



## 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](http://www.ogea.org)

---

### Bargaining Update

April 18, 2019

Your OGEA bargaining team met with the District today to present a few of our proposals.

#### **Discussion on Compensation:**

We discussed compensation with the District today. The governor's proposed budget contains a COLA (cost of living adjustment) of 3.46%. This will result in an increase in funding for school districts. Since OGEA members did not receive the COLA for this school year, we are asking the District what they plan on bringing to the table for salary for next year. The District would like to wait for the May revise of the governor's budget and Laura Phan's presentation to OGEA before discussing compensation. We will monitor the Governor's May revision of the state budget and the financial health of the District before making a salary demand.

#### **School Closure Moratorium:**

We proposed a moratorium on school closures for the next three years. The District expressed that closing more schools was a low priority, but they were hesitant about agreeing to this. We may survey you, as OGEA members, about this issue in the near future. This could be difficult to get an agreement on. Therefore, we need to understand how concerned you are about this issue.

#### **Article 11: Transfers**

We asked to extend the date to April 1st to turn in the Transfer Request Form, as well as, having support for involuntary transfers with packing and moving. The District wants to have further discussion on this issue.

#### **Article 16: Safety Conditions**

Special Education is an area of special interest to OGEA and we proposed language around safety concerns of students and staff. We would like a clear process for teachers to report safety concerns when working with special education students. We did not get any immediate feedback from the District, but they will look into our concerns.



---

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.



## 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](http://www.ogea.org)

---

### Article 14 Hours of Employment

- We proposed a defined work day for school nurses which includes a lunch break.
- We had a robust discussion around limits on what a flexible work day can be for teachers not in a regular teaching position. We feel that there should be protection for the right of an OGEA member on special assignment to mutually agree to their start and end times; placing limitations to protect us from unreasonable expectations.
- There was a discussion about moving teachers from temporary status to probationary status. The District feels we need further discussion of this.
- We proposed limits on the amount of hours per year for adjunct duties. The District expressed concerns about setting limits.
- At the intermediate school level, we proposed placing the collaboration/case work period for special education teachers into the contract.
- At the elementary school level, we proposed to change the pilot program for SDC teachers holding IEP meetings into preparation time for SDC teachers. The District is concerned about the cost of this.
- Finally, we discussed ways to allow for teacher feedback on the school year calendar before it gets adopted by the board.

No agreements were reached on any articles of the contract today.

Our next bargaining date is May 3. Don't forget to wear your black "Unity Is Power" shirts on bargaining days.

If you have any questions, please speak with a member of your OGEA bargaining team, or your president, Dominic Rizzi ([president@ogea.org](mailto:president@ogea.org)).

Bob Prola -- Bargaining Chair -- Ledesma [bobprola@gmail.com](mailto:bobprola@gmail.com)

Jasmin Miguel -- Bernal

Kellee Humphrey -- Baldwin

Angie Hernandez -- Del Roble

Aveneir Guevarra -- Bernal

Belinda Lew -- Itinerant Speech

Allyson Schweifler -- CTA Staff



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.