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**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Board Cover Memorandum

To Board of Education

From Oakland Education Association

Meeting Date October 6, 2022

Subject Conduct a Public Hearing on Oakland Education Association’s (“OEA”) Initial Proposals for a successor collective bargaining agreement effective November 1, 2022

Ask of the Board Conduct a Public Hearing on OEA’s Initial Proposals for a successor collective bargaining agreement effective November 1, 2022.

Background The current CBA between the District and OEA expires on October 31, 2022. Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and OEA may begin negotiations on the successor agreement to the current CBA, each party is required to present its initial proposals for public review and comments. This process is often referred to as “sunshining.”

Fiscal Impact To be determined based on the details of any tentative agreement

Attachment(s) OEA’s Initial Proposals to the District for a successor collective bargaining agreement effective November 1, 2022.



OAKLAND EDUCATION ASSOCIATION
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Affiliated with CTA, NEA and the AFL-CIO

September 27, 2022

Dear Interim Superintendent Aguilera:

The Oakland Education Association looks forward to making substantial progress in achieving truly joyful, safe, and racially just schools where everyone thrives, and where equity is centered, through the negotiations we will begin this year with the District.

While our students face both newer- and longer-standing challenges, OUSD's financial health is at its strongest in many years. We must work together to create the learning and teaching conditions that will make Oakland schools attractive to both families and educators. To build schools where every child experiences joy and curiosity in their everyday learning we must fully staff our schools, provide the necessary resources required to provide high quality education our students deserve, and competitively compensate Oakland educators for the essential work they do, giving them the ability to live in the communities they serve.

Through our negotiations we will elevate community voices to define the needs and next steps in building the schools in which every child, community member, and educator can thrive. We want every single Oakland community member to feel proud of Oakland public schools.

Despite the significant work ahead in ensuring thriving and joyful schools, the Oakland Education Association bargaining team is a diverse group of OEA members composed of general and special education, preschool, elementary, secondary, and substitute teachers, teacher-librarians, counselors, speech-language pathologists, and other OEA specialists working in school sites all over OUSD. We are ready and eager to secure a contract during the 2022-2023 school year, which will bring us closer to the safe and racially just community schools that all Oakland students deserve.

The Association believes that in order to achieve a contract that meets our vision for joyful and safe, high quality schools, the District must be an active and accountable partner in the process. We will be opening all articles in the contract, as well as proposing new language around community schools governance, school closures, improvements to our school facilities in light of the climate crisis, and Reparations for Black Students. We look forward to bargaining in good faith towards a resolution that meets the needs of all stakeholders and the community.

Sincerely,

www.oaklandea.org

Vilma Serrano, *Melrose Leadership Academy, Co-Chair*

Timothy Douglas, *International Community School, Co-Chair*

Kassondra Walsh, *Emerson*

Denise Huffstutler, *Parker Elementary*

David Carrigan, *Sankofa United*

Sonja Travick, *Oakland Technical HS*

Gena Rinaldi, *Kaiser ECE*

Rachel Martin, *Piedmont Avenue Elementary*

Kathy Ortega, *Roosevelt Middle*

Dawn Ung, *Bella Vista Elementary*

Holly Adler, *Dewey Continuation HS*

Hillary Chen, *Oakland High*

Angel Vasquez, *Hoover Elementary*

Alicia Simba, *Prescott Elementary*

Andre Sanchez, *Westlake Middle*

Tyler Flynn Rambo, *Redwood Heights*

Patrick Surdoval, *Montclair Elementary*

Deidre Robinson, *Joaquin Miller Elementary*

Sayuri Valenza, *Bret Harte Middle School*

Annie Xiong, *Allendale Elementary*

Yari Ojeda Sandel, *Glenview Elementary*

Phoi Wong, *Sequoia Elementary*

Hilaria Barajas, *International Community School/Think College Now*

Natasha Saleski, *Manzanita SEED*

Tamar Elster, *Global Family School*

Wally Scott, *Fruitvale Elementary*

Paris Gray, *Bridges Academy*

Erika Guerrero, *Manzanita Community*

Michael Rodriguez, *United for Success*

Nick Parker, *Fremont HS*

Jimmy Barbutto, *Skyline HS*

Noelle Winter, *Burbank Preschool*

Katherine Gibson, *Greenleaf K-8*

Shro Jacque, *Community College Prep Academy*

Mandy Beri, *Frick United Academy of Language*

Sarah Koch, *East Oakland Pride*

Amara Schoenberg, *Melrose Leadership Academy*

Joanna Davis, *Highland Community School*

Paulina Russell Silva, *Esperanza Elementary*

David McKay, *EnCompass Academy*

Dorian Laird, *Korematsu Discovery Academy*

Taiwo Kujichagulia-Seitu, *Madison Park Academy Upper*

Alex Zablotzky, *Elementary Music/Visual and Performing Arts*

Sherry Kassenbock, *Nurses (Oakland High)*

Samia Khattab, *Librarians (Franklin Elementary)*

Nico Pemantle, *School Counselors (Elmhurst United)*

Heather Quinones, *Speech Language Pathologists*

Jennifer Sullivan, *Speech Language Pathologists*

Laura Rice-Hall, *Certificated Substitutes*

Stine Redor, *Certificated Substitutes*

Juliet Hadid, *Certificated Substitutes*

Sharon Thomas, *Certificated Substitutes*

Dolores Jeff, *Early Childhood Education*

Courtney Woolverton, *Burbank Preschool*