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

Board Cover Memorandum

To Board of Education

From Oakland Education Association

Meeting Date May 12, 2021

Subject Sunshining of the Oakland Education Association's Initial Proposal to the Oakland Unified School District

Ask of the Board Conduct a Public Hearing on the Oakland Education Association's initial proposal to the District for a successor agreement, effective July 1, 2021

Background & Discussion The current Collective Bargaining Agreement ("CBA") between the District and the Oakland Education Association ("OEA") expires on June 30, 2021.

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 Education Association's Sunshine Proposal (May 4, 2021)



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Oakland Education Association
Sunshine Proposal
May 4, 2021

The Oakland Education Association hereby submits the following initial proposal to negotiate a one year collective bargaining agreement with the Oakland Unified School District: All terms and conditions of the current Oakland Education Association/Oakland Unified School District collective bargaining agreement will remain unchanged, with the exception of agreements that are reached related to:

Article 24 - Compensation

We have an interest in recruiting and retaining the best educators for Oakland's students by increasing the competitiveness of the District's compensation package.

The Association reserves the right to create, add to, delete from, amend, and modify its proposals and/or open articles of the contract during the negotiations process.

All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract. Absent a final agreement modifying the contract, the existing contract language shall remain in full effect.