

**OAKLAND EDUCATION ASSOCIATION
OAKLAND UNIFIED SCHOOL DISTRICT**

ASSOCIATION PROPOSAL

Article 17 - Safety Counterproposal

April 27th, 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:

17.2 Fire and Disaster

17.2.1 Safety plans developed with site steering oversight shall be available to staff on an internal District drive and board approved plans shall be available on the school websites.

17.2.2 At all sites, leadership will plan for and implement emergency drills consistent with the Education Code (32001) with unit member participation.

17.4 Assault, Attack or Threat Against a Unit Member by Students 17.4.1 The unit member shall report the incident immediately to the administrator in charge or designee. The site administrator and unit member will collaborate to decide who will immediately report the incident to the police and notify the student’s parent, guardian or other responsible adult immediately. In addition, the unit member retains the right to notify the police directly.

~~17.4.2~~ The unit member shall prepare a written statement concerning the incident and present it to the site administrator who will then add their remarks, if any, to the statement. ~~and then forward it immediately to the Oakland Police Department.~~ The unit member and site administrator will implement restorative practices as alternatives to notifying law enforcement at members’ discretion, where consistent with the school site’s safety plan and Education Code.

~~17.4.4~~ Students involved in a physical assault, attack or verbal threat against a unit member, shall not be returned to the unit member’s class(es) until a meeting is held between the unit member, a restorative justice coordinator, and an administrator and the consequences to the student(s) for the misconduct has been determined. ~~When a student is referred to the District’ Disciplinary Hearing Process (DHP) the student shall not be returned to the classes of the bargaining unit member from which the student was removed until the DHP is completed.~~

~~17.4.5~~ If it is finally determined that a student caused harm through ~~is the perpetrator of~~ an assault, attack or threat, verbal or physical, against a unit member, that student shall not be returned to the unit member’s class(es) or caseload for the remainder of the instructional year, unless member consents to engaging in a restorative process with

the student.

17.10

Safety Information

The Employer shall annually utilize a portion of one of the initial planning days to review with unit member's key sections of this Agreement, administrative bulletins, and laws, which pertain to safety/discipline including training materials on culturally relevant anti bullying practices, suicide prevention, earthquake safety for classrooms, inclusive/antiracism and active shooter preparedness. Unit members shall complete the training on the first day and a half that teachers report to sites ~~two~~ or the 3rd and 4th Wednesday minimum days of the school year.

Community Support Services:

OUSD will support the physical, social-emotional, socio-economic, and mental health of students, families, and staff by:

Increasing the school site (bilingual preferred) mental health provider-to-student ratio to 1.0 FTE for every 300 enrolled students and a minimum of 1 per site. 1.5 FTE for every 350 enrolled students at schools designated high need beginning in August 2025.

Reparations for Black Students:

Provide additional staffing (OEA unit members) to Black Thriving Community Schools

- Psychologists/Therapists
- Additional FTE Arts educator
- Community Schools Coordinator
- OUSD agrees to adhere to all student safety related aspects of the George Floyd Resolution.

Safety

Public health

- Continue to maintain and change HEPA and MERV filters to clean indoor air for Covid, flu, and cold.
- Maintain adequate and appropriate-sized N95 masks, non-toxic wipes, and sanitizer supply for virus outbreaks.

Physical Safety

- Communication to families, neighbors, and staff will be updated on major safety concerns within 24-48 hours.
- OUSD will prioritize necessary repairs, alterations, and technology upgrades for the purpose of active shooter preparedness, based on the recommendations of OUSD-OEA joint safety Committee.

Fire Safety

- In all new landscaping projects, the District will use drought-tolerant and fire-resistant trees on campuses.

- OUSD will work with neighboring landowners of campuses to ensure fire hazards are removed, and restore fire-resistant habitat where possible/ feasible by August of 2025.
- Trees on campuses are inspected annually ~~during fall semester and removed by spring semester~~ when deemed hazardous.

Restorative School Culture

OUSD will reinvest in preventative restorative justice by reinstating and maintaining the staffing levels at the start of the 2018-2019 school year and with new restorative justice staff ~~given the option to join OEA.~~

Environmental Justice/ Safety

- All student learning areas will be independently climate controlled, ventilated, and weatherized using safe and green technologies no later than the start of the 2028 school year and a plan developed and updated annually on a dashboard by the beginning of the 2023 /24 school year.
- OUSD will develop and place before Oakland voters a bond measure to finance climate control and climate change adaptation for extreme weather in classroom learning spaces.
- OUSD will conduct annual indoor water and air quality assessments at each site:
 - i. inspect for mold, asbestos, and other hazards beginning in the fall semester of 2025.
 - ii. inspect for lead and other contaminants.
 - iii. make assessments accessible on a dashboard
- Water filter station to student/ staff ratio: 1 filter per 250 students and staff will be implemented by August 1st of 2023 at all schools. Filter stations will be maintained within 48 hours of reported malfunction. OUSD will provide vessels for student water consumption.
- OUSD will develop an implementation plan to provide safe, shaded, high quality developmentally appropriate outdoor common areas for all students by 2025. • Complete toxic soil abatement near play areas by August 1st of 2025 • Replace all turf with something that does not contribute to overheating of student areas and is environmentally friendly
 - Expand native green spaces and school community gardens ~~in containers~~ and use safe urban gardening practices to feed students and families in partnership. • In partnership, OUSD and labor partners, families, and student leaders will decide on temporary school closures due to facilities/ utility failure (waste disposal, water,

electricity) and/ or extreme weather, poor air quality, and smoke beginning in the fall semester of 2024.