

Executive Summary of Tentative Agreement

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 our bargaining unit.

Article 10: Hours of Work:

- Restored language guaranteeing first two Wednesdays minimum days and last Wednesday minimum days to be used for member-directed prep at the Elementary level
- Up to 2 Hours sub coverage for IEPs
- Test data only entered during school day or as part of professional responsibilities
- Extension of collaboration time for one minimum day per week beginning 2016-17

Article 12: Assignment/Transfer/Vacancy/Consolidation policy

See FAQs and language in tentative agreement

- Seniority rights still play a significant factor in placement of displaced members
- Increased site-based power and voice for OEA members in decisions regarding filling vacancies and new hires

Article 13 Performance Evaluation:

- Option of an alternative five-year evaluation cycle, for qualified members, which involves 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 90% unduplicated pupil percentage, individual class size limit beginning 2016-17 TK-K: 24, 1-3: 27, 4-5: 30 (“soft cap” language).
- Special Education descending “soft caps” with redress in 15 days

Article 16 Committees:

- Democratically elected Faculty Council-like Special Education Committee.

Article 17 Safety and Security Conditions:

- Ensuring protections under Ed. Code regarding use of video and/or recording devices in non-classroom areas to enhance school safety

Article 21: Special Services and Specialized Assignments:

- District-wide counselor ratio of 600:1 for grades 6-12
- Addition of 6th grade to the counselor ratio for services
- Every site serving 6th grade ensured monthly counseling services
- Counselors not be required to service more than 3 sites
- Reasonably balanced counselor assignments.
- BCLAD stipend for all teachers who hold a BCLAD certification with no other requirements
- Two days of release time per year for Speech and Language Pathologists (SLP)
- Reimbursement of required mandatory professional dues for SLPs
- Prescribed actions in place to limit initial IEPs per year for Resource Specialists (RS) to 12
- Addition of dental and vision benefits for STIP Substitute Teachers
- One hour of paid prep time for Adult Ed Hourly members who work ten or more hours per week

Article 24: Compensation

See explanation and language Tentative Agreement on Article 24 and Health Benefits Governing Board.

- Agreement that provides the compensation increases to **all** OEA bargaining unit members

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 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 for specialized schools and programs, which may require waivers of more than one year.

Article 27: Specialized Programs

- Replaces language that expired regarding New Schools
- Inclusion is intended to encourage innovation by educators. 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
- Intended to create an opportunity for interventions and specialized programs to be developed by the staff at a school site, rather than coming from the top-down or an outside agency/charter organization, when the district designates schools for restructuring

Your OEA Bargaining Team

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