

**Details for
Tentative Agreement between
Orange Unified School District (OUSD)
And
Orange Unified Education Association (OUEA)**

ARTICLE 1:

The length of the contract is for three years; July 1, 2018 through June 30, 2021. Reopeners include compensation plus two additional articles of each party's selection.

ARTICLE 2:

For the 2018-2019 school year, salaries for all certificated employees will increase by 2.5%, retro to July 1, 2018.

The rest of the article includes changes to the language to align with current district health care offerings as provided by the health plans available to OUSD employees.

ARTICLE 3:

3.223 – Contract language was removed that required the District to notify members of their accumulated sick leave in writing. Members can always check their accumulated sick leave online.

3.231 – Contract language was removed that said “shall complete (an absence affidavit...)” Now, the language reads, “Such verification may include the completion of (an absence affidavit...)” The absence affidavit is no longer a requirement, but rather a possibility.

3.243 – Contract language was added to clarify that members that have exhausted their 5 months of medical leave, must be placed on a 39 month rehire list pursuant to Education Code 44978.1.

3.330 – Bereavement leave now allows members to request an uncle, an aunt, niece or nephew to be added to the definition of immediate family.

3.530 and 3.340 – Contract language was changed to align with current District practices.

3.1100 – Contract language was changed to align with current District practices and offerings.

ARTICLE 5:

5.440 – Contract language was added that requires a police report for any claims of theft to be filed before any consideration of reimbursement can occur.

5.610 – Contract language was added to clarify that drug and alcohol use by members is grounds for dismissal pursuant to Education Code 44932.

ARTICLE 6:

6.622 and 6.624 – Contract language was added align with current District practices.

6.630 – IEP Conferences were changed to IEP meetings.

6.1000 – Contract language was removed that listed referenced the 2014-2015 school year.

6.1010 – Contract language was added to clarify that if the Modified Day Committee can't come to an agreement on a Modified Day Schedule, then the schedule listed in the contract in 6.1010 A-C is to be utilized.

6.1200 – Contract language was changed to reflect a change for staff meetings on the one (1) non-instructional day prior to the start of the school year. A site administrator may schedule a meeting, not to exceed one hour, and should be related to classroom preparation or other matters reasonably related to the opening of school.

ARTICLE 7:

7.600 – Contract language was added to clarify that only permanent status members shall not receive an overall needs improvement or unsatisfactory rating unless prior written notice has been given.

7.810 and 7.820 – Contract language was added to clarify that the district can only use Education Code 44932 (a)(5) when it pertains to public complaints regarding performance of members.

ARTICLE 8:

8.100 – Contract language was added to include an actual Grievance form. The grievance form will be listed under Appendix F.

8.230 – Contract language was changed because both parties have decided to use the State Mediation and Conciliation Service (SMCS) instead of the Mediation Research and Education Project, Inc. (MREP) as possible mediators in the future.

ARTICLE 9:

9.200 – Contract language was added to include caseload requirements for Speech Language Therapists which align with education Code 56441.7 and 56363.3.

9.240 – Contract language was removed. This process would occur naturally during a Reduction In Force (RIF) process.

ARTICLE 10:

10.350, 10.360, and 10.370 – Contract language was changed to align with current District practices.

10.380 – contract language was removed.

10.390 – Contract language was added to allow members of the OUEA Executive Board and Representative Council to be excused from mandatory meetings at their school sites on Mondays during Association meeting times.

10.400 – Contract language was removed.

ARTICLE 14:

14.660 – Contract language was added to include additional days in-between the meeting with the Human Resources Administrator and the Superintendent or designee.

ARTICLE 15:

15.200 – Contract language was removed that required two copies of the contract to be available at each school site. Contract is available on the OUEA.org website.

ARTICLE 17:

17.140 – Contract language was changed to align with current District practices.

17.160 – Contract language was added to allow for ROP/CTE employees to be paid for any hours of assigned classroom preparation on the calendared teacher preparation day.

17.332 – Contract language was removed.

17.333 – Contract language was changed to align with current District practices.

APPENDIX B7

Competitive Cheer coaches will now be paid a stipend.

APPENDIX C

Unit members will now be paid 11 months out of the year.

APPENDIX F

The new grievance form.