



Sunshining of Proposals for Negotiation of Successor Contract with the Oakland Education Association

January 29, 2014

Our Mission

**The OUSD Board of Education
is united around its mission to build a
Full Service Community School District
that serves the whole child,
eliminates inequity, and
provides each child with
excellent teachers every day.**

Our Goal

**To reach agreement with the
Oakland Education Association on
key objectives and strategies
that strengthen the
effectiveness and leadership of
all teachers and schools.**

Improve Effectiveness

The Board of Education seeks to:

- 1** Increase the District-standard workday for all teachers to 7.5 hours with an increase in base compensation for this increased commitment.
- 2** Collaborate with teachers to create a District-wide pilot of an improved evaluation process as a precursor to replacing the existing process.

Improve Leadership

The Board of Education seeks to:

- 1** Establish a career ladder of teacher leadership roles focused on supporting Priority Schools and new teachers.
- 2** Allow teachers with exemplary performance to engage in an alternative to evaluation that enables them to provide meaningful instructional leadership to their school or District-wide.

Support Equity

The Board of Education seeks to:

Create a process to better deliver equity by:

- **Identifying schools that need additional support not capable within existing contract requirements.**
- **Collaborating with OEA on streamlined process to secure the contractual flexibility necessary to meet these additional support needs.**