

Oak Grove School District



Touch Points

Human Resources

May 26, 2016

District's Response to OGEA's Recent Bargaining Report

On May 19, 2016, OGEA distributed an email message about the status of negotiations between the District and OGEA. The OGEA email contained inaccuracies and distortions.

For example, the OGEA email stated that it had made only four proposals that would cost the District money. That statement is inaccurate.

During the 2016 negotiation sessions, OGEA has proposed more than 50 separate items costing more than \$10 million dollars. The \$10 million, which is equivalent to an approximately 20% OGEA salary increase, covers only OGEA's cost proposals to the following four articles below.

Cost of OGEA Proposals (Excluding Compensation)	
Article 8: Leaves	\$ 763,552
Article 14: Hours of Employment	\$2,505,468
Article 15: Class Size	\$6,775,250
Article 6: Association Rights	\$ 45,149
Totalling:	\$10,089,417

The \$10 million **does not** include any salary or benefit increases because OGEA has not yet proposed a salary increase, which would add to the \$10 million already proposed.

The District negotiation team is working diligently with the goal of reaching an agreement with OGEA that is fair, within the District's financial ability to pay, sustainable, and provides compensation comparable with other elementary district teachers. Through good faith exchanges at the bargaining table, the District expects

to reach an agreement with OGEA.

Fortunately, successful negotiations between the District and OGEA during the past few years have resulted in significant increases to salary and health benefits, and OGEA's bargaining unit members are paid above the average of comparable elementary districts.

**Total Compensation Increases for OGEA
over last Three Years**

2013/14	3.67% plus 1% one-time
2014/15	5% plus 1% one-time, 3% toward Benefit Cap
2015/16	4.5% plus 3% toward Benefit Cap
Total Comp Increase: 13.17% ongoing 2% one-time	
<i>(Excluding one-time and benefit cap increase)</i>	

Salary Comparison Chart

Below is a total compensation salary chart comparing our District with "like districts" that were mutually agreed upon with OGEA. Oak Grove is highly ranked when total compensation is compared.

BA + 30 Step 1 2015 - 2016 School Year					
District	Annual Salary	Annual Max Family Benefits	Annual Total Salary & Family Benefits	Rank	Workdays
Cupertino	\$58,388	\$26,244.00	\$84,632.00	1	187
Mt. View-Whisman	\$52,445	\$22,682.04	\$75,127.15	2	187
Alum Rock	\$53,010	\$20,301.15	\$73,311.15	3	185
Oak Grove	\$51,644	\$21,089.04	\$72,733.04	4	186
Evergreen	\$56,039	\$16,678.00	\$72,717.00	5	184
Franklin-McKinley	\$53,278	\$19,344.72	\$72,622.72	6	184
Moreland	\$53,656	\$18,396.00	\$72,052.00	7	185
Berryessa	\$53,040	\$17,371.56	\$70,411.56	8	183
Cambrian	\$56,814	\$13,476.12	\$70,290.12	9	185
Union	\$52,207	\$16,400.00	\$68,607.00	10	185
Gilroy	\$49,748	\$16,308.00	\$66,056.00	11	186
Campbell	\$54,809	\$10,875.00	\$65,684.00	12	185
Mt. Pleasant	\$52,846	\$11,000.00	\$63,846.00	13	185