

October 26, 2022

Negotiations Update

Before today's meeting, OFT presented our written counter proposal. Please see below.

- OFT accepts the board's salary proposal of a 1.7% increase retroactive to July 1, 2021.
 - OFT accepts that this salary increase is to be applied in accordance with the current contract language:
 - "All OFT bargaining unit members' compensation will be increased annually by statutory COLA, Each spring, District shall provide to OFT the Effective Rate Increase (hereinafter defined) to health insurance and the state-approved statutory COLA. OFT unilaterally will determine whether to apply the COLA increase to covering the cost of health insurance premiums and/or added directly to the salary schedule. For purposes of determining the Effective Rate Increase, District and OFT agree to utilize Column IV, Step 10..."
- OFT rejects the board's salary increase proposal of 2.6% effective July 1, 2022 and proposes the following counteroffer:
 - OFT proposes the following update to the current contract language. (Updated language is underlined).
 - All OFT bargaining unit members' compensation will be increased annually by statutory COLA, or funded COLA, whichever is higher. Each spring, District shall provide to OFT the Effective Rate Increase (hereinafter defined) to health insurance and the state-approved statutory COLA. OFT *unilaterally* will determine whether to apply the COLA increase to covering the cost of health insurance premiums and/or added directly to the salary schedule. For purposes of determining the Effective Rate Increase, District and OFT agree to utilize Column IV, Step 10. If the COLA is less than the Effective Rate Increase to health insurance, members and the district will split the increased cost, each covering 50% of that verified difference beyond COLA.
 - OFT proposes a 6.56% salary increase, effective July 1, 2022 in accordance with the current contract language
 - OFT proposes that the 1.0% funded COLA from 2021/2022 be applied to the salary schedule, effective July 1, 2022.
 - OFT proposes a 2% salary increase effective July 1, 2022. This salary increase is proposed from the initial estimated savings of increasing teacher to pupil and counselor to pupil ratios at the secondary level, which was proposed by the district and TA'd earlier in negotiations.

The district presented a last best and final offer. The last best and final offer included the following: "The base salary schedule shall be increased by a total of 1.7%, retroactive to July 1, 2021. Effective July 1, 2022, the base salary schedule shall be increased by an additional amount of 2.65%. Article 8 Salary, shall not be reopened in the 2023-24 school year."

The district proposed impasse and asked for a mutual declaration of impasse. We agreed.

Next steps: OFT will contact the CA Public Relations Board (PERB) to initiate impasse. A mediator from PERB will be assigned and will contact the parties to schedule dates.