



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Sunshine of Initial Proposals

Successor Contract Negotiations with OEA



February 8, 2017

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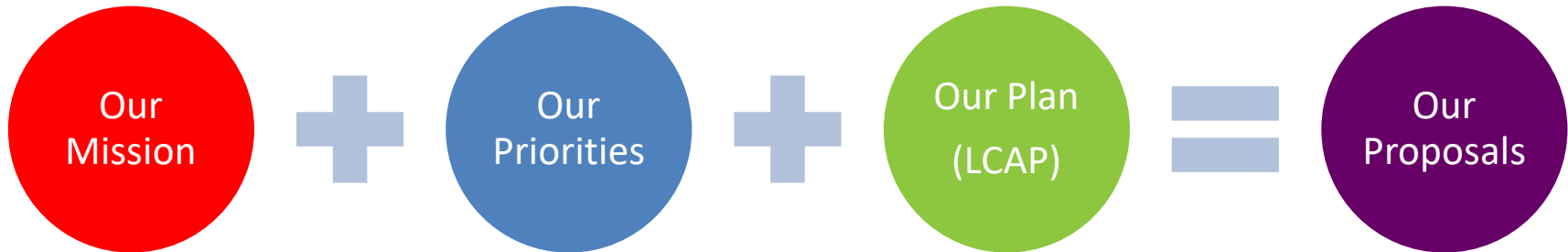
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The Foundation

The Oakland Unified School District's Board of Education is committed to its mission, priorities, and Local Control Accountability Plan (LCAP)





Our Mission



The Oakland Unified School District 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 Priorities

- **Priority 1: Effective Talent Programs-** Our work starts with our people. We need to make OUSD the premier employer for educators in the Bay Area. This means we must recruit the best talent, create a system that cultivates their growth, and develop a culture that facilitates high retention of effective employees.
- **Priority 2: Accountable School District-** A school district that supports its people is grounded in values and effective systems. We will ensure that we are one team dedicated to the development of quality schools in every Oakland neighborhood. We will also provide exemplary service to all Oakland schools with an emphasis on increasing achievement and engagement for students.
- **Priority 3: Quality Community Schools-** Every Student deserves the right to attend a quality community school in the neighborhood. The Community Schools work in Oakland is some of the most compelling work in the country. By targeting our focus, we will build schools that all Bay Area students are proud to attend.

Our Local Control Accountability Plan (LCAP)



OUSD's Six (6) LCAP Goals Attached to Strategies and Measureable Outcomes

Goal #1	Graduates are College and Career Ready
Goal #2	Students are Proficient in State Academic Standards
Goal #3	Students are Reading at or Above Grade Level
Goal #4	English Learners are Reaching English Fluency
Goal #5	Students are Engaged in School Everyday
Goal #6	Parents & Families are Engaged in School Activities

Initial Proposals to the Oakland Education Association (OEA)

With OUSD's *Mission*,
Priorities and *Local Control*
Accountability Plan as a
foundation, the Board of
Education submits the
following initial proposals
for negotiations with OEA....





Proposals to Increase LCAP Supports

- 1. Teacher Commitment Program.** Revise Teacher Commitment Program to create alignment with the LCAP in support of English learners, foster youth and low-income students. (Article 10.7)
- 2. Intervention Programs.** Examine OEA/OUSD Educational Enhancement/Intervention Program (EEIP) for alignment with the LCAP in support of English learners, foster youth and low-income students. (Article 10.5.4)
- 3. Contract Waivers & Specialized Programs.** Negotiate a less rigid waiver process and clarify existing language to empower school communities to meet LCAP goals. (Articles 26, 27 & 28)



Proposals for Effective Talent Programs

- 1. Performance Evaluation.** Move Teacher Growth and Development System (TGDS) from pilot to permanent contract language. (Article 13)
- 2. Assignment/Transfer/Consolidations.** Adjust timelines and process for voluntary transfer phases to increase efficiency. (Article 12)
- 3. Peer Assistance and Review.** Bolster Peer Assistance and Review program and the process of referral through evaluations. (Article 25)
- 4. Hours of Work.** Establish flexible teacher beginning and ending times as well as flexibility for Special Education Teachers to complete IEP related activities. Additionally, the Board seeks to revise and/or eliminate outdated language. (Article 10)



Proposals for Effective Talent Programs (cont.)

5. Compensation (Article 24)

- **Shared Revenue Model.** OUSD proposes to continue a shared revenue model approach to compensation, with appropriate modifications that take into account budgetary and operational constraints. (Article 24.1)
- **Attracting Talent.** Explore conditions under which years of experience for initial placement on the salary schedule for new hires may be granted for outside professional experience in hard to fill positions and/or for individuals holding a Career Technical Education Credential. (New)
- **Operational Efficiency.** Require the use of direct deposit to increase operational efficiency. (New)



Proposals for an Accountable School District

1. **Class Size and Caseloads.** Explore changes to current language to allow for more flexibility in configurations of daily instructional schedules in secondary schools. (Article 15)
 - Expand the grace period for balancing class size to capture student enrollment data. (Article 15.2)
 - Strengthen the OEA/District joint review of caseloads on a monthly basis and ability to provide supports. (Article 15.10.4)

2. **Specialized Services.** Clarify SDC teacher responsibilities regarding IEP compliance. (21.13.8)
 - Eliminate or modify language as appropriate to emphasize providing the least restrictive educational environments for all students as prescribed by law. (Article 21.15)
 - Negotiate one consistent and competitive rate for substitute teachers and revise the process of removing substitutes from the database. (Article 21.18.2)



Proposals for an Accountable School District (cont.)

3. **Grievance Policy.** Clarify existing language and make adjustments to support timely resolution of problems and promote efficient processing of grievances. (Article 14)

4. **Agreement Duration.** The District wishes to pursue another three year agreement similar in nature to the 2014-17 agreement to provide stability to students, OEA members, and the OUSD community at large. (Article 1)

EVERY STUDENT THRIVES!



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