

2023 OEA Fall Bargaining Survey Results

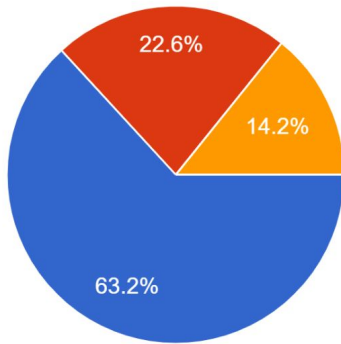
513 Responses

Calendar

The calendar is determined collaboratively by a committee comprising CSEA, OSSA, and Management. These are OEA results.

5.) Calendar: We currently have a 3-week winter break. What is your preference? Select one.

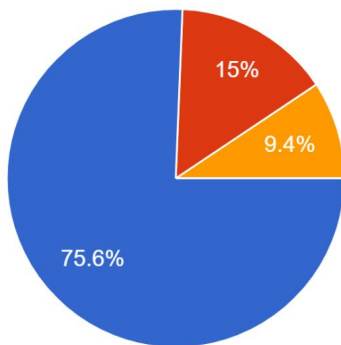
513 responses



- Maintain the three (3) week winter break
- Eliminate three (3) days from winter break to accommodate a full week break in February
- Eliminate one (1) week for a longer summer break

6.) Calendar: We currently have a 2-week spring break. What is your preference? Select one.

513 responses



- Maintain the two (2) week spring break
- Eliminate one (1) week for a longer summer break
- Eliminate three (3) days from spring break for a full week in February

Calendar

7.) Calendar: Please indicate your preference regarding the first week back:

513 responses



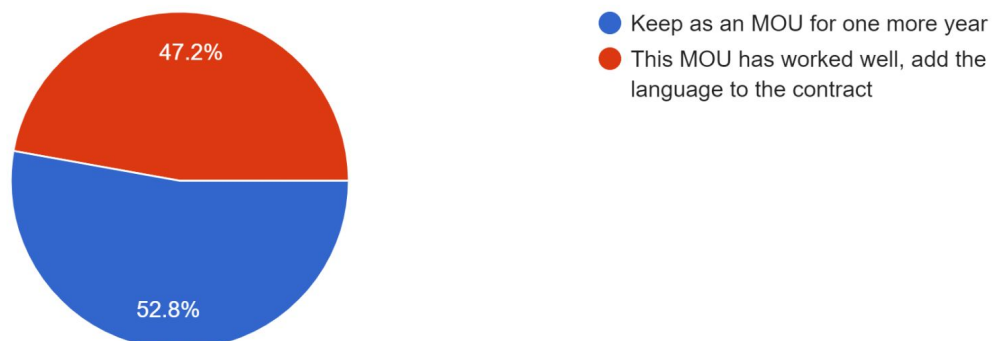
SIP Days and Banking

Due to the impact of SIP days and Banking of Minutes on our bargaining position, we will not be posting these results at this time. It is crucial not to disclose our strategy prior to meeting with the district negotiating team.

Transfer

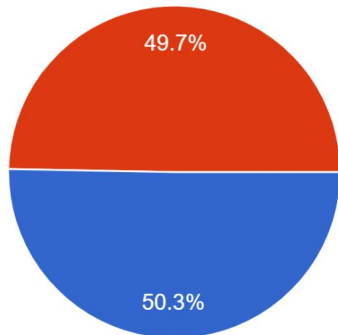
10.) Transfer MOU 2021-2023: The current language states, "If a bargaining unit member is displaced, the affected bargaining unit member may ...wide transfers." Please indicate your preference:

513 responses



Transfer

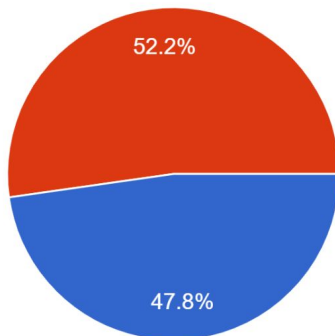
11.) Transfer MOU 2021-2023: The current language states, "Vacancies that occur after the last day of instruction, will be flown district wide for t...d Reassignments." Please indicate your preference:
513 responses



- Keep as an MOU for one more year
- This MOU has worked well, add the language to the contract

Class Size

12.) Class Size:
513 responses



- I support an avenue for allowing a teacher to be paid for students above a hard cap if it is teacher choice.
- I do not support allowing a teacher to exceed the cap even if it is paid and is the teacher's choice.

Middle School Class Size

Many teachers who are not in middle school answered the class size question. Therefore, we will disaggregate this data and post it separately at a later time.

We are currently compiling responses for Special Education and DLI. A follow-up survey will be sent to the respective groups.

Open Comments Summarized

Compensation and Benefits:

- Competitive wages for playground aides, paras, and support staff are essential for retention.
- Raise concerns; extra work days shouldn't be added to justify a raise.
- Insurance price increases and maternity leave differential pay are concerns.
- Request for salary raises to deal with high living costs.
- Questions about stipends for specialized teachers.
- Potential increase in SPED stipend.
- Inquiry about rights over tentative hires or probationary employees in case of layoffs.
- Salary increase inquiries related to inflation.

Workload and Support:

- A need for more support from SpEd administration and more trust in the admin
- Overwhelming demands with new programs and the need for personal time.
- Concerns over mixed-grade classrooms and the challenges they present.
- Teacher setup time at the start of the year is inadequate.
- Request for specialized support for DLI schools.
- Concerns about excessive demands without adequate compensation.

Professional Development and Training:

- Concerns about SIP days, especially in August.
- TOSA evaluation process is inadequate;
- Wednesday banking days aren't as effective as hoped.
- Feedback on new teacher training and lack of on-site support.
- All work-related training and testing should be bargained.

Safety and Behavior Management:

- Emphasis on universal safety protocols, including locking main doors.
- Students posing dangers should be placed in appropriate settings.
- Requests for zero tolerance for dangerous kids in classrooms.

Curriculum and Educational Resources:

- Overwhelming number of new programs, especially in Math.
- Requests for curriculum resources for specialized subjects, like Spanish DLI.
- Concerns about BUFs not being effective.
- Feedback on DLI stipend and the need for more resources in Spanish.
- Stipend and allowance for teachers for classroom resources like books.

Time Management:

- Issues with the timing of spring open houses and the August SIP day.
- Proposals to shift conference timings.
- Suggestion to allocate dedicated sub days for IEP related work.
- Request for reduced frequency of site meetings to free up teachers' time.
- A desire for longer summer breaks and a more structured collaboration time.

Appreciation and Miscellaneous Feedback:

- Gratitude expressed for the clarity of the survey and advocacy on behalf of teachers.
- Expression of love for teaching despite the challenges.
- Thanks for the hard work and support provided.

Support for Students with Behavior and Academic Needs:

- Need for effective interventions for students with severe behavior needs.
- Engage parents in discussions and problem-solving.
- Address academic deficits seriously.

Preparation Periods and Timing:

- Request for prep time for TK-5th grade similar to 6th grade and middle school.
- Proposal to shift banking minutes to morning collaboration.

Training and Support:

- Require in-person training for new programs instead of just videos.
- A dedicated day for mandatory trainings like bullying, sexual harassment, etc.
- Concerns about grading workload, especially with district-mandated writing prompts.

Class Size and Teacher Workload:

- A district-wide class size cap to ensure equitable workload among teachers.
- Concerns about teachers at certain sites having larger student loads.

Schedule Concerns and Compensation:

- Reconsider starting the calendar year on a Monday
- Stipends for classroom supplies.

Salary, Benefits, and Teacher Support:

- Salary increase and paid benefits.
- Explore the Willie Brown Act for experienced teachers to work part-time.
- Support and specific considerations for Dual Language Immersion (DLI) teachers.
- Concerns about the MOU for displaced teachers and their priority in assignments.

Principal Mandates and Autonomy:

- Concerns about principals determining collaboration topics and schedules.

Miscellaneous:

- Address alignment with other districts' holiday schedules for the convenience of teachers living in other districts.
- Quality and choice of SIP days.
- Improve behavior management in 6th grade by mixing students between more teachers.

Note: This is a summarized list that attempts to capture the core concerns and feedback points. Each bullet point represents one or more similar comments from the original text.