CAUTION: *WORKING WITHOUT A CONTRACT*

MEA PROPOSAL

ARTICLE 12 - CLASS SIZE

Secondary: Ratio average 1:30 (1:38 PE/Music). 1/180 or 1/228 of daily rate for overage.
A ratio gives the district some flexibility while maintaining the 180 (228) cap.

Elementary: Change “threshold” to “cap.” Elementary classes shall not exceed the cap.

Counselors: Ratio of 1:400 with overage pay for student over 400.

ARTICLE 11 & 13 - COMPENSATION

Basic Compensation
2026-2027 6.25%
2027-2028 0%
2028-2029 3.75%

403B Contribution: $1500 yearly match

The Association proposed several other employee retention compensation ideas that have not been accepted.

Longevity Stipend
15-19 years at district 2% of BA+0
20-25 years at district 3% of BA+0
26+ years at district 4% of BA+0
Paid in 12 equal monthly payments

Sick Leave Day Pay-Out for OPSRP Members

HSA Contribution: $1200 yearly

Insurance Opt-Out: $500 per month

DISTRICT PROPOSAL

ARTICLE 12 - CLASS SIZE

The district does not want to pay for student overages. They want to stay with a process that has been problematic. The vaugeness of current contract language has allowed the district to assign students over the limits with no compensation to affected employees.

If every class is filled to the limit, the target is just a number on paper. The district is treating the maximum as the norm.

ARTICLE 11 & 13 - COMPENSATION

Basic Compensation
2026-2027 6.25%
2027-2028 0%
2028-2029 3.75%

403B Contribution
2026-2027 up to $1200 match
2027-2028 up to $1350 match
2028-2029 up to $1500 match

The district has stated they want to focus their financial investment in areas that reach the most members possible.

If you have not opened a 403B account yet, do so! It is to your benefit.

WARNING: This is NOT business as usual!

MEA PROPOSAL

DEFERRED COMPENSATION

Deferred compensation ensures employees are fairly compensated when their work extends beyond their regular contracted responsibilities. Additional work should mean additional pay—not an expectation that employees continually take on more without being compensated for their time, expertise, and effort.
Example: 9th grade teams, extra comp positions, “other duties as assigned”

ARTICLE 12 & 6L - BEHAVIOR

The Association has asked that when a student is causing major disruption to the learning environment, the teacher has the right to have the student removed until the assigned behavior person and the teacher have developed, at minimum, an informal verbal plan for the student’s return. In the case of a more serious instance (i.e. assault) the educator has the option of removing the student from their classroom for the remainder of the day. In the event any member is attacked, assaulted, or threatened with an overt physical act of violence and/or inappropriate physical contact by the student, the student will be removed and the district will meet with the member prior to requiring the member to work with that student again.

ARTICLE 16-EXTRA COMP

There were no proposals exchanged for Article 16, but a table conversation ensued. The district’s previous proposal did nothing to address mebers’ concerns of extra comp jobs being changed without referring to the extra comp committee, nor making sure changes were addressed before they happened

DISTRICT PROPOSAL

DEFERRED COMPENSATION

The district’s reliance on “professional responsibilities” and “other duties as assigned” should not be a blanket justification for adding work without additional compensation. Professional commitment should not mean unlimited responsibilities; when employees are asked to take on work beyond their regular duties, that additional time and effort deserves additional pay.

ARTICLE 12 & 6L - BEHAVIOR

The district responded with a proposal for a Behavior Support Team and a process to use when the teacher believes there is an inconsistent or inadequate response to a significant or recurring student behavior concern.

While we appreciate the attempt to address a different part of the issue, the district still doesn’t seem to hear the Association’s concerns regarding the continual loss of instruction time due to disruptive behaviors and the need for the student to be removed and allow the teacher and the rest of the class to have time to regulate after an incident.

UPCOMING BARGAINING DATES

October 29 @ Oakdale Board Room
November 4 @ MEA Office
NOvember 17 @ Oakdale Board Room

4:15-7:15 pm

WARNING: This is NOT business as usual!