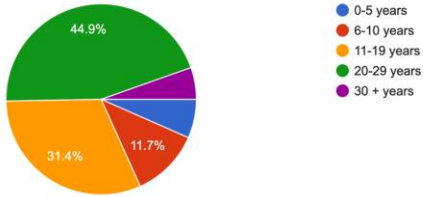


2024 OEA Fall Bargaining Survey Results

424 Responses (334 Gen Ed and 90 SPED)

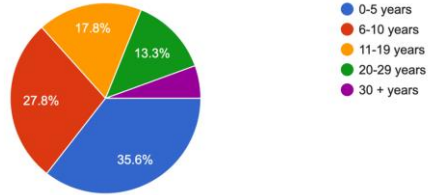
3.) General Education Teachers: How long have you been teaching?

334 responses



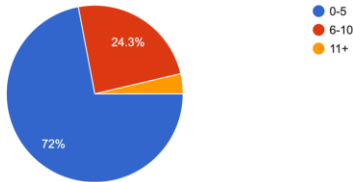
3.) Special Education Teachers Only: How long have you been teaching?

90 responses



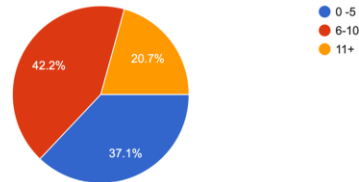
6.) Elementary Teachers: On your class roster, on average, how many students with an IEP do you have?

218 responses



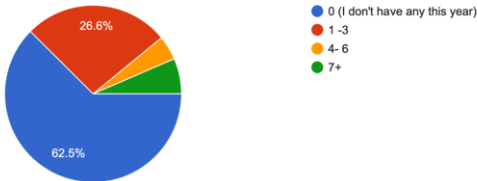
7.) Middle School Teachers: What is the largest number of students with an IEP in a class period?

116 responses



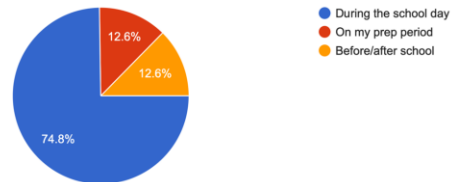
8.) General Education Teachers: How many students do you mainstream from SDC in addition to your regular roster, per day?

293 responses



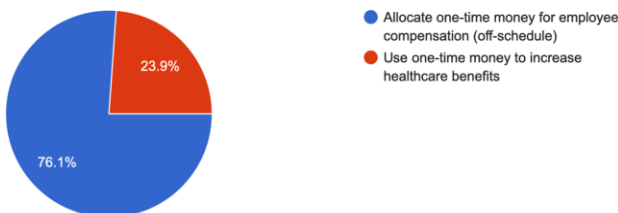
10.) General Education Teachers: At your school site when are you typically asked to attend IEP meetings?

317 responses



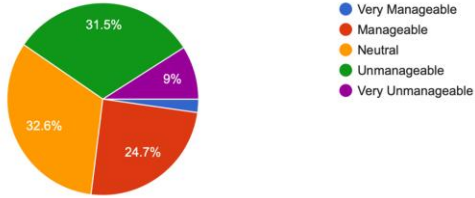
5.) Salary: The California Cost of Living Adjustment (COLA) is estimated to be 1.07% for this academic school year. Please consider the following...How would you prioritize the following options?

88 responses



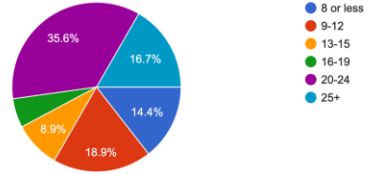
7.) Special Education Teachers Only: How manageable do you find your current workload?

89 responses



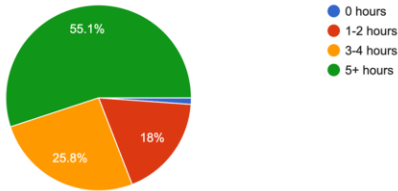
8.) Special Education Teachers Only: What was your average caseload size over the last three years?

90 responses



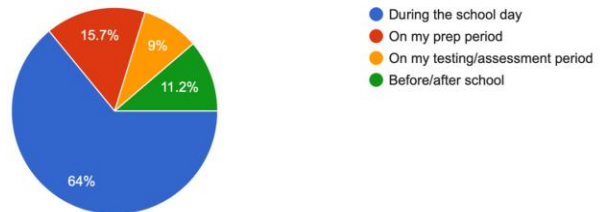
9.) Special Education Teachers Only: How many hours do you spend outside of your 40 hour professional work week on caseload management?

89 responses



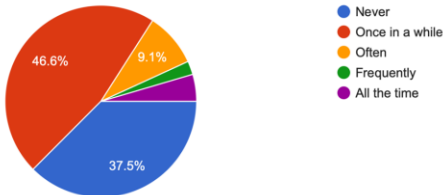
10.) Special Education Teachers Only: When do you hold the majority of your IEP meetings?

89 responses



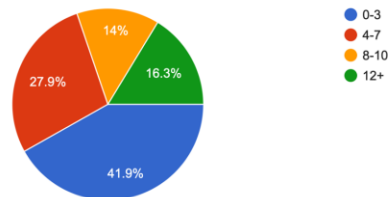
11.) Special Education Teachers Only: How often do you utilize the TOSA/Assessment Specialists?

88 responses



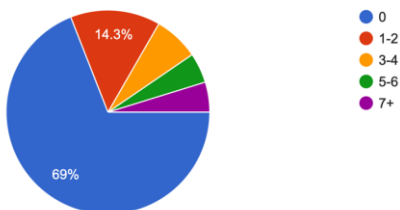
13.) Special Education Teachers Only: RSP teachers, how many initial assessments did you complete last school year?

43 responses



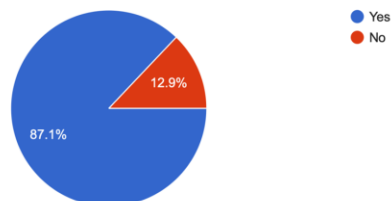
14.) Special Education Teachers Only: RSP teachers, how many initial assessments did you complete beyond your caseload size limit last year?

42 responses



15.) Special Education Teachers Only: Elementary RSP teachers, do you see students five days per week?

31 responses



WRITE-IN RESULTS:

DLI Teachers: Please list the top three issues that impact your workload and any suggestions you feel would improve your working conditions.

- Lack of Resources and Support need for better core materials, such as curriculum resources
- Collaboration Challenges
- Class Size and Student Needs- Many feel overwhelmed by the demands of grading and communicating with a high number of students and parents.
- Instructional Planning for the BUF- Teachers feel they lack sufficient planning time, especially to prepare for DLI units.

Middle School Teachers: Please list the top three issues that impact your workload and any suggestions you feel would improve your working conditions.

- Ineffective Staff Meetings
- Scheduling Problems
- Increased Training Burden
- Class Size Concerns- Many teachers report oversized classes, often exceeding manageable limits, especially in inclusion settings with a high number of students with IEPs
- Student Behavior Issues
- Lack of Resources and Support
- Excessive Workload- Many educators feel overwhelmed by the demands of curriculum development, excessive assessments, and participation in IEP meetings, which detracts from their instructional time.
- Communication and Collaboration- There is frustration regarding insufficient communication from administration and the lack of meaningful collaboration opportunities, especially across different grade levels.

Special Education Teachers Only: Please list the top three issues that impact your workload and any suggestions you feel would improve your working conditions.

- Workload and Caseload
- Time Management- Teachers often work beyond contracted hours to manage their responsibilities, leading to burnout.
- Behavior Support
- Administrative Support
- Resource Accessibility
- Training Needs- There is a lack of training for teachers in socioemotional support, particularly in trauma-informed practices.

SPED: Use this space to address other items, issues or concerns for bargaining.

- Increased Workload
- Administrative Challenges
- Compensation and Pay Structure
- Training and Resources
- Meeting Overload- SPED teachers are overwhelmed by the number of required meetings (staff, site-specific, and district-level) that do not always address their concerns).