



## 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

October 25, 2019

#### Tentative Agreements Reached!

Your OGEA Bargaining Team met with the District Management today. We reached tentative agreements in all areas. The tentative agreements will soon be sent to school sites for membership review.

OGEA is a democratic organization and all tentative agreements will need to be ratified by members through a vote. Please make sure you take the time to read the tentative agreements before voting. A date will be set in the near future to have an informational membership meeting that you should consider attending to seek clarification and ask questions.

Tentative Agreements reached:

1. Article 6: Association Rights
2. Article 8: Leaves
3. Article 11: Transfers
4. Article 12: Compensation
5. Article 13: Benefits
6. Article 14: Hours of Employment
7. Article 15: Class Size
  - a. MOU for Virtual Learning Academy signed
8. Safety MOU for SPED safety signed (from Article 16)
9. Article 17: Organizational Security
10. Article 22: Misc. Provisions

Please review the October 10th Bargaining Update for specifics about these agreements.

*Your OGEA Bargaining Team recommends a "Yes" vote on these agreements.*

#### **Next Steps:**

- 1) Review tentative agreements carefully and ask for clarification.
- 2) Ratification vote on tentative agreements.
- 3) If ratified, the school board needs to approve the agreements.



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)

---

### Rationale:

In this agreement, our attempt was to get as close as possible to COLA to offset the rising costs of living, along with increasing medical costs and have some remaining to give management the opportunity to make sensible decisions in efforts to balance the budget. This is a contract which puts students first with numerous improvements to student services.

It is now incumbent upon all of us, as OGEA members, to begin organizing around aiding in solving the budget crisis in Oak Grove. We will need to monitor, stay informed and give feedback on any cuts that are proposed in our district. We will continue to put students first by advocating when and where cuts should be made; we must let management know where we stand. We need to organize around the LCAP process each year to make sure it accurately reflects what we, as educators, know are student centered priorities.

Solving the budget crisis includes making sure our district increases the amount of revenue it brings in, including active support of a **parcel tax in February and March of 2020**. We must be proactive in helping to solve the budget problems facing our district. This includes knocking on doors, passing out fliers and making phone calls to bring in the revenue our students need and deserve.

Additionally, CTA will be promoting the **Schools and Communities First initiative in November 2020** to bring in billions of dollars to public education in California. All of us should get actively involved in finding ways to fund our schools.

As an educator's union, we have the power to make positive change in our district!

If you have any questions, please speak with a member of the 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

Avenair 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.