



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

January 9, 2022

Superintendent José Manzo, Board President Carla Hernandez,
CC: Trustees Beija Gonzalez, Tami Moore, Nancy Yue, Jorge Pacheco, Jr.
6578 Santa Teresa Blvd
San Jose, CA 95119

Dear Superintendent José Manzo and Board President Carla Hernandez:

We acknowledge that Oak Grove School District is in a challenging scenario due to the highly contagious spread of the Omicron variant of Covid-19. OGSD has taken some positive steps such as distributing at-home testing kits and increasing testing sites and temporarily pausing in-person meetings. However, the first week back from Winter Break has exposed quite a few glaring weaknesses in the Oak Grove School District's Covid-19 response. As you may know, many districts have temporarily gone virtual due to the recent surge of the omicron variant. A few districts have even experienced labor actions as a result of disagreements over the safety of staff and students. In-person instruction is something that OGEA members are dedicated to continuing, but the shortcomings of OGSD's Covid-19 response are a threat to in-person instruction.

With that in mind, it is necessary to point out some of the inadequacies that Oak Grove School District needs to address immediately. The safety of students and staff needs to be the number one priority at this time. We are asking you to immediately address these issues:

- Testing:
 - Students and staff need additional access to free testing.
 - The 3:40 pm time when testing closes is not adequate to meet staff or family needs.
 - Testing should be open 5 days per-week until at least 5:00 at more than one site per day.
 - Testing procedures need to be efficiently run so that students and staff can get processed in a more timely manner, i.e., separate lines for students and staff.
 - When staff are close contacts, they need to be consistently tested along with their students each and every time.
 - At-home testing kits need to be made more widely available for surveillance testing of students, families, staff and the families of staff members.
- Communication:
 - Direct notification to the classroom teacher regarding when students are cleared to return to class from quarantine and who authorized the return.
 - Consistent notification of close contacts need to be consistent to ALL close contacts, students, teachers, IAs, Service Providers, etc.
 - Communication to families needs to be improved so that families and staff know exactly when quarantine is finished, when testing needs to be done and any other circumstances that affect quarantine.
 - Frequent and clear communication to the Oak Grove Community regarding the changes to testing, masks, timelines, etc.



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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- Frequent and clear communication to staff and student families when there are changes to the testing site times and locations.
- Clear communication about how to report test results for both OGSD staff and students and to whom to report the test results to in a timely manner at a site or District level.
- Making sure our OGSD community is aware that testing is ONLY for OGSD students and staff so that the resources make them the priority.
- Have links/flyers available to families (other than students) of where they can get tested in nearby locations.
- Hepa Filters: The Oak Grove School Board told district management to supply each classroom with a HEPA filter during the December board meeting. This has not been done and no communication has gone out to staff or families about the status of this. Give us the timeline for when these will be delivered.
- Masks: Oak Grove School District needs to increase its supply of KN95 and N95 masks so that all staff have access. If staff get sick, the cost in substitutes, workman's compensation claims and lost instruction will far outweigh the additional expense of high quality masks.
- Vaccinations: Oak Grove School District should be hosting pop-up clinics after school and on weekends at school sites. Improving vaccination rates of students and booster availability to staff should be a top priority.
- School Nurses: Oak Grove School District should have a minimum of 3 full-time school nurses employed, one for each learning community. Currently there are only 1.5 positions filled. Staffing levels should immediately be increased.

OGEA educators have risen to the challenge of teaching in this extremely stressful and disturbing environment for the last 2 years. We understand the difficulties of navigating an entire district to have safety protocols and still maintaining positive learning and teaching environments. We are placing the safety and well-being of students at the top of our priorities. Our expectation is that we will be supported in this endeavor. If staff are unable or unwilling to show up to work due to sickness, quarantine or work stoppage, then our schools will be forced to close. Similarly, if parents lose confidence in the ability of our schools to keep their children healthy and safe, schools will be forced to shut down.

We are demanding that Oak Grove School District immediately address these issues for the health and safety of all in our community.

Sincerely,

OGEA Executive Board
Maripaz Berlin, President
Robert Prola, Vice President
Rebecca Munson, Treasurer
Kirat Sachdev, Secretary
Skye Johnson, Parliamentarian



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