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Board Cover Memorandum

To Board of Education

From Sondra Aguilera, Acting Superintendent
Josh Daniels, Chief Governance Officer
Jenine Lindsey, Executive Director of Labor Relations & ADR

Meeting Date October 6, 2022

Subject Conduct a Public Hearing on the Oakland Unified School District’s Initial Proposal to Oakland Education Association’s for a successor collective bargaining agreement effective November 1, 2022

Ask of the Board Conduct a Public Hearing on the Oakland Unified School District’s (“District” or “OUSD”) Initial Proposal for a successor collective bargaining agreement between the Oakland Education Association (“OEA”) and OUSD effective November 1, 2022.

Background and Discussion The current CBA between OUSD and OEA expires on October 31, 2022. Pursuant to the Educational Employment Relations Act (specifically California Government Code Section 3547), 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) The OUSD’s Initial Proposal to OEA for a successor collective bargaining agreement effective November 1, 2022.



Our Mission

Oakland Unified School District (OUSD) will build a full service community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers, every day.

Our Vision

All OUSD students will find joy in their academic experience while graduating with the skills to ensure they are caring, competent, fully-informed, critical thinkers who are prepared for college, career, and community success.

Our Graduate Profile

Resilient Learners | Collaborative Teammates | Community Leaders | Critical Thinkers | Creative Problem Solvers

Our Values

- ▶ **Students First:** We support students by providing multiple learning opportunities to ensure students feel respected and heard.
- ▶ **Equity:** We provide everyone access to what they need to be successful.
- ▶ **Excellence:** We hold ourselves to uncompromising standards to achieve extraordinary outcomes.
- ▶ **Integrity:** We are honest, trustworthy and accountable.
- ▶ **Cultural Responsiveness:** We resist assumptions and biases and see the gift of every student and adult.
- ▶ **Joy:** We seek and celebrate moments of laughter and wonder.

Our Goals

Goal 1: All students graduate college, career, and community ready.

Goal 2: Focal student groups demonstrate accelerated growth to close our equity gap.

Goal 3: Students and families are welcomed, safe, healthy, and engaged.

Goal 4: Our staff are high quality, stable, and reflective of Oakland's rich diversity.

Our Goals in Action

Goal 1: All students graduate college, career, and community ready.
Actions & Services
Action 1.1 Comprehensive & Cohesive Instructional Program: <i>Offer a comprehensive and cohesive instructional program to ensure that all students continuously grow towards meeting or exceeding academic standards.</i>
Action 1.2 Early Childhood Learning & Early Literacy: <i>Offer opportunities for early childhood learning and invest in early literacy supports to ensure that all students are strong readers by third grade.</i>
Action 1.3 Quality Standards-Aligned Curricula: <i>Provide and monitor the quality of standards-aligned curricula, ensuring all teachers and school leaders have appropriate materials, guidance and foundational training.</i>
Action 1.4 Equitable Access to High Quality Programs: <i>Create equitable access to high quality programs for all students.</i>

Goal 2: Focal student groups demonstrate accelerated growth to close our equity gap.
Actions & Services
2.1 Targeted Initiatives for Black/African American Students: <i>Implement student achievement strategies to address the specific and unique needs of Black/African American students.</i>

2.2 Targeted Initiatives for Latino Students: *Implement student achievement strategies to address the specific and unique needs of Latino students.*

2.3 Targeted Initiatives for Arab, Asian & Pacific Islander Students: *Implement student achievement strategies to address the specific and unique needs of Arab, Asian and Pacific Islander Students.*

2.4 Supports for Students with Disabilities: *Implement Specialized Academic Instruction (SAI) and provide related service support and resources to students with Individualized Education Programs (IEPs) participating in our Special Education Program.*

2.5 Unhoused Student & Family Supports: *Provide services to address the unique needs of unhoused students and families.*

2.6 Foster Youth Supports: *Provide services to address the unique needs of foster youth.*

2.7 English Language Development: *Implement quality integrated and designated English Language Development (ELD) to improve English Language Learner progress and reclassification.*

2.8 Newcomer Supports: *Implement responsive instructional and social emotional supports for newcomers, migrant students, and refugee/asylee students.*

2.9 Expanded Learning Opportunities: *Provide expanded learning opportunities to students furthest from success in academic recovery and literacy acceleration.*

2.10 Research & Data Analysis: *Provide data collection, analysis, and coordination support for comprehensive, interactive data dashboards for both state and local indicators.*

Goal 3: Students and families are welcomed, safe, healthy, and engaged.

Actions & Services

3.1 Positive School Culture & Climate: *Implement a multi-tiered system of support to coordinate strategies that foster positive school culture and climate in order to accelerate student learning.*

3.2 Creating Safe Schools: *Provide services and support to create conditions for safe schools.*

3.3 Attendance Supports: *Implement programs to improve attendance and reduce chronic absence.*

3.4 Social Emotional Supports: *Implement services that support students to reach high levels of academic and social emotional achievement.*

3.5 Student Health & Wellness: *Implement student health and wellness programs.*

3.6 Youth Engagement: *Provide enrichment and leadership opportunities for students.*

3.7 Family & Community Engagement: *Engage families in learning partnerships and site- and district-level decisions about student learning and school improvement.*

Goal 4: Our staff are high quality, stable, and reflective of Oakland's rich diversity.

Proposed Actions & Services

4.1 Staff Recruitment & Retention: *Attract and retain staff reflective of Oakland's rich diversity.*

4.2 Staff Growth & Development: *Support the professional growth and development of staff.*

4.3 New Teacher Support & Development: *Provide mentoring, coaching, and other supports to develop and retain new teachers.*

**THE OAKLAND UNIFIED SCHOOL DISTRICT'S
INITIAL PROPOSAL**

FOR SUCCESSOR COLLECTIVE BARGAINING AGREEMENT BETWEEN

**THE OAKLAND EDUCATION ASSOCIATION
AND
THE OAKLAND UNIFIED SCHOOL DISTRICT**

OCTOBER 6, 2022

The Oakland Unified School District (“OUSD”) submits this initial proposal to the Oakland Education Association (“OEA”) for a successor collective bargaining agreement (“CBA”). OUSD seeks to open all articles of the CBA and may propose to modify, amend, or terminate such articles. Additionally, OUSD may seek to update contract language that is outdated or unclear to ensure legal compliance and efficient operations in OUSD. OUSD does not seek to add additional articles to the CBA. OUSD reserves the right to amend its initial proposal consistent with the requirements of the California Government Code and the Educational Employment Relations Act (EERA).