



OEA Bargaining Update

Quality Schools = Better Lives

Bargaining Update #6

May 23, 2017

Share Your Voice with Your OEA Bargaining Team!

We continue to seek ways for timely, on-going communications with the membership. To that end, we will send a weekly survey question to the members. The questions will revolve around upcoming or current bargaining articles. Please make sure to answer the

Bargaining Question of the Week!

Bargaining Team Q5: Many of our highest needs school have the highest teacher turnover. What is the best way to attract and retain teachers in such schools?

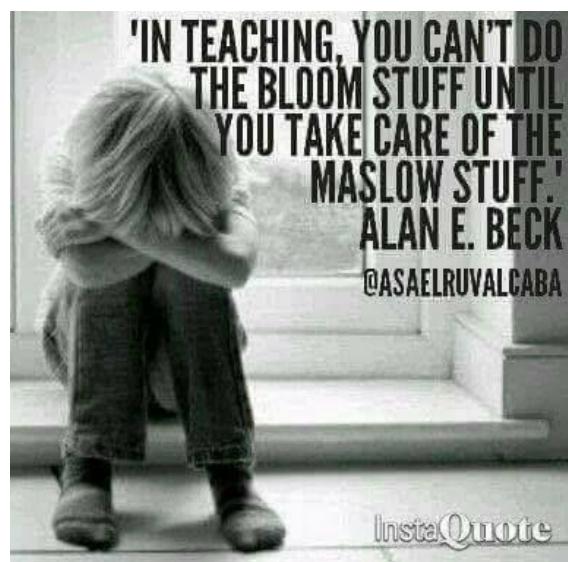
| 1 = Most Effective: Smaller classes ranked the highest, Increased support personnel the lowest. | | |
|---|---------------------|---------------|
| Answer | Number of Responses | Ranking Score |
| Supportive leadership | 320 | 2.8 |
| Increased Pay | 320 | 2.6 |
| Smaller classes | 320 | 2.4 |
| Additional prep time in the duty day | 320 | 3.5 |
| Increased support personnel (counselors, psychologists, etc.) | 320 | 3.7 |

[Link to Comments](#)

Bargaining Team Q8: Do you feel your school is a safe place of learning for you and your students?

| Answer | Number of Responses | Response Ratio |
|------------------|---------------------|----------------|
| MOST OF THE TIME | 192 | 59.4% |
| SOMETIMES | 102 | 31.5% |
| RARELY | 28 | 8.6% |
| No Responses | 1 | <1% |
| | 323 | 100% |

[Link to Comments](#)



Teacher Growth and Development System (TGDS)

The current TGDS pilot program is set to expire on June 30, 2017. OUSD insists that, per Ed. Code, they need to apply a system of evaluation that allows for the final evaluation to be placed in evaluatees' personnel records. **If a new evaluation pilot is not negotiated by June 30th, the evaluation system will revert to the previous evaluation system based on the Stull Bill.**

At this point, these are our options:

- a) Revert back to the old evaluation system [Link to old evaluation scoring sheet](#).
- b) Sign an MOU with the district that implements TGDS as the evaluation system **only** for the 2017-2018 school year. A final version of TGDS is still subject to negotiations and has to be presented to membership for ratification as part of a Tentative Agreement. [Link to current TGDS Handbook](#)

Your Bargaining Team has agreed to meet with the district Bargaining Team to see if an TGDS MOU can be developed.

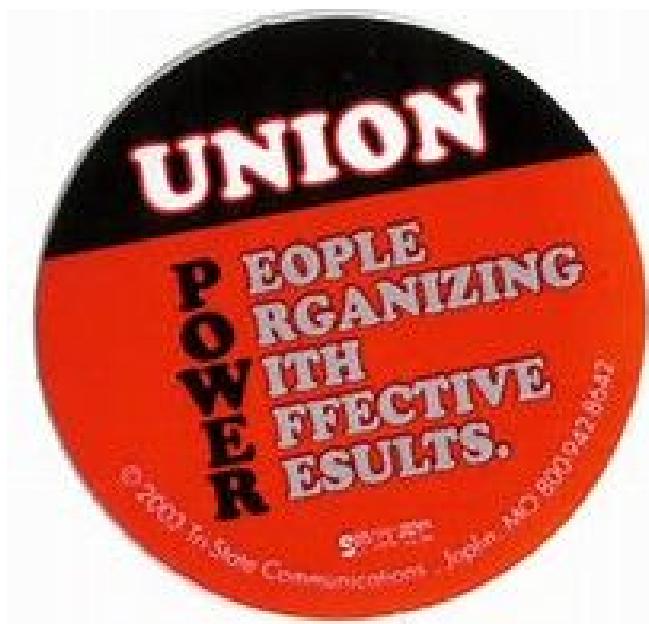
Below are your Bargaining Team's critical considerations in deciding whether to agree to an MOU for 2017-2018:

- Only members in their 2 year cycle and probationary teachers will be evaluated.
- Certain categories of membership (e.g. Special Education, Nurses, ECE, Counselors) will continue to develop and use specialized rubrics as a pilot. Final evaluation will not be placed in personnel files without permission in 2017-2018.
- Sufficient pool of Certified Alternative Observers.
- Uniform guidelines for selection of AOs
- Systematic training, within designated timelines, for admin, AO and teacher to fully understand the expectations of TGDS
- Extended deadlines for implementation in 2017-18 school year
- Having an option for members to opt for a different Alternative Observer, in addition to a different Primary Evaluator
- Ensuring Teach Boost confidentiality
- Teachers have the ability to reflect and comment on evaluator and AO scripts directly in Teach Boost after each observation
- If the Alternate Observer rates the member higher than the Primary Evaluator, there will be an automatic appeal to the Joint Study Committee
- **Any violation of procedures and timelines agreed to in the MOU will negate an evaluation and prevent its placement in a member's personnel file**
- Generate language for grievance
- PAR Referrals to begin in 2018-19
- PAR to embody its values in providing teachers with support at all levels of tenure

To best represent OEA members, we need your input on the direction we should take in negotiations around an evaluation system. Please make sure to answer the May 30th survey question and plan on meeting with your sites to discuss this bargaining update between Wednesday, May 31st and Friday, June 2nd.

The latest TGDS MOU Draft will be sent to the membership immediately following the close of the June 3 bargaining session.

For a further update and a space to present your perspectives please join the bargaining team at Rep Council on June 5th, 4:15 to 5 pm at Bret Harte middle school, or send us an email at bargaining.oea@gmail.com



Bargaining Chips

- We have reached Tentative Agreement on Article 8 covering Affirmative Action! The District has agreed to create recruitment pipelines to support affirmative action by enlisting classified personnel, substitutes, and community members with relevant life and career experiences in District-paid credential programs. In these uncertain political times, we are proud of adding powerful Education Code Affirmative Action language to the contract, including the elevation of gender identity or expression, and individuals with

disabilities, in balanced hiring reflecting community composition.

- The District has rejected OEA efforts under Article 23 to ensure the same district hiring safeguards around Summer School Employment in order that employees from all sites joining together in a single site summer school will have equitable access to positions.
- OEA has introduced Article 15: Class Size language with reductions in class size across the board, hard caps in Special Day Class programs, and further reductions in class size for combo classes, and at schools with unduplicated pupil percentages in excess of 80%. The District has countered with no change in class size language, and has requested a return to the SDC soft cap numbers of 14/11 from 2016-17 instead of 13/10 as already agreed in the last contract.
- OEA has introduced a “Conceptual Proposal” for Article 24: Compensation, inclusive of seeking the median salary in Alameda County, per diem compensation for extra duties and required paperwork undertaken outside the duty day, and increased pay and benefits for substitute teachers.

Negotiation Proposals

You can track the exchange of written proposals: [Link to Proposals](#)

Our next bargaining team meeting will be May 30th in preparation for an added Bargaining Session with the district on June 3rd regarding the MOU on Article 13: Evaluation.

YOUR OEA BARGAINING TEAM:

Dennis Nelson, Chair, Program Specialist, PEC
Lusa Lai, Second Grade, Lincoln
Mark Fisher, Second Grade, Fruitvale
High
Doug Appel, CTA Staff

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