



Orange Unified Education Association

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OUEA Bargaining Update

November 20, 2019

OUEA was presented the projected cost of weighting Special Ed students within the regular ed class size ratios. It was shared that the cost of adding one teacher per site was the equivalent of a 1.56% salary increase (about \$2 million). This information was in response to OUEA's bargaining survey comments regarding increased workload due to inclusion.

OUEA was also presented with rationale for the District's proposal of an Advisory period for secondary school sites. This was part of their counter proposal which is mentioned below. The presentation centered around their desire for adding the Advisory period to the secondary workday. The District is looking for community connectedness and in-school interventions.

The district presented a counter proposal to Article 9. The counter included maintaining current contract language for Academic Counselor ratios and small changes to the Nurses and Psychologists staffing ratios.

The counter proposal did not include any mention of OUEA's request for the addition of Mental Health Counselor language.

**Next Negotiations session will be on
December 19, 2019.**

--Your OUEA Negotiations team:

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