



# Orange Unified Education Association

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## OUEA Bargaining Bulletin

2018 – 2019 Issue 3

**Collective bargaining is the process through which OUEA and OUSD representatives negotiate wages and other conditions of employment. This involves the discussion of rationales, exchanging of proposals, and reviewing of the District's budget. This process is repeated multiple times until a written tentative agreement is reached. The tentative agreement must be ratified by both the OUEA membership and the OUSD School Board. Once ratified, the approved Tentative Agreement is incorporated into the contract which binds both parties.**

When reviewing teacher salaries from other unified districts, OUEA compares the salaries at five different cells across step and column ranging from entry level to schedule maximum.

OUEA uses the Orange County unified districts listed below for teacher salary comparisons:

1. Brea-Olinda Unified
2. Capistrano Unified
3. Irvine Unified
4. Los Alamitos Unified
5. Placentia-Yorba Linda Unified
6. Saddleback Valley Unified
7. Tustin Unified

OUEA **does not use** the Orange County unified districts listed below for teacher salary comparisons:

1. Garden Grove Unified – Larger LCFF Funding due to a higher Unduplicated Pupil Percentage
2. Santa Ana Unified – Larger LCFF Funding due to a higher Unduplicated Pupil Percentage
3. Laguna Beach Unified - Basic Aid (Local property taxes meet or exceed its revenue limit)
4. Newport Mesa Unified- Basic Aid (Local property taxes meet or exceed its revenue limit)

**The next OUSD School Board is on  
Thursday, November 8, 2018 @7pm**