



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Sunshining of Proposals

Negotiation of Successor Contract with
AFSCME Local 257



November 30, 2016

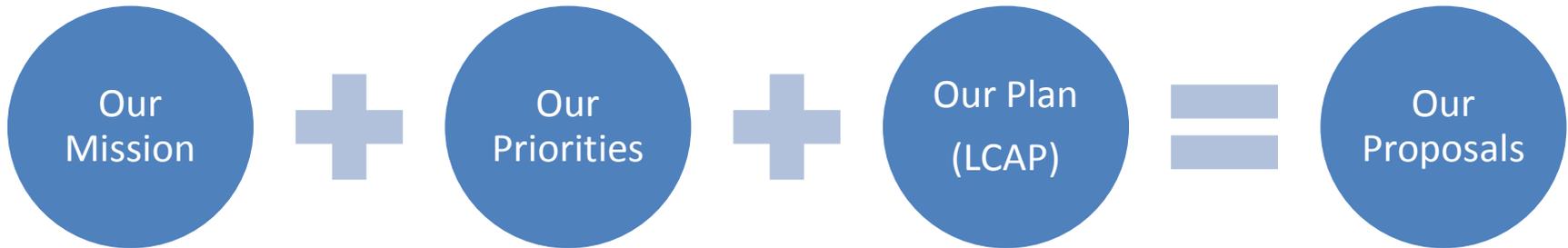
Jenine Lindsey, Director Labor Strategy

www.ousd.org



@OUSDnews

Sunshine of Initial Proposals to AFSCME Local 257





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



OUSD's 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

AFSCME Classifications and LCAP Action Areas

<u>LCAP Goal</u>	<u>Action Areas</u>	<u>Classifications</u>	<u>Description of Plan</u>
Goal 1: Graduates are College and Career Ready	<i>A-G Completion (A1.3)</i>	Para-Educators	To provide classroom support to students with disabilities.
Goal 5: Students are Engaged in School Everyday	<i>School Facilities (A5.3)</i>	Custodians	Custodians are charged with assuring that all students have a safe and clean learning environment.
	<i>Health & Wellness (A.5.2)</i>	Food Service Assistants and Managers	Meal programs at all schools (includes summer & school year for meals of breakfast, lunch, supper & snacks).
	<i>Health & Wellness (A.5.2)</i>	Licensed Vocational Nurses	Provide Health Services to students.

The Board of Education Seeks To:

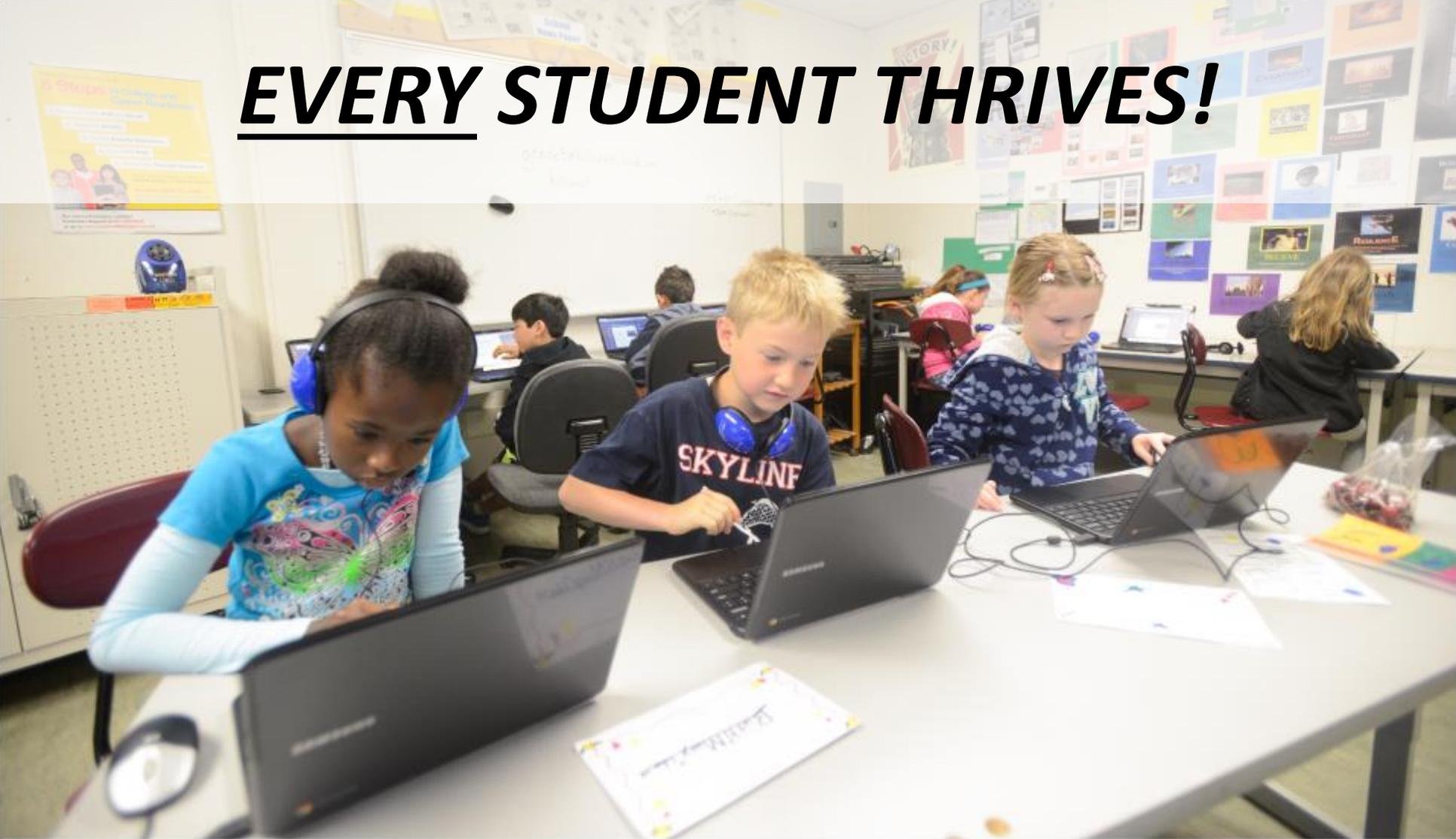


OAKLAND UNIFIED
SCHOOL DISTRICT
Community Schools, Thriving Students

1. **Enhance professional development** and training to custodians, food service workers, LVNs, para-educators and 504 technicians.
2. **Create career ladders** through professional development, trainings and greater incentives for professionalism and growth.
3. **Provide school communities with staffing flexibilities** to respond to student needs.
4. **Create meal plan and breakfast scheduling alternatives** for school sites with low student participation rates for breakfast and lunch (i.e. “breakfast after the bell”).



EVERY STUDENT THRIVES!



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

1000 Broadway, Suite 680, Oakland, CA 94607

www.ousd.org



@OUSDnews