

OUSD Summary of Tentative Agreement with OEA

Article 1 Term of Agreement

- A three-year term: 2014-2015, 2015-2016, 2016-2017
- Reopeners in 2015-2016: Article 22 Early Childhood Education Centers
- Reopeners in 2016-2017: Article 13 Performance Evaluation and 25 Peer Assistance and Review (PAR)

Article 2 Recognition

- Recognition of Adult Education Hourly Teachers as part of the OEA Bargaining Unit

Article 10 Hours of Work

- Up to 2 Hours sub coverage for completion of Individualized Education Plans (IEPs)
- Test data to be entered during school day or as part of professional responsibilities
- 30 minute extension of collaboration time for one minimum day per week beginning 2016-17
- Restored language identifying first two Wednesday minimum days and last Wednesday minimum days to be used for member-directed preparation at the Elementary level

Article 12: Assignment/Transfer/Vacancy/Consolidation

- Five phases of hiring and transfer identified - designed to both provide improved support to displaced teachers and allow the District to enter the external hiring market earlier in the year
- Teachers elected to stipended, site-based Personnel Committees will have majority voice in site hiring decisions
- Seniority continues to play a role in placement of consolidated teachers
- Voluntary transfer options will provide real opportunities for teachers to attain different assignments
- Specialized programs defined and positioned to use hiring criteria and affirmation agreements that are relevant to their program
- Creation of Instructional Support Roles as options for placement in some situations

Article 13 Performance Evaluation

- Option of an alternative five-year evaluation cycle for qualified members, which includes options in lieu of formal evaluation.

Article 15: Class Size/Caseloads

- 24-1 site wide average TK-3 at all elementary sites effective 2015-16 school year

- Schools with more than 90% of unduplicated pupil percentage, individual class size guidelines beginning 2016-17 of:
 - TK-K: 24
 - Grades 1-3: 27
 - Grades 4-5: 30
- Special Education class size guidelines that reduce in number over a three year period, and creation of a monthly, District-OEA monitoring process and development of support plans in situations where class sizes and caseloads exceed the guidelines

Article 16 Committees

- Elected Faculty Council-like Special Education Committee.

Article 17 Safety and Security Conditions

- Addresses use of video and/or recording devices in non-classroom areas to enhance school safety

Article 21: Special Services and Specialized Assignments

- BCLAD stipend to be paid to all teachers who hold a BCLAD certification, with no other verification requirements
- Addition of dental and vision benefits to the medical benefits currently provided to STIP Substitute Teachers
- Addition of 6th grade students to the student to counselor ratio calculation (currently grades 7-12)
- Establishment of District-wide, student to counselor ratio of 600:1 for grades 6-12 (currently 700:1 for grades 7-12)
- Two days of release time per year provided to Speech and Language Pathologists (SLP) (none currently offered)
- Reimbursement of particular mandatory professional dues for SLPs (none currently offered)
- Establishment of a monitoring process such that assignment of initial assessments to Resource Specialists (RS) should not exceed 12 (no process or number currently in place)
- One hour of paid prep time provided to Adult Education Hourly members who work ten or more hours per week (no paid prep time currently)

Article 24: Compensation

- Combination of guaranteed salary increases and contingency language to further increase compensation in response to increased state funding for 2014-15, 2015-16, and 2016-17
 - 8% guaranteed salary increase phased in over 2 years (2014-15 and 2015-16)

- For 2016-2017, an ongoing formula driven salary increase, relative to additional funds allocated to the District, plus the possibility of one-time bonus payment (2016-17).
- One time bonus payment for 2014-15 to be calculated once additional allocations are known
- Additional ongoing salary increase effective July 1, 2015, to be calculated once additional allocations are known, plus a formula driven, one time bonus payment for 2015-16 in relation to District receipt of additional allocations
- Professionalization of working conditions for hourly, adult education unit members through placement on the Adult Education Salary Schedule.

Article 25: Peer Assistance and Review (PAR)

- Language added that removes a joint committee member from discussion and voting, when they are the current evaluator or an evaluator that initiated the PAR referral of a member.
- Language added that gives the Joint Committee the ability to recommend that an alternative evaluator be assigned for a member's evaluation process.
- Language added that gives the Joint Committee the ability to provide a recommendation to the District regarding the movement or transfer of a member participating in PAR.

Article 26: Contract Waivers

- Language added designed to support the creation of specialized schools and programs, which may require waivers of more than one year.

Article 27: Specialized Programs

- Removes language that expired regarding New Schools.
- Language added to encourage and facilitate meaningful grassroots innovation by educators at their local school sites. Defines specialized programs and the processes by which they may be created, evaluated, extended or terminated.

Article 28: Restructured Schools

- Replaces language that addressed No Child Left Behind mandates
- Establishes procedures for schools identified for possible intervention and/or restructuring
- Intended to support opportunities for interventions and specialized programs to be developed by the staff at a school site, when the district designates a schools for possible intervention and/or restructuring

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For more information, please visit: www.ousd.k12.ca.us/OEA.