

**OAKLAND EDUCATION ASSOCIATION
OAKLAND UNIFIED SCHOOL DISTRICT**

ASSOCIATION COUNTER-PROPOSAL

Common Good Article Counter

May 5, 2023

The Oakland Education Association (“OEA” or “Association”) submits the following proposal to the Oakland Unified School District (“District” or “OUSD”), in order to make progress towards achieving truly joyful, safe, and racially just schools where everyone thrives and equity is centered in all decision-making:

Community Schools - Article 1

1. **District Wide Community Schools Steering Committee:** Within 10 days of the ratification of this agreement, OUSD and OEA shall establish a Community Schools Steering Committee composed of community members, parents, students, and OUSD labor partners. The Community Schools Steering committee will oversee the expansion, development and operation of OUSD’s community schools through collaborative decision-making.
 - a. The Community Schools Steering Committee shall include representatives from district administrative staff (2), teacher/certificated staff (3), classified staff (2) students (2), and community/parent stakeholders (3) who will oversee the implementation of community schools.
 - i. OEA will select the teachers/certificated staff. Classified unions will select the classified staff. The OUSD Student Board members will select the students. OUSD Board Directors will appoint 4 community/parent stakeholders. The appointments should reflect the most historically underrepresented demographics of the district.
 - b. The President of OEA and the Superintendent will each designate co-chairs for the CSSC in year one. Every year thereafter, the committee will vote on co-chairs from the existing group.
 - i. The Co-Chairs, with support from OUSD and OEA staff, will set the schedule of meetings and craft meeting agendas.
 - ii. Committee members will agree to serve at least one year and are encouraged to remain committed to the process for two years.
 - c. Decision making related to the above roles will be by consensus whenever possible. If consensus is not reached decisions will be reached by a majority.

- a. Responsibilities of District Wide Steering Committee will include:
 - i. Acting as a shared decision-making body related to community school development and needs, and facilitate a democratic designation process for supporting and expanding district community schools
 - ii. Determining benchmarks for evaluation of community school implementation, expansion and oversight.
 - iii. Continually supporting and refining the community school implementation process in partnership with school site staff, committees, stakeholders and as informed by school site Needs and Asset Assessments and visioning report,
 - iv. Co-create bylaws at its inception, including a minimum number of meetings annually,
 - v. Provide twice annually reporting to the Board of Trustees on progress outcomes.

2. District Infrastructure for Successful Community Schools:

- a. Community School Teacher Lead Position Teacher on Special Assignment (CSTL TSA): OUSD will create a CSTL position within the OEA bargaining unit; teaching and learning and other key parts of Community School implementation. OUSD and OEA will develop the job description and bring it to the Steering Committee for feedback. This position will not supplant existing non unit members. This role will be a non-administrative TSA (Teacher on Special Assignment) role. The CSTL will focus on following their job description and will not do duties like administer testing, cover classes, yard duty, or supervise lunch.
- b. Community Schools Stipend: Parents and students of the district and site steering committee will receive an annual stipend of \$500 dollars per year dispersed twice annually.

3. Site-Based Community School Shared Decision-Making Committee:

Each designated community school site shall have a Site-Based Community School Shared Decision-Making Body that works with the CSTL to support community school programs.

- a. Composition: The composition of Site-Based Community School Shared Decision-Making Committee shall be as follows:
 - i. 50% families, students and/or community partners
 - ii. 50% school staff, including an OEA site representative, a Classified site representative and site administrator (or designee).
- b. Selection Process: Representatives shall be elected by their respective constituency. The CSTL will serve in a non-voting support role to the Site-Based Community School Shared Decision-Making Body unless the latter is elected as a school staff member.
- c. Term: Members will serve for one school year and can be re-elected.
- d. Responsibilities: Needs/Asset Assessment Process, Visioning Process and Ongoing Democratic Community School Problem-Solving Process.
- e. The needs/asset assessments and problem-solving process will be facilitated by the CSTL in partnership with the Site-Based Community School Shared Decision-Making Body.

- f. The Site-Based Community School Shared Decision-Making Body will determine problem-solving teams of school community stakeholders to develop solutions to the issues that emerge from the needs assessment and monitor implementation of solutions.
- g. Outside Contractors: Where possible, District staff will be used to implement and operate community schools. When it is necessary to use professional services and consultants, the parties shall mutually agree on the selection of the outside service providers.
- h. Resource Allocation: Each community school will be allocated ongoing funds to support the implementation of solutions to the issues that emerge from the needs assessment. These funds can be used for systematic and ongoing investment in parent/community/youth organizing, outreach, and training; partnership opportunities; and, both curriculum training time and collaborative curriculum planning time for educators, specifically around culturally-responsive and community/civically-connected curriculum.

4. Facilities Usage

- a. OUSD will integrate the community schools programming into the facilities capacity review to ensure that the site articulates the priorities and the space for the programming that best supports the students' needs.

Reparations - Article 2

Resolution 2021-0037 Second Revision, the Board agreed to identify and invest in Historically Black Schools, defined as an OUSD school with 40% or more of African American students enrolled and transform them into Black Thriving Community Schools (*McClmonds, Grass Valley, Prescott, Burkhalter, Martin Luther King Jr., West Oakland Middle, Carl Munck, Westlake, Sankofa, Piedmont, Oakland School of Knowledge, Emerson*), with available wrap-around services and supports needed to achieve the thriving indicators developed by the Task Force to ensure that Black Students thrive.

- 1. OEA and the District will convene a Black Students and Families Thriving TaskForce (BSFTT) composed of 16 representatives to transform all Historically Black Schools into Black Thriving Community Schools by 2030.
 - a. The BSF Community Schools Taskforce shall include representatives from district administrative staff (2), teacher/certificated staff (4), classified staff (4) students (2), and community/parent stakeholders (4) who will monitor and evaluate the implementation of the site based programs and their impact on black student achievement as well as mental, emotional, physical and socio-economic development.
 - i. OEA will select the teachers/certificated staff. Classified unions will select the classified staff. J4OS Black Working Group (2), CAC (1), LCAP (1) PSAC (1), CEEBSE (1) will select community/parent stakeholders. Students from Rep4Blk fellowship will select Black Student Leaders.
 - b. OUSD and OEA will each designate a co-chair for the Taskforce for the first year. Every year thereafter, the committee will vote on co-chairs from the existing group of appointed members.
 - i. The Co-Chairs, with support from OUSD staff, will set the schedule of meetings and craft meeting agendas.
 - c. Taskforce members will agree to serve on the committee for one year from the date of commencement. Taskforce members may serve more than one year if a party reappoints them.

d. Decision making will be by consensus whenever possible. The parties recognize that decisions made by consensus are the most effective in promoting cooperation and commitment to the policies which are established by this body. If consensus cannot be reached, decisions will be made by majority vote.

e. Responsibilities of District Wide Task Force will include:

- i. Acting as a shared decision-making body related to Black Thriving community school development and needs, and facilitate a democratic process for supporting and expanding district Black Thriving community schools (*McClymonds, Grass Valley, Prescott, Burkhalter, Martin Luther King Jr., West Oakland Middle, Carl Munck, Westlake, Sankofa, Piedmont, Oakland School of Knowledge, Emerson*)
- ii. Determining benchmarks for evaluation of implementation, expansion and oversight.
- iii. The Taskforce will hire an evaluator to study the impact of the Black Thriving Community Schools every 3-5 years of implementation.
- iv. Continually supporting and refining the Black Thriving community school implementation process in partnership with school site staff, committees, stakeholders and as informed by school site Needs and Asset Assessments and visioning report,
- v. Develop and implement a fundraising plan to resource the Black Student Thriving Plan and other elements necessary for site based implementation of programs above the awarded community schools dollars.
 - I. This will include supporting sites with grant writing to launch and sustain programs chosen by Black Thriving community school leaders.
- vi. Provide regular reporting to the Board of Trustees on progress outcomes.

2. District Infrastructure for Successful Community Schools:

- a. Community Schools Stipend: Parents and students of the district and site steering committee will receive an annual stipend of \$500 dollars per year dispersed twice annually.
- b. Site-Structure: Black Thriving community schools shall prioritize Black student achievement in their site plan and monitor the implementation of the black thriving indicators.
 - i. Black Thriving community schools as listed above will be provided a community School Teacher Lead Position (**CSTL-TSA**): OUSD will create a CSTL position within the OEA bargaining unit. This position will not supplant existing non unit members. This role will be a non-administrative TSA (Educator on Special Assignment) role. The CSTL will focus on following their job description and will not do duties like administer testing, cover classes, yard duty, or supervise lunch.
 1. To support a successful launch, for the 2023-24 and 2024-25 school years, the District shall add six (6) TSA positions each year to serve one site each to support the following at community schools identified as per Resolution No. 2021-0037.
 2. The District will prioritize these schools by providing the following in 2023-24 one year prior to implementation at other schools:
 - i. **The District will provide elementary school teacher in prioritized elementary schools with a second staffed 50 minute preparation intended for VAPA instruction (Prop 28 funds); and**
 - ii. Prioritizing counselor FTE allocated to networks

OUSD and OEA will develop the job description and bring it to the Taskforce for feedback.

- a. In order to successfully implement Black Thriving Community Schools OUSD shall add the following full-time positions within the OEA bargaining unit:
 - Counselors -
 - (Partial Article 21 counter proposal)
 - 2 FTE in 2024 using funding from LCFF equity multiplier given to Prescott Elementary and Martin Luther King Jr upon appropriation or passage of the trailer bill (AB 181)

School Closures - MOU

The District will comply with state and federal law with regard to school closures. OUSD will follow AB 1912 during the life of the contract.

High Quality Equitable and Culturally Relevant Teaching - Article 9

1. To foster a positive school culture for students, schools will focus on setting expectations and culture the first week of each school year. The District will adjust pacing to reflect this focus.
2. OUSD will support OEA members to integrate Social Emotional Learning into standards based lessons that allow for the voice of historically under and misrepresented communities to be acknowledged and appreciated.
3. Unit members will provide necessary referrals to COST or other system of school-level providers to address mental health needs of students identified.
4. Within 15 days of the execution of this Agreement by both Parties, the Superintendent will issue guidance to School Site Administrators providing the flexibility needed to hold up to (3) three Restorative Days to reset campus culture and support social-emotional development. The guidance shall include expectations for adjusting District pacing expectations.
5. OUSD's Talent Division will continue to build upon its education apprenticeship program and partnerships with colleges and universities focused on pathways for OUSD high school students graduates. The program shall provide hiring bonuses for current and recent high school graduates in the education pathway to continue to pursue their education for teacher credentialing and agree to teach in OUSD as funding permits
6. OUSD will support the development of culturally relevant curriculum by implementing the Ethnic Studies and Reparations for Black Students policies, collaborate with OEA to expand environmental justice curriculum, and support professional development for teachers to modify current curricula to increase its relevance for our diverse communities.
7. Support of local civic action for environmental justice and equity:
 - a. Explicitly amend current language regarding field trips to state that field trips involving civic engagement qualify as day trips (not high risk)
 - b. Climate Justice Day for teach-ins, workshops, action, and field trips

Housing and Transportation support - MOU (Article 29)

The District and OEA shall advocate to secure Section 8 vouchers from Alameda County and the Oakland

Housing Authority to meet the housing needs of the families of all unhoused OUSD students.

Upon the passage of the Amendment to Board Policy 7351 - submitted to the OUSD Board of Trustees, April 25, 2023, the District will collaborate with OEA to expedite the establishment of housing for the unhoused student population in OUSD.

OUSD will prioritize underutilized space and/ or closed school sites year-round for housing for homeless and precariously housed families and staff through contracting with a local housing/ homelessness agency and through the passage of a public lands policy.

The parties agree to a reopener by January 15th, 2024, to discuss additional educational and SEL support for Homeless and Foster Youth for the start of 2024-2025 school year.

- OUSD will coordinate with the City of Oakland to identify, develop, and institute comprehensive traffic safety improvements. OUSD will fully subsidize bus transportation for students who qualify for free and reduced lunch as funding allows.
- OUSD will create a site specific plan for pick up and drop off that will be clearly articulated to staff and families within the first week of school.