

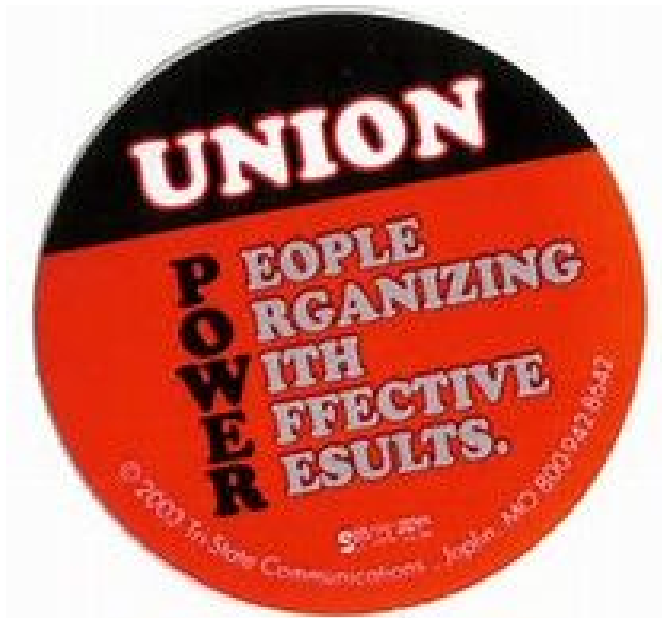


OEA Bargaining Update

Quality Schools = Better Lives

Bargaining Update #7

August 31, 2017



Bargaining Chips

- **AUGUST PAY FOR AUGUST**

WORK: It has been a shock to many new hires to the district that they would go without any compensation until September 30. This is an undue hardship that your OEA Bargaining Team addressed in the calendar MOU. New hires (who began service on August 16 or before and had all paperwork completed) will be receiving the first ever District paycheck for

August work, paid out on September 15, 2017. The amount will be approximately half of their September warrant with the remaining half paid on September 30. There are changes in deductions between the 2 checks, so there will be some differences. More details to follow.

With the approval of the three-year calendar by the OUSD School Board, all OEA members will receive a full August paycheck on August 31, 2018, the first of 10 monthly checks for an August-May school year.

- **EXTRA SITE DAY:** Did you take advantage of that extra site .5 work day on Thursday the 17th to get your classrooms ready for students? Did you get to use your .5 collaboration time? It was brought to you through member advocacy and bargaining team negotiations in finalizing the calendar.

- **EVALUATION REGRESSION:** Your OEA Team negotiated tirelessly through June in an effort to fashion a new MOU to continue the Teacher Growth and Evaluation System (TGDS) into 2017-18 while endeavoring to reach tentative agreement on Article 13: Evaluation. We listened to our members at large and on the TGDS Joint Sub-Committee in insisting upon specific language for clearly-defined training of evaluatees, evaluators, and a sufficient pool of alternate observers. We advocated for procedural and time-line safeguards, automatic appeals, and confidentiality. In the end, the District desired a more lean TGDS, in name only, form without substance, evaluation without earmarked resources for teacher growth. When queried repeatedly in bargaining sessions and TGDS subcommittee meetings, District representatives assured your OEA representatives that there was sufficient funding to provide a robust TGDS that both parties ostensibly wanted. Yet their MOU proposals hedged on any meaningful commitment of resources. As Interim Superintendent Devin Dillon told the OUSD School Board: TGDS is just too expensive. With the sunseting of the TGDS MOU covering 2016-17, we have reverted to the previously negotiated evaluation system based on the California Standards for the Teaching Profession.

As a result of reverting to the negotiated system, a lot of confusion exists. Please look for more information on the evaluation system by both OEA and OUSD in the next 2 weeks. There are a lot of questions that still need to be answered.

- **BARGAINING TEAM MEETINGS.** Your OEA Bargaining Team met on August 22nd to prepare for the coming year. We will be meeting every Thursday starting September 7th.

YOUR OEA BARGAINING TEAM:

Dennis Nelson, Chair, Home Instruction, PEC

Lusa Lai, Second Grade, Lincoln

Mark Fisher, Second Grade, Fruitvale

Doug Appel, CTA Staff

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