



OEA Bargaining Update

Quality Schools = Better Lives

Bargaining Update #12

February 13, 2018



Bargaining Chips

WHAT ARE WE WILLING TO DO TO COMPEL THE DISTRICT TO MOVE ON KEY ISSUES THAT WILL LEAD TO A TENTATIVE AGREEMENT?

The School Board met in Closed Session on Valentine's Day and has scheduled a Special Closed Session on February 20th to gauge the state of Bargaining. The OUSD Bargaining Team has not responded adequately to numerous OEA proposals. Time is running out to come to a Tentative Agreement by the end of the year. We can only hope that the Board will light a fire under their seemingly uncommitted team.

With increased revenue from the state ahead of us, it is time to light a fire under the district and insure that the needs of the classroom take precedence in budgeting for 2018-19. Where will new and redistributed moneys go? To consultants? To half-baked District initiatives? To freshly-bloated administration? Or to the classroom, with class size and caseloads reductions, especially for our most vulnerable students, comparable compensation for Oakland teachers in relation to neighboring districts, and a contractually protected duty day? Let the OUSD School Board know your demands before their February 20 meeting!

ACTION ALERT! Email your demands that OUSD bring real proposals to the table now.
[Submit Comments to School Board here](#)

- 1. Click on calendar.**
- 2. Go to February 20 Board of Education Meeting and click on eComment**
- 3. Comment under Item C. President's Statement Disclosing Item(s) To Be Discussed In Closed Session Today**

Your OEA Bargaining Team approached the February 12th Bargaining Session with cautious optimism given not only the rosier State contributions to Education in the Governor's January budget proposal, but record tax revenues flowing into state coffers in December and January which may lead to a further upward revision of funding for K-12 Education. Instead, the District Team brought to the bargaining table on February 12th absolutely nothing on **Article 15 (Class Size)**, nor on **Article 24 (Compensation)**, where they have only presented incomplete numbers in January documenting the costs of a more limited squaring of columns but not rows, with a reference to being "on top of any salary increase," yet unspecified.

The OEA Bargaining Team provided an extensive revision of **Article 10 (Hours of Work)** more than three months ago (November 6, 2017), deleting obsolete language, consolidating various references to extra duty hours, and proposing per diem compensation for anything outside contractual duties. The District counter was essentially non-responsive, leaving in flawed contract language, retaining references to non-existent "Buy Back Days" and proposing to do away with the 8 am to 3:45 pm range of start and end times, moving the time of elementary school start of day preps to ostensibly save moneys on Special Education Bus Transportation. Needless to say, they couldn't answer probing questions about how that

savings would accrue, and our OEA team requested they bring in a subject matter expert witness capable of responding to pertinent questions.

There was only appreciable movement in **Article 6 (Association Rights)** with the District accepting our proposed language granting access to District email “without interference, censorship, or examination” for the sole purpose of obtaining a preferred personal email address for Association communication. This would mostly involve new hires, and unit members whose personal email addresses are no longer working. The District did not agree to compensate new hires for participation in employee orientations outside of their duty day.

At our next Bargaining Session on February 26th, our OEA Bargaining Team will be introducing new contract language on **Article 25 (Peer Evaluation and Review)** with the assistance of our Subject Matter Experts. The District will be reintroducing **Article 13 Evaluation**), in an effort to revive the Teacher Growth and Development System (TGDS), but preliminary discussions suggest they are unwilling to provide necessary supports and safeguards necessary to reach agreement. For example, they are proposing discarding use of an Alternate Observer, a necessary check for calibrating the fairness of administrative evaluation.

Our OEA Bargaining Team is also working with other subject matter experts. Article 21 discussion will be supported by special educators and substitutes on March 12th. Stay tuned for similar ongoing collaborations with Joint Committee participants for Dual Enrollment (classes taught at High Schools for Community College credit), and community members interested in addressing Safety through authentic Restorative Justice practices across schools, and renewed attention to health concerns linked to lead, mold, and asbestos abatement.

At our February 26th Bargaining Session, we will also discuss reaching Tentative Agreement on scheduled breaks for the 2018-19 calendar. The beginning and ending dates have already been finalized. What does the school year mean to your 2018 pay? Unit members paid over 10 months will be without pay for only one month (July), instead of two (July and August). Those who have elected deferred pay for July and August 2018 will receive a check in July and two paychecks in August, their last for 2017-2018, and their first full check for 2018-19.

February 26th also marks the day for opening arguments in *Janus v AFSCME* before the United States Supreme Court. Actions at school sites are planned to advance the dignity and value of unionism, with a one-day work to rule action designed to support your OEA Bargaining Team and a nation challenging two-faced Janus that conflates freedom with unrivaled corporate agendas to privatize education by attacking union solidarity.

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

BARGAINING TEAM MEETINGS: Your OEA Bargaining Team will be meeting every week until we reach agreement. We will continue to schedule time with constituent groups and subject-matter experts between 5 and 6 on the days we meet. Meetings will be from 4:30-7:30 each Tuesday.

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

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

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