



OAKLAND UNIFIED  
SCHOOL DISTRICT

expect **Success**

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# **SUMMARY OF OUSD INITIAL PROPOSALS TO OEA**

**January 30, 2008**

## What are initial proposals?

- **Initial proposed changes to the existing contract; both specific language changes and conceptual changes which are then more fully explained during negotiations.**

## How did OUSD arrive at its proposals?

- **Review of issues arising under the existing contract**
- **Review of ongoing or new strategic initiatives**
- **Input of State Administrator, Board of Education and Executive Staff**
- **Principal/NEXO survey**

# OUR COLLECTIVE CHALLENGE

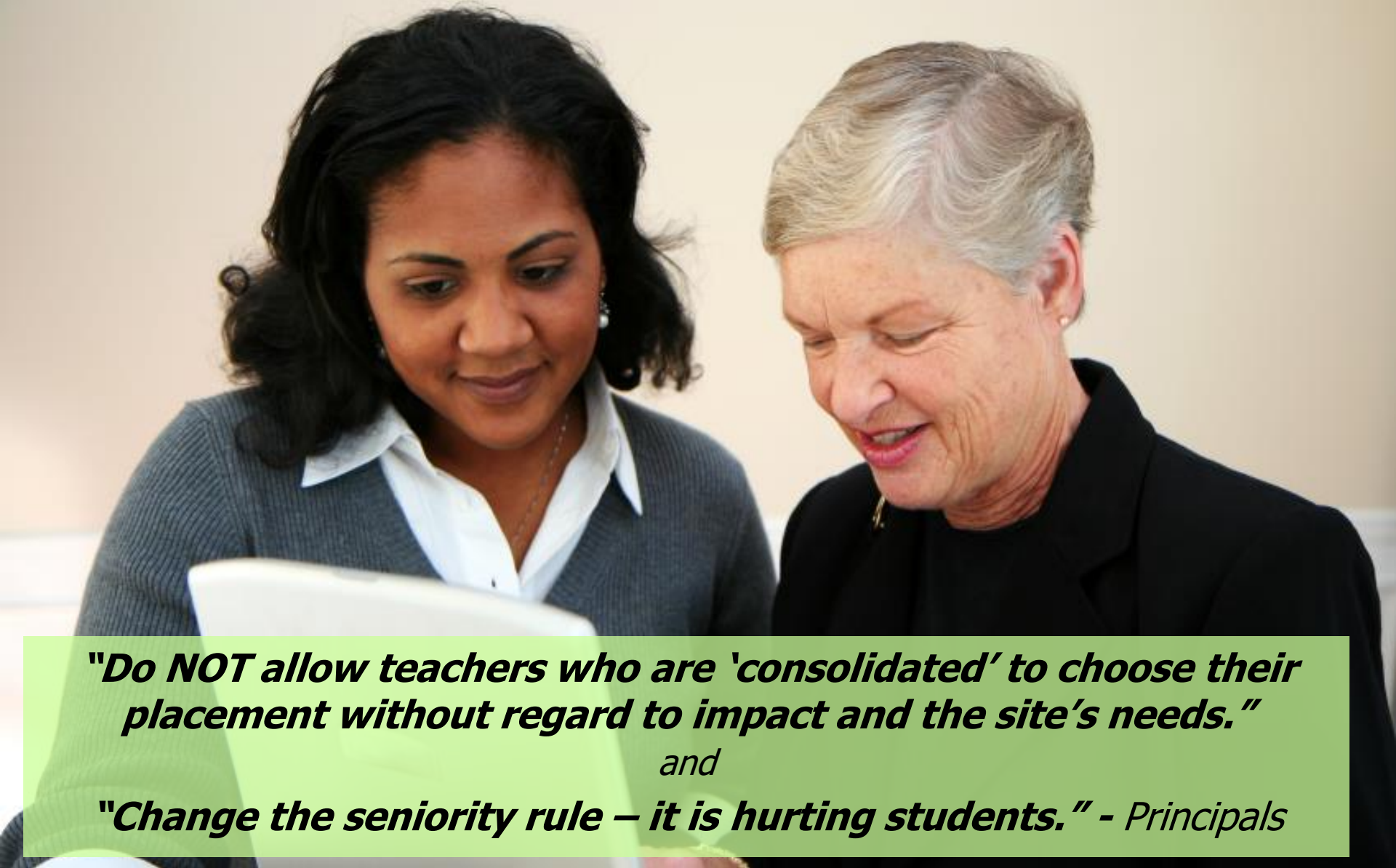
- **Create working conditions that encourage top talent to come and stay.**
- **Ensure collaboration among teachers, principals and other staff focused effective teaching and learning.**
- **Develop the capacity to better serve every student, every classroom, every day.**
- **Do all of the above within the limitations of the funds provided by state, federal, local and philanthropic support.**

# IMPROVE THE EFFECTIVENESS OF EVALUATIONS



***"The documents for the evaluation process are not very effective. It would help to have a clearer rubric of performance for each of the standards. We should define the quality of teaching that we expect." - Principal***

# THOUGHTFULLY MATCH TEACHERS WITH SCHOOLS



***"Do NOT allow teachers who are 'consolidated' to choose their placement without regard to impact and the site's needs."***  
*and*

***"Change the seniority rule – it is hurting students." - Principals***



# ENSURE COUNSELING SUPPORTS ALL STUDENTS



***"Ensure counselors not only help top achievers get into good colleges, but ensure appropriate interventions and support are provided to all students." – NEXO***

# ENSURE EXPENSES DON'T EXCEED INCOME

## EXAMPLE - TEACHER COMP

### Revenue per ADA / (% Change)

### Total Compensation / (% Change)

1st Year  
2002-03

\$38,646

\$4,739

Teacher Salary

2nd Year  
2003-04

\$38,646

\$4,703 / (-0.8%)

Medical Benefits

3rd Year  
2004-05

\$38,646

\$4,874 / (3.6%)

\$45,325 / (3.2%)

4th Year  
2005-06

\$38,646

\$5,147 / (5.6%)

\$48,270 / (6.5%)

5th Year  
2006-07

\$38,646

\$5,562 / (8.1%)

\$51,205 / (6.1%)

6th Year  
2007-08

\$45,275

\$5,822 / (4.7%)

\$54,525 / (6.5%)

↑ 22.8% Total

↑ 23.0% Total

From 2002-2007, the cost of medical insurance alone has increased over 62%