

NEGOTIATIONS AND BUDGET UPDATE

Since April, the Orinda Education Association (OEA) and the District have engaged in a collaborative negotiations process. The following statement was read publicly at the Board of Trustees meeting on June 3, 2019, by representatives of both OEA and the District:

Process:

The negotiating teams for Orinda Education Association (OEA), California School Employees Association (CSEA) and Orinda Union School District met seven times over the April/May time period. Five full-day sessions occurred with all three groups. The District and CSEA-only held a session May 22, where a tentative agreement was reached-- the process for ratification is moving along at this time. District and OEA-only met on May 30 and created a potential package to consider in a tentative agreement. The general interests, topics, and specific elements of a potential package include:

Topics:

The negotiating teams have covered a range of topics, beginning with a presentation from Teresa Sidrian regarding the current state of District budget and the impact and implications of the May revise from the Governor's budget proposal. Topics included:

- *Compensation and medical benefits*
- *Teaching Hours / Time: Assessments, recess coverage, PD days, job share language, and frequency of staff meetings*
- *Specialist schedules with regard for preparation*
- *Reporting out on the work of the six OEA / District Committees, which met throughout the 2018-19 school year (Evaluation, Units, Assessment, Teacher Support, Elem. Specialists, Prep Time)*

Elements of a Potential Tentative Agreement Package

1. *1% ongoing increase for 2019-20 on salary schedule*
2. *Grey weeks - During the week prior to the end of the trimester/report cards going out, there will be no District professional development or mandatory staff meeting scheduled in order to honor teacher time in preparing report cards*
3. *Alignment of instructional days of 4th and 5th grade teachers to match K-3 schedules during the first 17 days of school year (1:55 dismissal) for purposes of assessment*
4. *Mileage stipends for TOSAs and Specialists (monthly reimbursement is currently allowable and utilized)*
5. *Ongoing committee work with Evaluations and Units on the Salary Schedule will continue. Assessment committee to meet regarding OIS and overall load related to TC-RWP- this Group will report out by Dec. 1st regarding recommendations.*
6. *K-3 "All Early Bird" week, where K-3 teachers would use time for assessments (no change in instructional minutes)*
7. *Making specialists prep time commensurate with other credentialed teachers (120 minutes weekly)*

8. *Meet and greet recognition of time utilized: Consider compensation similar to “Article X: “period sub for another teacher” for meet and greet time exceeding 30 minutes*
9. *Increasing mandatory staff meetings (currently 5x a year to potentially 7-8x with a “floater” meeting for required trainings (e.g. mandated reporter/sexual harassment, health-related)*

Overall, the bargaining units agreed that the negotiation process this year has felt positive, collaborative and productive. Bargaining team members also feel that there was a spirit of mutual respect and partnership in reaching consensus around our shared interests.