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

# Memo

**To** Board of Education

**From** Kyla Johnson-Trammell, Superintendent  
Joshua R. Daniels, General Counsel  
Jenine A. Lindsey, Executive Director of Labor Relations & ADR

**Meeting Date** December 18, 2020

**Subject** “Sunshining” of the Oakland Unified School District’s Initial Proposals to the Oakland Education Association

**Action** Conduct a Public Hearing on the District's initial proposal to OEA for a successor agreement, effective July 1, 2021

**Background & Discussion** The current Collective Bargaining Agreement (“CBA”) between the Oakland Unified School District (“District”) and the Oakland Education Association (“OEA”) expires on June 30, 2021.<sup>1</sup>

Section 1.3 of the CBA states: “The Association shall present bargaining proposals for a successor Agreement on or about December 1, 2020, and the parties shall begin bargaining not later than January 15, 2021, or at times that are mutually agreed to by the parties.”

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 the successor agreement.

**Attachment(s)**

- Oakland Unified School District’s Initial Proposals to the Oakland Education Association

<sup>1</sup> Please note that this is not the Distance Learning Memorandum of Understanding that governs distance learning and, by its terms, expires on December 31, 2020, unless it is extended by the Parties.

OAKLAND UNIFIED SCHOOL DISTRICT INITIAL PROPOSALS  
TO THE OAKLAND EDUCATION ASSOCIATION  
FOR A SUCCESSOR AGREEMENT  
TO THE 2017-2021 COLLECTIVE BARGAINING AGREEMENT

Presented on December 18, 2020

The Oakland Unified School District (“OUSD”) submits this initial proposal to the Oakland Education Association (“OEA”) for a successor collective bargaining agreement (“CBA”) between OUSD and OEA. OUSD proposes to modify, amend, or terminate the following sections of the CBA:

**1. Article 1 Agreement**

Revise term (duration) of the agreement to provide one area of stability for Oakland’s certificated staff, students, and families, while allowing for continued evaluation of future contractual changes needed in light of current challenges.

**2. Article 24 Compensation**

OUSD proposes to revisit the CBA’s provisions for off schedule salary payments, stipend compensation, and compensation for leadership roles in light of OEA members’ innovative leadership, adaptability, and contributions to teaching and learning district-wide.

The District reserves the right to add, delete, modify or amend proposals consistent with the requirements of the Educational Employment Relations Act.