



OEA Bargaining Update

Quality Schools = Better Lives

Bargaining Update #18

May 18, 2018

OEA BARGAINING TEAM DECLARES IMPASSE! We're Not Going to Take It -- Anymore.

After 18 long months, 30 all-day sessions totaling almost 200 hours of negotiations, your OEA Bargaining Team has determined that no further movement is possible between the parties at this time. Your OEA Bargaining Team has informed the Public Employees Relation Board that we declare impasse. Impasse is invoked when there is a deadlock in bargaining.

THE ROAD TO IMPASSE:

There are four components that OEA finds essential to any successor agreement: Article 10 (Hours of Work), Article 15 and 21 (Class Size/Specialized Caseloads), and Article 24 (Compensation). We are far apart on each of these four articles.

Article	OEA	OUSD
Article 10: Hours of Work	Fewer Extra Duty Hours Designate a monthly Minimum Day for extra duty/prep work \$50 hourly rate 3 staffed preps, 4 staffed preps for combo teachers	20 extra duty hours added to duty year \$29 hourly rate Remove 8am to 3:45pm school day parameter
Article 15: Class Size	Phase in class size reductions over two years of one student per year Double class size reductions at schools with 80% or higher unduplicated pupil percentage (per LCFF) Greater combo class supports Maintain SDC class sizes as	Increase SDC class size to 15 (from 13) for mild/moderate Increase SDC class size to 12 (from 10) for moderate/severe Reduce PE class size to 50 (from 52) Lowering Fine Arts class size to 29 to match Crafts

	<p>hard caps</p> <p>SDC inclusion students count as two students in general ed. classes</p>																					
Article 21: Specialized Caseloads	<p>Phase in caseload reductions for all counselors, nurses, psychologists, speech therapists, and resource specialists over two years</p> <p>2018-2019</p> <table><tr><td>counselors</td><td>1:550</td></tr><tr><td>nurses</td><td>1:1250</td></tr><tr><td>psychs</td><td>1:700</td></tr><tr><td>speech therapists</td><td>1:50</td></tr><tr><td>RS</td><td>1:27</td></tr></table> <p>2019-2020</p> <table><tr><td>counselors</td><td>1:500</td></tr><tr><td>nurses</td><td>1:1150</td></tr><tr><td>psychs</td><td>1:700</td></tr><tr><td>speech therapists</td><td>1:45</td></tr><tr><td>RS</td><td>1:26</td></tr></table> <p>Definition of Inclusion Specialist position.</p> <p>Defined supports for Newcomer programs</p>	counselors	1:550	nurses	1:1250	psychs	1:700	speech therapists	1:50	RS	1:27	counselors	1:500	nurses	1:1150	psychs	1:700	speech therapists	1:45	RS	1:26	<p>No changes in caseloads or supports. “Inclusive Practices” to replace “Full Inclusion” language.</p> <p>Nothing for Newcomers.</p>
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Article 24: Compensation

2017-2018	3%
2018-2019	4% (1% from G1)
2019-2020	5%

Substitutes

Current three tiered substitute pay tied to salary schedule starting at \$187 daily (75% of Column 1, Step 1), 85%, 100%

2017-2018	0%
2018-2019	0.5% on salary schedule in January 2019 from G1 1.5% Bonus from G1 and Extra Duty Hours
2019-2020	0.5% salary on schedule in Jan '20 1.0% Bonus from G1 and Extra Duty Hours

TOTAL \$ FOR 2017-2020

Outside of G1 funds, generously contributed by Oakland voters, the District is offering a **NET Decrease in Pay** of 1% (0.5% bonus offset by 1.5% more yearly duty hours).

Substitutes

Substitute pay lowered in packaging from \$187 to \$150 daily rate.

STEPS AT IMPASSE AND BEYOND (with the caveat that negotiations can continue and a tentative agreement between Union and District could be reached at any point in this process):

- **Impasse Declaration:** Upon receipt by Public Employment Relations Board (PERB), a mediator must be appointed.
- **PERB Mediation:** Mediator meets with both parties, and if unable to mediate an agreement, can release parties to fact-finding.
- **Fact-Finding Appointment:** Three-person panel, one selected by Union, one by District, and one neutral, either mutually-agreed, or selected by PERB
- **Fact-Finding Hearing:** Meetings with both parties, inquiries or investigations, hearings, and/or other steps as appropriate.
- **Fact-Finding Decision:** Recommended settlement terms are advisory only.
- **Fact-Finding Report:** Privately to both parties to provide opportunity for corrections, and then publicly.
- **Post Fact-Finding Public Report:** Union is strike legal; District can impose its “last, best, and final offer.”

Bargaining Sessions
12/7/16, 1/24/17, 1/31/17, 2/6/17, 2/27/17, 3/8/17, 3/15/17, 3/28/17, 4/17/17, 5/4/17, 5/15/17, 6/3/17, 10/9/17, 10/23/17, 11/6/17, 12/17/17, 1/24/18, 2/26/18, 3/12/18, 3/19/18, 3/26/18, 4/16/18, 4/23/18, 4/30/18, 5/14/18, 5/18/18

YOUR OEA BARGAINING TEAM:

Dennis Nelson, Chair, Home Instruction, PEC
Lusa Lai, Second Grade, Lincoln
Mark Fisher, Second Grade, Fruitvale
Doug Appel, CTA Staff, Emeritus

Katherine Gibson, TK, Greenleaf TK-8
Patricia Segura, Newcomer TSA, Fremont High
Amy Dellefield, Social Studies/Sports Coach, Oakland High
Trish Gorham, ex officio member, OEA President