



OEA Bargaining Update

Quality Schools = Better Lives

Bargaining Update #10

December 20, 2018



Bargaining Chips

UPDATES ON DECEMBER 2017
BARGAINING SESSIONS

(DIS)RESPECTING THE TEACHER

CORPS. Your OEA team is now five teachers strong with Lusa being one of our first members to utilize Child Bonding Leave to care for her newborn.

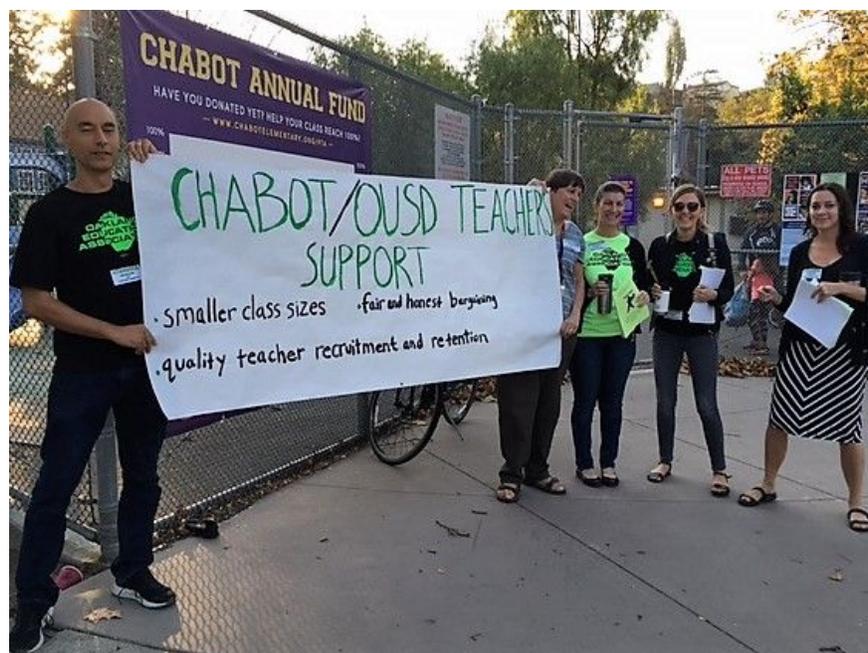
We continue to advocate for the needs of Oakland students, families, teachers, and community, drawing on our collective input outlined in the [Bargaining Blueprint](#) that accompanied our Sunshine Proposal Narrative introduced 10 months ago. We are still awaiting meaningful District counter proposals on three critical articles at the heart of any Tentative Agreement: Article 10: Hours of Work, Article 15: Class Size, and Article 24: Compensation.

FURLOUGHS? NOOOOOOOO!!! In the absence of a counterproposal on Compensation, the District team introduced a frankly insulting Proposal (OUSD#31), for a Side Letter eliminating the Teacher Work Day on June 8, 2018, cutting our pay by 1/186, taken out of the six 2018 monthly paychecks. (As if given the recent payroll fiascos, the District wouldn't incur more costs than savings should our pay be yet again compromised). Your OEA Team, supported by our Rep Council and Executive Board, fully recognizes that in the history of labor relations, furloughs protect little over time. Invariably, pay and jobs are both lost. Given the state of the District, our members need to see bold District initiatives for redistributing resources directly to the classroom. Any cut in pay will cause many to consider employment elsewhere.

ARTICLE 24: COMPENSATION Your OEA Team advanced a creative proposal to bring OEA members up to the median salary in Alameda county. It reflected the premier priority of the Local Control and Accountability Plan (LCAP) set as a goal by both teams: "We need to make OUSD the premier employer for educators in the Bay Area". The

District has historically offered first year teachers a competitive salary, but has provided uncompetitive financial reward for years of service and post graduate equivalent coursework. Our members quickly fall further behind other Districts' compensation packages and are accordingly recruited to fill their vacancies for experienced, skilled teachers. Our proposal calls for "squaring" the Salary Schedule, so that unit members are assured consistent increases from row to row of service and from column to column for credits. Being assured of a 3.75% raise for each row and column jump provides an attractive incentive for continuing to teach in Oakland as our members accrue additional credits that maximize teaching capacity. Our students deserve teachers who are justly compensated for their commitment to teaching in Oakland.

A GLIMMER OF HOPE FOR SUCCESSFUL BARGAINING: MOVEMENT ON ARTICLE 11: LEAVES, ARTICLE 14 GRIEVANCES, AND ARTICLE 23: SUMMER SCHOOL A Tentative Agreement is being prepared by the OUSD Team for Leaves (with the District recognizing that the OEA proposal that both parents be allowed Child Bonding Leave is a powerful recruitment tool for bringing couples into the District). OEA has agreed to withdraw contract language for an additional benefit of two week paid leave before a member would need to request Child Bonding Leave. The teams are much closer to an agreement on Grievances with a need to fine-tune dates and conditions surrounding automatic escalations between Levels. The OEA is preparing a Tentative Agreement on Summer School with additional language applying District selection criteria to insure equitable access to positions for unit members from all sites pooling students at one central site for Summer School.



MINOR MOVEMENT ON ARTICLE 6: ASSOCIATION RIGHTS. Regarding Association Rights, our OEA team remains committed to gaining access to District email without interference, censorship, or examination for the sole purpose of requesting personal email addresses from new employees and current employees whose personal email of record is no longer accessible. Although the District Team has not agreed to this change, they have jointly developed language for insuring OEA participation in all new teacher orientations, whether in person or electronic. Our OEA team is fighting for release time for new teachers and OEA presenters attending orientation events during the duty day, and per diem compensation for orientation events held outside the duty day.

Follow the actual written proposals in the tracking document [here](#).

BARGAINING TEAM MEETINGS: Your OEA Bargaining Team will be meeting every Thursday afternoon until we reach agreement. We will continue to schedule time with constituent groups and subject-matter experts between 5 and 6 on those days.

October '17	November '17	December '17
<p>10/09 Article 12: Assignment/Transfers/Vacancies/Consolidations Article 6: Association Rights 10/23 Article 24: Compensation Article 15: Class Size/Caseload Article 11: Leaves</p>	<p>11/06 Article 10: Hours of Work, Inclusive of Calendar and includes Dual Enrollment Article 9: Academic Freedom Article 7: Employee Rights</p>	<p>12/04 Article 14: Grievances Article 23: Summer School 12/11 Set 2018 sessions and bargaining around key articles with cost ramifications (Articles 10, 15, and 24)</p>

2018 Dates: January 12th, 24th, February 12th, 26th, March 12th, 26th

Article 21: SPED Services/Assignments/TSA/Teacher Leader

Article 17: Safety

Article 25: PAR

Article 13: Evaluations

NEW: Charter Accountability

YOUR OEA BARGAINING TEAM:

Dennis Nelson, Chair, Home Instruction, PEC
Lusa Lai, Second Grade, Lincoln
Mark Fisher, Second Grade, Fruitvale
Doug Appel, CTA Staff, Emeritus

Katherine Gibson, TK, Greenleaf TK-8
Patricia Segura, Newcomer TSA, Fremont High
Amy Dellefield, Social Studies/Sports Coach, Oakland High
Trish Gorham, ex officio member, OEA President