

OUSD Ends Second Day of Strike Ready to Negotiate, and Hoping for Resolution Before Monday

Oakland Unified School District • hace 2 días • Saturday, May 6 at 8:30 AM • **Oakland Unified School District, + OUSD Community +, Media Contacts**



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Saturday, May 6, 2023

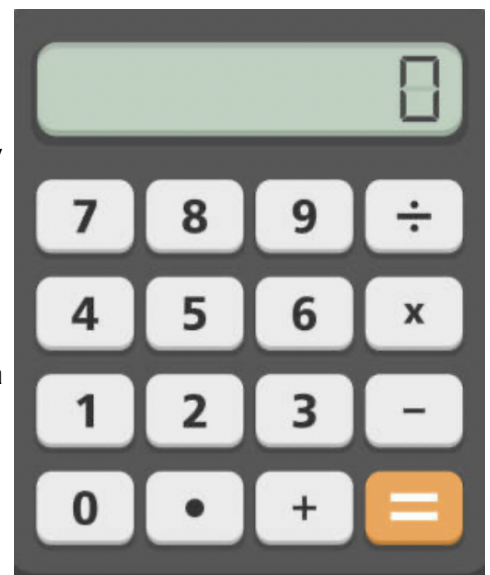
Hello Oakland Unified Community,

As we finished the second day of the teachers' strike, most of our 34,000 students were at home once again, like they were during the pandemic. We know that this has been incredibly difficult for students and families and we appreciate all the flexibility and creativity that families are exhibiting to keep their students engaged and learning. Unfortunately, **we are still unsure if the Oakland Education Association (OEA) will continue the strike into next week.**

There are just 14 school days left in the academic year, and we remain hopeful that we can end this school year on a high note after we missed so many of the annual celebrations and activities during the pandemic such as field trips, school sports, exhibitions, dances, promotions, graduations, and even culminating AP and final exams, which students and staff prepare for all year long.

Our latest salary proposal is a nearly \$70 million investment in OEA members and teachers because they are the most critical part of our children's education. As we shared with you this week, the District offer would:

1. Provide **a retroactive 10% raise and a \$5,000 one-time bonus** that puts money in the pockets of all OEA members this year.
2. Provide a minimum salary increase compared to their current salary of **at least 13% and as much as 22% for every classroom teacher** beginning next year.
3. Remove "frozen zones" in the existing salary schedule, which currently mean teachers can go up to 8 years without a raise. **This problem has existed for decades, and we have now proposed a solution to fix it.**
4. Shorten the time our teachers take to move to the top of the pay scale from 32 years to 20 years.



We also **shared a calculator** which anyone can click on to calculate the estimated impact of our proposed compensation package.

While compensation has been OUSD's top priority in negotiations, OEA made clear that other contractual items are also important to them. Our proposals to OEA address many of those items, including investments in:

1. **Increased preparation time** for elementary teachers. (Currently two 50 minute prep periods. OUSD's proposal includes three 50 minute preps per week.)
2. **Additional counselors** at prioritized schools.
3. A process for ensuring that special education teachers and staff are supported through an **equitable workload model**.

OUSD's Visual and Performing Arts Program (VAPA)

OUSD passionately believes that Visual and Performing Arts education is essential for elementary school students, as it fosters creativity, emotional intelligence, and cultural awareness, empowering our scholars to become informed and powerful leaders who contribute to a thriving society.

OUSD's VAPA Proposal includes:

- Deep investments in the Visual and Performing Arts Program by providing **additional weekly enrichment activities for ALL elementary students starting in 2024-25.**
- Beginning 2024-25, the additional VAPA programming in elementary schools will allow an **additional 50-minute prep for teachers during the instructional week to plan, collaborate, and prepare for daily instruction.**
- Elementary VAPA teachers will be provided a **designated budget to support VAPA program implementation** at their school site.
- Secondary VAPA teachers with substantial evening and weekend performances will **receive \$1,500 stipends per semester**, compensating for extra time spent in after-school rehearsals, practices, and performances.
- All elementary VAPA Investments will be **prioritized in focus schools first**, mutually agreed upon with OEA, and then extend to **ALL** schools in 2024-25.
- Creates a **VAPA Council with OEA to provide recommendations**, including potential program improvements, to ensure quality and opportunities to combine budgets to leverage economies of scale.

For more information on the status of the strike, visit
www.ousd.org/teacherstrike



Unfortunately, OEA's leadership has stopped negotiating the legally required parts of the contract until we negotiate their "Common Good" proposal. Thus, rather than finalizing the details on items typically in a contract such as compensation, we have been forced to focus on the Common Good proposal with OEA leadership.

OEA's Common Good proposal addresses important societal issues, including homelessness, transportation, and the impacts of climate change. OUSD understands their importance and has policies and practices that already touch on many of these issues. We should collaborate on these issues with all labor partners and city, county, state, and federal government leaders to address them.

Given the time of year and the considerable movement towards a Tentative Agreement on mandatory subjects of bargaining, we are hopeful that we can settle and fully reopen schools soon. With students back in school, we can then work together with community partners and elected officials to support the issues in the Common Good proposal.

We will update you on the progress we make in negotiations as quickly as possible. [Here are links](#) to all of our proposals and our [most recent proposal to OEA](#).

Have a peaceful weekend.

In community,
OUSD News