

Board Office Use: Legislative File Info.	
File ID Number	16-0456
Introduction Date	3-9-2016
Enactment Number	
Enactment Date	



OAKLAND UNIFIED  
SCHOOL DISTRICT

Community Schools, Thriving Students

LABOR MANAGEMENT & EMPLOYEE RELATIONS

---

## Memo

**To:** Board of Education

**From:** Jacqueline Minor, General Counsel

**Board Meeting Date:** March 9, 2016

**Subject:** **“Sunshining of the Oakland Education Association’s (OEA) Reopener Proposals to the District (OUSD)”**

**Action Requested:** Conduct a Public Hearing to reopen negotiations on Early Childhood Education (ECE), Article 22 of the current Agreement with OUSD effective July 1, 2014. The reopener is specifically pursuant to the Reopener Article 1.4.1.2 as it pertains to the 2015-16 school year.

**Summary:** Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the OEA and the District may begin negotiations for a new Agreement; the parties are required to present their initial proposals for public review and comments (“sunshining”) the proposals.

**Recommendation:** Conduct a Public Hearing prior to commencement of reopening of negotiations with OUSD on ECE, Article 22, pursuant to the current Agreement, effective July 1, 2014.

**Fiscal Impact:** Any tentative agreement will be within the District’s financial ability to cover the anticipated costs.

**Attachments:** OEA Reopener Proposals

# Oakland Education Association



## Sunshining of Proposals

---

Reopener Negotiations with Oakland  
Unified School District



# OEA AND OUSD'S Agreement to Reopen

---

## Early Childhood Education (ECE)

On June 10, 2015, the Board of Education approved a Tentative Agreement for the period of July 1, 2014 through June 30, 2017.

Article 1.4.1.2 of the Agreement provides for a reopener of Article 22 – Early Childhood Education Centers.

OEA and OUSD share the goal of building a program that offers a full range of educational experiences to the children and families in the Early Childhood Education program. In meeting this goal OEA believes the working conditions of its members directly affect the learning conditions of their students. The following proposals reflect efforts to address key areas of improvement.

The Oakland Education Association will submit proposals modifying Article 22 as they pertain to the following goals:

---

1. Develop a clear understanding of, and the parameters for the Teacher-in-Charge position.
2. Compensation:
  - Increase Teacher-in-Charge compensation.
  - Ensure compensation for additional duties.
3. Address safety conditions.
4. Clarify duties.
5. Ensure equity at all sites.
6. Provide a retirement incentive.
7. Clean-up/edit/format language including, but not limited to, the ECE salary schedule and appendices.
8. Assure developmentally appropriate student assessment.



---

## Attachments for Mach 9th Board Meeting (16-0456)

1 message

---

**Anjanette Duckworth** <anjanette.duckworth@ousd.org>

Thu, Feb 25, 2016 at 3:15 PM

To: Edgar Rakestraw <edgar.rakestraw@ousd.org>

Cc: Jenine Lindsey <jenine.lindsey@ousd.org>

Mr. Rakestraw,

Please attach the supporting documents to item #16-0456 in Legistar, to be included on the March 9th Board Meeting agenda. Thank you.

**Anjanette Duckworth**

Manager, Labor Management & Employee Relations (LMER)

Oakland Unified School District

1000 Broadway, Suite 680

Oakland, CA 94607

(510) 879-4048 (p)

(510) 879-4046 (f)

***OUSD..Every Student Thrives!***



**Board Item # 16-0456.pdf**

503K