

# OUSD Updates Community After Fifth Day of Teachers' Strike and Shares Information About District Offer and "Common Good" Proposal

Oakland Unified School District • hace 15 horas • Wednesday, May 10 at 7:00 PM • **Oakland Unified School District, + OUSD Community +, Media Contacts**



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

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Wednesday, May 10, 2023

Dear Oakland Unified Community,

For a fifth day in a row, many students across OUSD were out of their schools once again today because of the teachers' strike.

In negotiations with the Oakland Education Association (OEA), some of the major sticking points are compensation and reverting back to original proposals, along with what OEA often brings up as their "common good" proposal. With regard to the details of our offer to OEA, you can see a graphic summary below. The details include compensation, mental health, safety, and literacy supports, enrichment, visual and performing arts, special education investments and preparation time for educators.

The common good proposal includes issues that OEA wants added to the collective bargaining agreement which are not related to employee compensation or benefits and have never been part of any previous OUSD contract. They include addressing homelessness, how the District utilizes its vacant properties, and having drought resistant plants on campuses. Among the problems with the proposals is that many of them are cost prohibitive. Fully implementing OEA's initial common good proposal would cost the District more than \$1 billion. You can learn more about the common good proposal in an additional graphic below.

Also, here is a short video from Superintendent Kyla Johnson-Trammell in which she explains why common good proposals should not be in a new contract.

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As of today, what is the status of negotiations between OUSD and OEA?

We remain optimistic that the District's negotiations team and OEA's negotiators are making progress in their discussions, but they still have yet to come to an agreement. We remain hopeful that we will reach an agreement and get all of our students back into their schools soon.

Thank you for your patience and understanding as we work through this process.

In community,

OUSD News

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# CURRENT OUSD PROPOSAL: WINS FOR STAFF AND STUDENTS

REFLECTS OUSD PROPOSALS TO OEA THROUGH 5/9/23



## COMPENSATION

- 10% retroactive raise from Nov. 1, 2022 for all OEA members
- One-time \$5,000 off-schedule payment
- Restructured salary schedule that provides 13%-22% raises for teachers beginning in the 2023-24 school year
- Additional stipends for specialized services
- New salary schedule means 32 years of teaching is no longer required to reach maximum pay
- Retired teachers who become substitutes will retain their highest salary prior to retirement
- STIP substitutes will be paid the same as step 1 column 1 teachers



## MENTAL HEALTH, SAFETY & LITERACY SUPPORTS

- Increase in School Counselors: 5 FTE (Full-time equivalent) to support schools identified through the Reparations for Black Students Resolution
- Increase in Teacher Librarians: 4 FTE Teacher Librarians to support high schools with highest needs students
- Commitment to increased safety planning, including emergency preparedness training and a collaborative approach to exploring safety improvements.



## ENRICHMENT, VISUAL & PERFORMING ARTS

- Increase in Arts education: All elementary students receive additional Visual and Performing Arts instruction per week starting in 2024-25
- Increase in Arts materials: Secondary VAPA teachers get a dedicated supply budget for art materials starting in 2024-25
- Increase in staff voice: Creation of VAPA Council providing feedback on program improvement
- Increase in investments for Black students: VAPA investments begin in 2023-24 in 8 elementary schools identified through the Reparations for Black Students Resolution
- 30 minutes per week of additional intervention and enrichment time for students within the teacher workday on minimum days (Extended Learning Day for students)



## SPECIAL EDUCATION

- Equitable workload pilot to support special education professionals
- Phased in reduced caseload for Self Contained Mental Health Program classes

## PREPARATION TIME



# FOR EDUCATORS

- **Increase in Elementary teacher planning time:** In 2024-25, elementary teachers gain 50 minutes of additional time during the instructional week to plan, collaborate, and prepare for daily instruction
- **Increase in Newcomer teacher planning time** in middle and high school in 2024-25
- **STIP substitutes will have substitutes when absent**
- **Increase in professional learning time for Substitutes:** 2 days of paid Professional Development for substitute teachers
- **Increase in School Psychologist planning time:** Psychologists receive 6 release days
- **Increase of 15 minutes in daily planning time** for elementary teachers

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# OUSD'S RESPONSE TO THE COMMON GOOD

## **Common Good Proposals are good, but should not be in a teachers contract.**

Many of the common good proposal topics are essential. However, most are well beyond what OUSD can do alone. They need to be addressed through partnerships with local, state, and federal governments.

## **OEA's Common Good Proposals go significantly further than what other Districts have agreed to.**

Most districts addressing these types of issues have created agreements (MOUs) to work with local partners to resolve the issues. The OEA's proposal goes further in scope (addressing homelessness or environmental justice) than the districts OEA has shared as examples.

Additionally, expanding the types of issues beyond those required by the state to include ANY issue that impacts students, families, or teachers could lead to more strikes as the districts are pressured to make promises they cannot keep.

## **Community School Grant**

Oakland's Community Schools model was one of the key reasons the statewide Community Schools Grant was launched. What is proposed by OEA will actually take away authority from School Site Councils (SSCs). Plus, another level of oversight in school site decision making would make it harder to spend money efficiently. Unlike other school districts, OUSD has community schools staff in place like Community Schools Managers supporting our schools and community



## **Facilities (i.e. SAFE Schools)**

Maintaining and improving OUSD school facilities is a top priority for the District. OUSD is investing voter approved Bond dollars to renovate schools, improve perimeter safety, and add camera systems and door entries to improve student safety. These projects all take time to implement, should be a part of the Facilities Master Plan, and do not belong in a contract. OUSD is thankful for the support for the facilities bond program as the District would be in even worse shape without the support of the city's voters. OEA's initial proposals would cost more than \$1 billion to implement.



## **Black Thriving Schools**

In 2022, the OUSD School Board adopted the District's Black Thriving Indicators, which were developed in collaboration with community members from the Black Students and Families Thriving Task Force. Since then, the District has made investments towards numerous schools with at least 40% Black student enrollment and will continue to allocate resources via the implementation of the Black Thriving Plan.



## **Housing**

OUSD is happy to discuss a long-term facilities solution and would love to partner with OEA on alternative uses for vacant district properties. Like support for Black students, the underlying issue here (housing) requires a whole community approach, not a contract provision in an agreement with teachers. Additionally, some of OEA's proposed language may conflict with laws governing the use of OUSD facilities.



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