



May 9, 2018

WE ARE ALL IN THIS TOGETHER. #OAKLANDSTRONG.

The following is an update on negotiations between Oakland Unified School District (“OUSD”) and the Oakland Education Association (“OEA”). The bargaining teams met on Monday, April 30, 2018. After a week away from the table to allow for additional preparation, the bargaining teams exchanged proposals on the four major topics at issue; evaluations, compensation, hours of work and class size/caseloads. With the exception of one topic named as a priority for OUSD, evaluations, both sides introduced proposals showing significant movement towards an agreement for OUSD’s educators. See below for a side by side comparison of proposals.

OUSD’s State Trustee Addresses The Bargaining Teams

OUSD was administered by the California Department of Education for six years, beginning in 2003 when severe financial difficulties forced the District into state receivership in exchange for a sizable state loan. OUSD is required to host a State Trustee until the full amount of the loan is repaid (expected payoff date is in 2026), or until the California Department of Education determines it is no longer necessary. Christopher Learned, State Trustee (“Trustee”), currently represents the state’s financial interest in OUSD. The Trustee does not play a role in day-to-day operations of the District, but maintains veto authority over financial decisions that might imperil the stability of the OUSD. Mr. Learned, a former union president, joined the April 30, 2018 bargaining session as a subject matter expert. In a discussion around OEA’s compensation proposal, Mr. Learned stated the following:

I’ve had a chance to review your latest proposal and I must tell you that we are not there yet. I would not allow the District to agree to it. I am seeing a lot of progress under your current Superintendent, Kyla Johnson-Trammell, but we just need time to improve OUSD’s finances.

~ Christopher Learned, State Trustee

How Much Would OEA’s Proposed Salary Increase Cost?

The total cost of OEA’s compensation proposal is **\$24.9 million** dollars over the course of the three year agreement and up to **\$36.6 million** dollars with step increases included. Even with the projected \$10 million dollar increase in revenue from the state, the District is not in a position to carry this on-going expense.

Effective Year	Percentage Increase	Cumulative Percentage Increase	Cumulative Percentage Increase + Step Increases	On-going Cost of Salary and Salary Driven Benefits
2017-18 (retro)	3%	3.00%	3.00%	\$6 Million
2018-19	4%	7.12%	10.33%	\$20.6 Million
2019-20	5%	12.47%	19.33%	\$36.6 Million

**NEXT STEPS**

The bargaining teams will return to the table on May 14, 2018.

SIDE BY SIDE COMPARISON OF PROPOSALS

TOPIC	OEA PROPOSALS	OUSD PROPOSALS
Compensation (Article 24)	<p>Increase to OEA Salary Schedules</p> <ul style="list-style-type: none"> <input type="checkbox"/> 2017-18 3% <input type="checkbox"/> 2018-19 4% <input type="checkbox"/> 2019-20 5% <p>Increase to Substitute Rates</p> <ul style="list-style-type: none"> <input type="checkbox"/> 30 Days: \$187.00 <input type="checkbox"/> 30-60 Days: \$212.00 <input type="checkbox"/> 60- 90 Days: \$250.00 	<p>Increase to OEA Members</p> <ul style="list-style-type: none"> <input type="checkbox"/> 2% bonus no later than November 2018. <input type="checkbox"/> 2% bonus no later than November 2019. <p>(includes Measure G1 Funding)</p> <p>Increase to Substitute Rates</p> <ul style="list-style-type: none"> <input type="checkbox"/> \$187 Long-term substitutes/ subbing over 90 Days <input type="checkbox"/> \$150 Daily Substitute Rate <p>Increase Extra Duty Rate to \$27.00</p>
Evaluations (Article 13)	No substantive change to current contract language.	<ul style="list-style-type: none"> <input type="checkbox"/> Proposed to incorporate components of growth and development in the evaluation process. <input type="checkbox"/> Include observations by peers/alternate observers (other OEA members) instead of administrators only. <input type="checkbox"/> Peer/Alternate Observers receive units for increased ongoing compensation.
Hours of Work (Article 10)	<ul style="list-style-type: none"> <input type="checkbox"/> Increase extra duty rate by 44% to \$50.00 	<ul style="list-style-type: none"> <input type="checkbox"/> More flexible start and end times to improve transportation services to students and reduce spending on transportation.* <p>*OUSD is projected to spend an additional \$4.1 million dollars on transportation in 2018-19.</p>
Class Size (Article 15)	Reduce class sizes in 2018-19: 1 student in elementary and 5 students/contacts in secondary.	Reduce class sizes for physical education (PE) by 1 student and Fine Arts by 1 student to match Craft Arts.



	<p>Reduce class sizes further in 2019-20: 2 students in elementary and 10 students in secondary.</p> <p>Double the reductions above for schools with high- needs.</p> <p>Caseload reductions for all specialists.</p> <p>New Overage Rates for elementary: \$25 per student per day; \$40 per student per day in Special Day Classes (SDC)</p> <p>Count each inclusion student as two students. (students with special needs in general education classes)</p>	<p>Hard caps for Special Day Classes (SDC) at 15 to 1 for the first 6 weeks with compensation added to the menu of support plan options.</p> <p>New overage rates for elementary: \$25 per student per day.</p>
--	--	---

YOUR OUSD BARGAINING TEAM:

<ul style="list-style-type: none"> ● Sondra Aguilera, Senior Deputy Chief of Continuous School Improvement ● Tara Gard, Deputy Chief of Talent ● Charles Wilson, Executive Director, Enrollment, Registration & Portfolio Mgmt 	<ul style="list-style-type: none"> ● Preston Thomas, Network Superintendent High School ● Jenine Lindsey, Co-Chief Negotiator, Director Labor Strategy ● Greg Dannis, Co-Chief Negotiator, Attorney
--	---

Tentative Agreements Reached:	Approaching Agreement:
<ul style="list-style-type: none"> ● 2017-18 <i>Calendar</i> ● Article 14 <i>Grievance Policy</i> ● Article 23 <i>Summer School</i> 	<ul style="list-style-type: none"> ● Article 1 <i>Reopeners</i> ● Article 3 <i>Definitions</i> ● Article 6 <i>Association Rights</i>



OAKLAND UNIFIED SCHOOL DISTRICT

- *2018-19 Calendar*
- Status Quo TA on Articles:
2 , 4, 5, 18, 19, 20

- Article 11 *Leaves*
- Article 15 *Class Size*
- Article 24 *Compensation*
- Article 25 *Peer Assistance and Review*