03


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