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LABOR MANAGEMENT & EMPLOYEE RELATIONS

Memo

To Board of Education

From Joshua R. Daniels, General Counsel
Jenine Lindsey J.D., Exec. Director, Labor Relations and ADR

Board Meeting Date February 12, 2020

Subject **“Sunshining” of the Oakland Unified School District’s (District) Initial Proposals (IPs) to the United Administrators of Oakland Schools (UAOS)**

Action Requested Conduct a Public Hearing on the District’s Initial Proposals (attached) for a full Successor Agreement, effective July 1, 2017.

Summary Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and UAOS may begin negotiations for a new Agreement, the parties are required to present their initial proposals for public review and comments (“sunshining”) the proposals.

Fiscal Impact Any tentative agreement will be within the District’s financial ability to cover anticipated costs.

Recommendation Conduct a Public Hearing on the District’s Initial Proposals (attached) for a full Successor Agreement, effective July 1, 2017.

Attachments

- District Initial Proposals



OAKLAND UNIFIED SCHOOL DISTRICT'S
SUNSHINE OF INITIAL PROPOSALS
TO THE
UNITED ADMINISTRATORS OF OAKLAND

February 12, 2020

Our Mission

The Oakland Unified School District (“OUSD”) 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 Plan

OUSD’s Local Control Accountability Plan includes six goals attached to strategies and measurable outcomes. These goals provide the foundational basis for the initial proposals submitted for successor contract negotiations. 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; and Goal #6 Parents and families are engaged in school activities.

Our Initial Proposals

OUSD submits this initial proposal to the United Administrators of Oakland (“UAOS”) for a successor collective bargaining agreement (“CBA”) between OUSD and UAOS. OUSD will seek to update contract language that is outdated and/or unclear in order to ensure the most operationally effective agreement possible. Additionally, OUSD proposes to modify, amend, or terminate the following sections of the CBA:

1. Article 4 Hours of Work

- Create flexibility in work year (i.e. to accommodate emergency school closures).

2. Article 5 Vacation

- Clarify language to encourage use of vacation by employees for organizational wellness.

3. Article 6 Evaluations

- Minor changes to the Leadership Growth and Development System.

4. Article 7 Assignment/Transfer/Vacancy/Consolidation Policy

- Add language to streamline assignment, reassignment, demotion, promotion and dismissal process.

5. Article 17 Duration

- New successor contract term (3 year).



6. Article 29 Professional Development

- Increase opportunities for professional development.

7. Article 30 Sergeants

- Align contract with current training and evaluation goals.

The District reserves the right to add, delete, modify or amend proposals.