

## **Joint Statement of Issues**

### **Oakland Unified School District/Oakland Education Association (SF-IM-3192-E)**

Eleven articles are in dispute. Areas of significant dispute are explained below.

- 1 - Agreement
- 3 - Definitions
- 6 - Association Rights
- 10 - Hours of Work
- 12 - Transfer and Assignments
- 13 - Evaluations
- 15 - Class Size
- 17 - Safety
- 21 - Specialized Caseloads
- 24 - Compensation
- 25 - Peer Assistance and Review

#### ***Hours of Work***

The Association is proposing a \$50 hourly extra duty rate, additional staffed preparation periods and a reduction in extra duty hours. The Employer is proposing a \$35 hourly extra duty rate and increased flexibility for school start/end times and staffed preparation periods.

#### ***Evaluations***

The Employer is proposing to incorporate revisions based on recommendations from a joint Association/Employer committee and a four year pilot of the "Teacher Growth & Development System. The Association is proposing maintaining the status quo pre-pilot evaluation procedures.

#### ***Class Size***

The Association is proposing across the board class size reductions (with additional reductions at high-needs schools) and placing a hard cap on SDC class sizes. The Employer is proposing an increase in SDC class sizes, placing a hard cap on SDC class sizes in semester 1 and a reduction in class size for PE and 4th/5th grade at high needs schools.

#### ***Specialized Caseloads***

The Association is proposing caseload reductions for counselors, nurses, psychologists, speech therapists and resource specialists. The Employer is proposing maintaining the status quo.

#### ***Compensation***

The Employer is proposing the following: 1% raise (eff. 6/30/18), 1% raise (eff. 7/1/18), 1.5% raise (eff. 1/1/20), 1.5% raise (eff. 6/30/20).

The Association is proposing the following: 3% raise (eff. 7/1/17), 4% raise (eff. 7/1/18), 5% raise (eff. 7/1/19).