



Orange Unified Education Association

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OUEA Bargaining Update February 11, 2021

OUEA and the District met today for the final bargaining session in February. The District started the day with a caucus. OUEA presented their counter proposal for Article 3 (Leaves) by holding firm to our last proposal.

Both sides discussed their rationale for proposed language changes. The District presented historical information regarding employee absences and the annual cost of members taking time off (for 2017-18 and 2018-19 years). On average there were about 19,000 absences a year. This data included leaves, such as long term medical, maternity, and bereavement leaves. These absences equate to about a cost of \$3.4 million (salary and benefits) yearly. There was discussion about contributing factors toward the cost of employee absences. The District also presented information regarding Jury Duty. There was also discussion about Jury Duty.

OUEA then presented their counter proposal for Article 9 (Class Size/Work Load) and their proposed changes to the Appendix regarding after school meetings (such as IEPs) and combination classes.

At our next session, the District will present counter proposals to Articles 3, 9, and the Appendix. OUEA will present a counter proposal to Article 4 (Transfers).

The next Negotiation session will be on March 4, 2021

--Your OUEA Negotiations team:

Mary Ann Ballestero, Shannon Loyd, Tracy Morillo, Karen Parrish, Gary Schlossnagle,
Arturo Uriostegui, Laura Urquhart, Roger Urroz, Jr.

