



OEA General Meeting

April 27 and April 29

Executive Board

Stacie Thurman, President	Rudy Gonzalez, Middle School Director
Jesus Cahue, Vice President	Brenda Centeno, Elementary Director
Christine Simonson, Secretary	Angela Vizzo, Elementary Director
Vicky Gonzalez, Treasurer	Julio Cahue, Elementary Director

Bargaining Team

Andres Garcia, Marshall	Randi Culver, Marshall
Julie Scholbrock, Kamala	Lenissa Garcia, Ed. Services
Sara Caruso, Rose Ave	Wes Davis, CTA
Claudia Andrade, Ed. Services	



AGREEMENT REACHED!



Agreement reached on April 17, 2026



OEA Executive Board and Bargaining team
are recommending a YES Vote!





**\cong 2% total
compensation**

Salary and Benefits

Salary

- 1.5% salary increase (on schedule)
- Retro to July 1, 2025

Benefits

- Benefits cap **permanently** increased to \$16,418 (approximately .5%)

Special Education: Article XXXII

01



- Clean up language: RSP teacher prep and assessment periods
- Extra hours pay for teachers who cover IEP work for members on leave
- Ongoing review of caseload/class size at end of 25/26 school year

02



- Reduced class sizes (SPED Preschool and SDC M/M K-5)
- Added TK SDC para support to class size table
- Clarifying language on class size for multi-grade SPED classes

Special Ed Class Size		
Class Size	Max*	Paras
SAI MM Period (6-8)	16	1
Self-Contained Mild/Mod (TK)	12	3
Self-Contained Mild/Mod (K-5)	46-14	1
Self-Contained Mod/Severe	12	2
Self-Contained Autism	12	3
TLC (ED)	10	3
Special Education Preschool	12** for am class/12** for pm class	Maintain 1:3 ratio

*When the classes are comprised of multiple grades, the lower grade class size shall apply.

** Prior to the conclusion of the 2025-2026 school year, the district and the association agree to meet and confer regarding caseload, class size, and program for San Miguel in the 2026-2027 school year.

7th Period Model: Comprehensive Middle Schools only

This is a 2 year MOU with the agreement to have ongoing review of implementation



- Tier 2 targeted intervention and enrichment
- Intervention class target of 20; no more than 22 students per period



- 5 classes and 2 non-teaching periods for teachers



- RSP teachers granted 5 release days (with up to 7 days under special circumstances or compensation depending on caseload)



- Conversation to continue regarding SPED concerns, ELD integration, and curriculum/training for interventions

Member Supports and Protections

ISPs



ISP schedule flexibility
(135 day cap **removed**)

Leaves



Clarified Jury Duty pay

RIF MOU



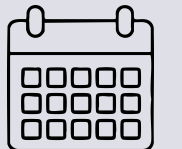
- Bridging benefits through 9/30/26
- Benefited position through ELOP

Catastrophic Leave



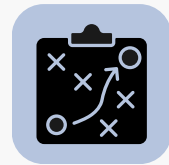
Expanded language to include natural disasters

Calendar



- +1 teacher prep day
- "Virtual Day" to complete state-mandated training
- Pending board approval for 26/27 school year

MOUs Extended and Term



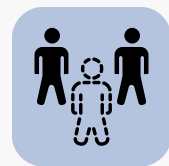
Coaching Stipends



Field Trip Intersession
Supervision



PAR



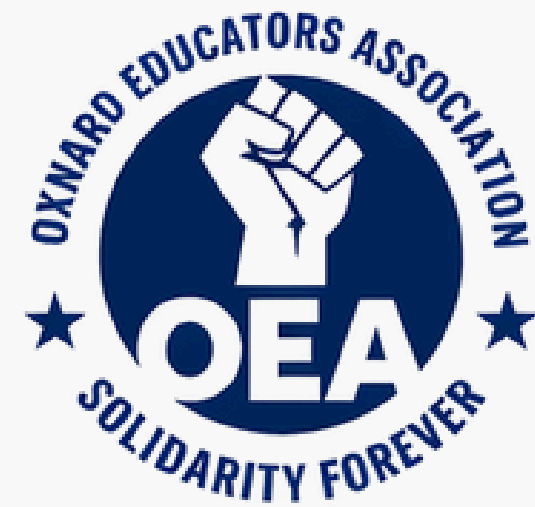
SPED Paraeducator
Shortage



SPED Intersession/Summer
Break Assessment pay



Term: Article XXVIII



AGREEMENT *REACHED!*



- Full contract language will be sent to members via email, posted on the OEA website, and attached to your ballot
- Voting will take place via Simply Voting **May 4-8**
- Check District email, other, and junk folder

Questions?
Thank you!