



## **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)

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### **Bargaining Update**

**May 31, 2019**

Your OGEA Bargaining Team met with the District today. We discussed a large number of topics during a long day of bargaining. Negotiations will need to continue in the fall.

#### **Temporary Teachers**

OGEA made a data request asking for the education code and funding source that authorizes all temporary contracts in the District. Our goal is to find out if the District is following the law with the number of temporary contracts they have. If not, they may need to convert some of them to probationary status.

#### **RSP Substitute Teaching**

It has come to our attention that some RSP teachers have been asked to substitute this year. This presents a problem as their students are not receiving special education services when this happens. There was an agreement signed in 2014 that limits the number of days they can be asked to sub to 4 days with compensation. The District acknowledged that this is still valid and agreed to put this language in the contract so our RSP teachers and principals can refer to it quickly.

#### **Budget**

We spoke with Laura Phan, the CBO, about the state of the District's budget. OGSD continues to run a structural budget deficit. As with other districts in Santa Clara County, OGSD continues to have a problem with declining enrollment. There is additional money coming from the state in the form of a Cost of Living Adjustment of 3.26% and some STRS relief, but it isn't enough to offset the challenges faced.

#### **Article 12: Compensation**

- The District countered our compensation proposal.
- We had proposed a Cost of Living Increase of 3.26% ongoing money to match what is coming from the state. The District offered 3.26% as a one year only, off-schedule bonus.
- We expressed our concerns over one time money given the ongoing cost of living increases associated with living in Santa Clara County.
- The District proposed turning this into an ongoing increase if a parcel tax passes. We advised them that, as of right now, no parcel tax is on an upcoming ballot. We will monitor this to see if it happens.
- The District rejected the idea of a separate salary schedule for speech therapists.
- There was discussion about expanding the special education stipend to include more special educators. There was not an agreement about who this includes.
- The District rejected the idea of limiting how late an IEP meeting can start. They believe it is unnecessary.
- OGEA presented data from comparable districts who have made salary settlements despite declining enrollment.



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### Article 13: Benefits

The District stated that they will not be able to offer any money towards benefits. We reminded them that we do not yet know what the benefits increase will be for next year. We will be unable to settle without this knowledge. We expect to have more information after next week's benefits committee meeting.

### Article 14: Hours of Employment

The District rejected several of our proposals around SDC release time, Jr. High SDC case work periods, adjunct duties, and substitute teaching for TOSAs. They also proposed eliminating the pilot program for SDC IEPs. We expressed our concern that many of these are no or low cost proposals. We will need a better offer to reach an agreement.

### Article 16: Safety

We reached a conceptual agreement on creating a sub-committee that will make recommendations on how to improve the way safety concerns in special education are reported. We are close to a tentative agreement on this.

### School Closure Moratorium

The District feels that this does not belong in the contract. However, the School Board is willing to consider a resolution if we bring one to them. This seems to be a reasonable compromise.

### Article 15: Class Size

We are awaiting a response to our class size and caseload proposals. We will be unable to settle without this.

### SDC Autism Program

The district confirmed that they intend to remove an instructional assistant from our severely handicapped autism classes. For quite a few years they have had the benefit of an extra IA to support them. We expressed our concern about this reduction in services to our most severe students. The District responded that they have the right to do this.

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)).

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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.