



OCEAN VIEW TEACHERS ASSOCIATION

OVTA's Initial Proposal to Ocean View School District

April 5, 2022

2022-23

Introduction

The Ocean View School District in Orange County (OVSD) and the Ocean View Teachers Association (OVTA) agree that our students deserve high quality teachers. In accordance with the OVSD's Local Control Accountability Plan (LCAP), to attract and retain high quality teachers, we compete with our surrounding 11 Orange County (OC) Elementary School Districts. Due to our exceptional Partnership between Administration and Labor (PAL), we are elated to report that despite all of the uncertainties the pandemic has brought to OVSD and OVTA, OVSD persists in rising above this challenge and continues to be a high performing district. Working collaboratively, we continue to make progress. Nevertheless, it's important to acknowledge that when we compare OVTA teacher salaries with our surrounding 11 OC Elementary School Districts, OVSD Teachers earn the lowest salaries.

Historically, from 2007-08 until 2013-14, OVSD employees experienced zero salary increases. In fact, to protect the financial solvency of our District, during the 2010-11 school year, Ocean View Teachers agreed to six (6) furlough days, six days without pay. Then again, during the 2012-13 school year, because it was financially prudent and necessary to do so, Ocean View Teachers agreed to an additional two (2) furlough days.

For the last few years and beginning with the 2014-15 school year, with the Board of Trustees and Superintendent Hansen at the helm, OVTA and OVSD prudently negotiated and agreed to fair salary agreements. To continue to work towards our mutual LCAP goal to attract and retain high quality teachers, we will continue to make data-driven decisions (*See current salary data*).

With health premiums increasing on a yearly basis, we must also continue our collaborative work to decrease our employee's out-of-pocket costs towards health benefits.

Despite every challenge that has come our way, we know it is up to us to protect our progress and move forward. The 2020-21 OVSD Unaudited Actuals

Budget reported an *actual* 2020-21 unrestricted ending balance of \$12,365,129 (12.67%). This is more than four times the three percent (3%) reserve (ending balance) legally required by the state. Most currently in mid-March, in this year's 2021-22 OVSD Second Interim Budget Report, the District is *projecting* an unrestricted ending balance of \$14,835,118 (14.54%). This is nearly five times more than the 3% reserve legally required by the state. As the District continues to make prudent financial choices, OVTA recognizes the need to strongly advocate for adequate public education funding.

With this current data, OVTA makes the following initial proposal to OVSD for the 2022-23 school year.

R A N K	12 OC Elementary School Districts	MAXIMUM Earnable (MA Incl'd)
1	<i>Westminster Elementary</i>	\$122,041
2	<i>Magnolia Elementary</i>	\$121,584
3	<i>Anaheim Elementary</i>	\$119,510
4	<i>La Habra City Elementary</i>	\$119,156
5	<i>Centralia Elementary</i>	\$117,410
6	<i>Savanna Elementary</i>	\$116,494
7	Huntington Beach City Elementary	\$116,350
8	Fullerton Elementary	\$115,867
9	Fountain Valley Elementary	\$114,027
10	Cypress Elementary	\$112,194
11	Buena Park Elementary	\$112,050
12	<i>Ocean View Elementary</i>	\$110,496
OC ELEM AVERAGE		\$116,432
NOTE: <i>Italics</i> indicate district settled for 2021-22. Salary data updated as of 01.26.2022		

Association Initial Proposal – Interests

The Association wishes to:

- Protect our profession to ensure all students receive a quality education
- Protect our livelihood
- Ensure the District makes prudent financial choices
- Attract and retain quality employees by providing Health & Welfare benefits that are at or above the Orange County average
- Continue to recognize the efforts of both certificated and classified employees who make it possible for the District to deliver quality education services to students

Proposal

In furtherance of the foregoing interests, Ocean View Teachers Association proposes to maintain the provisions of the current OVSD and OVTA Collective Bargaining Agreement for the 2022-23 school year, except as modified herein below:

Article VII **Work Year**

The Association has interest in discussing and negotiating one (1) Flexible Non-Instructional paid workday. This additional workday would increase the number of scheduled workdays from 184 to 185 and would be paid at a teacher's per diem rate of pay.

The Unit Member would work this one (1) flex day during the first ten (10) days, excluding weekends, before the official Teacher Return Date and the student's first day of school. The activities of this day would be determined by the Unit Member to complete his/her duties and responsibilities to ensure a successful back-to-school.

Article X **Class Size**

To provide all students access to a quality education, the Association has interest in evaluating and making decisions on the most fair and equitable class size maximums for all academic, elective, physical education, collaboration, combination, and special education classes.

The Association has interest in evaluating and making decisions on the most fair manner to ensure students at all four (4) Ocean View middle schools have equitable access to visual and performing arts electives.

The Association has interest in embedding Appendix H Extended-Day Kindergarten Memorandum of Understanding into the collective bargaining agreement. Since the 2010-11 school year, this MOU has been implemented successfully to ensure our youngest students have the instructional and social emotional support needed as they begin their academic careers.

Article XII Leave Provisions

The Association has interest in discussing and negotiating this provision to enhance our unit members' social and emotional well-being.

Article XIII Salaries

The Association has interest in retaining and recruiting highly qualified teachers by improving the salary schedule, Section 13.7 Extra Duty Pay, and expanding/enhancing stipends.

Article XIV Health and Welfare Benefit Program

The Association has interest in retaining and recruiting highly qualified teachers by exploring enhancements and continuing to make further modifications to our current health and welfare benefit program.

Article XXVII Term and Calendar

The Association has interest in reaching a fair, timely, and amicable one-year agreement.

Article XXXIII Special Education

In alignment with Section 33.1.1, the Association has interest in retaining and recruiting highly qualified special education teachers by reviewing, analyzing any cost implications, and working towards a fair implementation of the recommendations made by the Special Education Committee.