



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

Bargaining Update

September 11, 2019

Your OGEA Bargaining Team met with the District today for negotiations and very little progress was made towards a tentative agreement.



Red Flags

- ***OGSD recently had their budget rejected by Santa Clara County.***
 - The District included a Parcel Tax, that has *not yet* been presented for voter approval, in order to balance their books for the next projected 3 years.
 - According to the District Team, they intend to put the Parcel Tax on the March 2020 ballot.
- *As a result of this failure to balance the budget, the District is now considering cuts that will directly impact our students and US as employees.*
 - Cuts of at least 3.4 million from the current budget.
 - Potential cuts are being discussed at the September 12 Board meeting.
- There is a real concern about how OGSD will be able to recruit and retain high quality staff.
- How will OGSD be able to continue offering high quality education for all of our students? We need to retain our student population and improve educational opportunities.

WHAT NEXT?

- A Parcel Tax is needed in OGSD and we should all support it. However, the underlying budget problems will still need to be addressed.
- We will continue to hold discussions with the District around salary, benefits, class size and hours of employment.
- All of us, as OGEA members, need to stand up and demand to know who is being held accountable for the District's continued deficit spending and the current crisis.



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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- Most Districts in Santa Clara County are experiencing declining enrollment, yet OGSD is experiencing huge budget deficits that others have avoided.
 - We need to demand that OGSD solve this problem in the least impactful way to our students.
- As OGSD considers cuts that will directly impact students, we need to demand that equivalent cuts are made to management.
- As a collective unit, we need to organize and demand that any cuts made should be made as far from students as possible.
- We need to organize and demand that the District does not balance their books on the backs of us or our students.
- It is time to attend School Board meetings and hold the District administration accountable to fix this mess.
- Continue to stay engaged in the bargaining process and organizing actions.
 - You will likely be asked to begin contacting District administrators and Board members.
 - Make sure you do your part.
 - We are all in this together; and all of us are affected by the bargaining process.

We will meet with the District again on Wednesday, September 25th.

Wear your new OGEA shirts and buttons on bargaining days, in solidarity. We must organize around acquiring a fair contract, and protecting our members and students.

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

Bob Prola -- Bargaining Chair -- Ledesma bobprola@gmail.com

Jasmin Miguel -- Bernal

Aveneir Guevarra -- Bernal

Kellee Humphrey -- Baldwin

Belinda Lew -- Itinerant Speech

Angie Hernandez -- Del Roble

Allyson Schweifler -- CTA Staff



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