ORANGE UNIFIED SCHOOL DISTRICT

Initial Proposal to OUEA
Reopener Negotiations
2026-2027

This document represents the District's initial bargaining proposal for reopener negotiations between the District and the Orange Unified Education Association (OUEA) for the 2026-27 school year.

The Collective Bargaining Agreement between the District and OUEA provides that reopener negotiations shall pertain to compensation-related articles including Article 2 and the appendices, plus two additional articles of each party's selection for the 2026- 27 school year.

The District's initial reopener proposal is contingent upon projected funding by the State of California for the District's 2026-2027 Budget. The District reserves the right to revise this proposal and/or to make new and different proposals, including but not limited to responses to proposals made by OUEA, at any time during the bargaining process.

The District's initial proposal for 2026-27 reopener negotiations to OUEA is as follows:

Article 2 – Compensation:

This Article is to be reviewed, discussed and negotiated. The District has an interest that salaries and benefits are competitive with other comparable unified school districts in Orange County consistent with the District's financial resources.

Article 6 - Hours:

This Article is to be reviewed, discussed and negotiated. The District interest is to maximize and enhance collaboration time.

Article 7- Evaluation Procedures/Personnel Files/Public Complaints:

This Article is to be reviewed, discussed and negotiated. The district has an interest in ensuring employee evaluation procedures support professional growth

The Appendices may be amended to reflect negotiated changes in other Articles.