Movement in Bargaining Proposals - Sept 2013 - Feb. 2015

by Classroom Struggle (classroomstruggle.org)

TK = Transitional Kindergarten

OEA Initial Proposal Class Size

TK-Grade 3: 20 pupils Grades 4-5: 30 pupils

High needs schools TK-3rd grade: 15 pupils Grades 4-5: 25 pupils Grades 6-12: 25 pupils x 5 classes/day

(125 total)

Class Size (General Education Program)

OEA modified class size maximums proposed for non-high needs schools.

OFA modified its

demands for caseload

Specialists and Special

limits for Resource

Day Classes

OEA modified **Lowered** the class size number of schools maximums qualifying as proposed for "high-needs" and needing lower high-needs schools. class sizes.

Agreed in principle to district's proposed class size average of 24 in TK-3 (not maximums)

OUSD Initial class size average of 24 per school (**not** maximums)

This will slightly reduce class sizes in some schools.

Proposal

No class size reduction

OEA Initial Proposal Special Ed

Class size & caseload hard caps for **Resource Specialists** & Special Day Classes (caps vary by SPED category)

Special Education Case Load/Class Size Hard Caps

Dropped demand for hard caps in 2015-16 (package proposal)

After deferring hard caps to 2016-17, OEA further modified caseload limits (package proposal)

OUSD Initial Proposal

Non-Binding Targets for all SPED caseloads & class sizes

Slightly lower Non-Binding targets for "intensive support" schools (still no hard caps)

OEA Initial Proposal Salary

By end of 3-year contract, compensation at median of salaries for districts in Alameda County

2013-14: 4% retroactive increase 2014-15: Increase based on state revenue increase, projected at 9.5% 2015-16: Increase based on state revenue increase, projected at 8.4 (4/8/2014 proposal)

2013-14: 1.5% retroactive increase 2014-15: 5.15% 2015-16: Increase based on state revenue increase. projected at 8.4% (1/27/2015 proposal).

Compensation

Nov. 2014 District adds new demand: **Empower** principals to fill all vacancies with outside applicants and eliminate teachers' seniority rights in transfers.

District

takes

2013-14: 0% increase 2014-15: \$5.15 million divided among all teachers 51.30 off negotiated later) 2015-16: Reopener (to be

OUSD Initial Proposal

Table for 2014-15! Oct. 2014 2013-14: 0% increase

Jan. 2015 2014-15: 3% increase **Q**015-16: 3% **contingent** 2016-17: 4% contingent

2014-15: \$3.8 million divided among all teachers 2015-16: 3% contingent

2016-17: 4% contingent