



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

December 13, 2023

Dear Superintendent Johnson-Trammell:

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 contract reopener negotiations this year with the District.

Together, we will build on the substantial progress we made together during our full contract negotiations last year. As part of those negotiations, we decided to reopen the following:

- Article 21.15, Special Education - Workload Model
- Article 21.22, Newcomer Supports
- Article 21.24 Early Elementary (TK/K)
- Article 22, Early Childhood Education
- Article 21.24, Early Childhood Education - Special Education

We are also choosing to open Article 24, Compensation.

The Oakland Education Association bargaining team is a diverse group of OEA members composed of general and special education, ECE, elementary, secondary, and substitute teachers, adult educators, counselors, speech-language pathologists, social workers and other OEA specialists working in school sites all over OUSD. We are ready and eager to bargain these reopeners in a timely and productive manner in order to bring us closer to the safe and racially just community schools that all Oakland students deserve.

We look forward to bargaining in good faith towards a resolution that meets the needs of all stakeholders and the community.

Sincerely,

Oakland Education Association Bargaining Team Co-Chairs,
Vilma Serrano and David McKay