



## MOU Bargaining Updates

### 3.5.21

On Wednesday, March 3, your OEA Rank and File Bargaining Team provided the District with counter [Proposal 22](#), outlining OEA's demands for voluntary in-person instruction for small and stable cohorts. OUSD has not accepted this proposal.

At the table, OEA expressed the difficulty of trusting OUSD due to the lack of fidelity in implementation of the current Distance Learning MOU. OEA also expressed how the District's irresponsible and public actions damage labor relations. Both of these issues impede the good faith bargaining process. Despite these setbacks, we appreciate that progress has been made. OEA and OUSD have reached alignment on some of the major pieces of a voluntary and safe reopening for small and stable cohorts.

#### **Where OEA and OUSD have aligned:**

Vaccinations are a foundational piece of any volunteer language. OUSD shall support members in getting access to vaccination appointments.

OUSD has agreed to accept OEA's language on safety Criteria 2 (re: PPE, social distancing, contact tracing, ventilation)

OUSD shall provide the OEA President and the OEA Bargaining Chair with a list of unit members who have opted in to voluntary instruction. Those members shall be invited to a meeting with the Bargaining Team Safety Sub committee to review member rights.

Unit members who volunteer for in-person instruction shall be given 2 prep days. The details still need to be worked out. The District agreed to provide 3 prep days for teacher substitutes who volunteer for in-person instruction.

The District has agreed to 1 release day for unit members to receive the second vaccine dose. We are still negotiating the amount of additional paid sick days during the COVID pandemic

#### **Where OEA and OUSD do NOT align:**

OEA demands that Alameda County be in the Red Tier for voluntary instruction. OUSD has proposed an arbitrary date for beginning in-person instruction. OEA demands staff and student surveillance testing every 2 weeks. OUSD defaults to testing in according with the Alameda County Public Health Department

OUSD has no response to OEA's Equity Lens regarding Zip Codes disproportionately impacted by COVID19 (zip codes: 94603, 94601, and 94621)

OEA has filed a grievance regarding the implementation of substitute teacher support and Distance Learning. OEA is advocating for more substitute teacher support and job opportunities.

OEA maintains that in-person SPED assessments shall remain voluntary. OUSD will first seek volunteers for in-person SPED assessments. OUSD proposed that if not enough SPED unit members volunteer, the District may require additional unit members to provide in-person assessments.

Your OEA Bargaining Team remains committed to holding safety at the center of our bargaining. Our current member-ratified MOU was reached prior to the approval of any vaccines and provides for out-dated safety measures for the small (but growing) number of OEA members already voluntarily working in-person. Our proposal would NOT require any educator to return to in-person work before they are willing to do so.

OUSD did not accept our proposal. Any agreement made between OEA and OUSD, will be taken to the general OEA membership for a vote to ratify or reject.

### 3.2.21

We can't wait to see our kids in person again. Last week our Big Bargaining Team proposed that limited in-person instruction and assessment begin on an equitable basis in Oakland schools, voluntarily staffed by credentialed educators. Keeping students, families and students safe is our top priority.

This proposal recognizes that staff vaccinations and lower community spread make some activities safer than before. Still, our proposal is much stricter than state or national guidance because of the disproportionate impact of COVID-19 on Black and Brown neighborhoods in Oakland.

We wish Mayor Schaaf would offer to help us return sooner by partnering with OUSD to make our schools safer for all students, instead of [embarrassing Oakland](#) with political stunts in the midst of careful negotiations.

Please [take a look at this brief slideshow](#) shared with our Representative Council last night to see a side-by-side comparison of our proposal and management's.

Read [OEA's Proposal-21](#) in its entirety.

Any agreement reached is tentative until it is ratified by our full membership.

## 2.25.21

On Wednesday, your OEA Rank and File Bargaining Team provided the District with counter [Proposal 21](#), which outlined OEA's demands for voluntary in-person instruction for small and stable cohorts. OUSD did NOT accept this proposal.

Our movement as a bargaining team was not easy or taken lightly. The situation on the ground is changing rapidly. COVID-19 rates are declining. CDC, state, and county guidance on in-person instruction is loosening. New scientific research is promising for vaccine efficacy. Because certain zip codes are being disproportionately affected by the COVID-19 pandemic, OEA's Proposal 21, is stricter and safer than the CDC, state, and county guidance.

The rationale for our movement is based on the ongoing research on the effectiveness of COVID19 vaccines, member feedback, responsiveness to the community, and the status of unit members being prioritized for vaccination (1b) and receiving vaccines.

Proposal 21 included:

- Only vaccinated members shall be eligible for voluntary in-person instruction (see Proposal 20)
- Voluntary in person instruction in the Red Tier
- OUSD shall close if Alameda County moves back into the Purple Tier
- An equity lens for smaller cohorts in Oakland zip codes 94601, 94621 and 94603 that are being disproportionately impacted by COVID19.
- Intends to serve OUSD's highest needs students, as determined by parents and educators jointly through the Multi-Tiered Systems of Support process.

Universal mask wearing, physical distance, proper ventilation, and regular COVID-19 testing are important and necessary safety measures for students and staff.

And yet, vaccines are not widely available to all educators, community spread is elevated in three Oakland zip codes (94601, 94621 and 94603) in particular. Asking all staff to return in-person in a hybrid model is not appropriate at this time, although we all miss seeing our students in-person!

Our proposal targets serving students with the highest needs, as determined by parents and educators jointly through the Multi-Tiered Systems of Support process. Our proposal also includes smaller cohort sizes at schools in the three elevated zip codes.

Our current member-ratified MOU was reached prior to the approval of any vaccines and provides for out-dated safety measures for the small (but growing) number of OEA members already voluntarily working in-person. Our proposal would not require any educator to return to in-person work before they are willing to do so.

OUSD did not accept our proposal. Any agreement made between OEA and OUSD, will be taken to the general OEA membership for a vote to ratify or reject.

## **Previous MOU Updates**

MOU Update 2.22.21 [HERE](#)

MOU Update 2.15.21 [HERE](#)

MOU Update 2.8.21 [HERE](#)

MOU Update 2.1.21 [HERE](#)

MOU Update 1.25.21 [HERE](#)

MOU Update 1.18.21 [HERE](#)

MOU Update 1.11.21 [HERE](#)

MOU Update 12.18.20 [HERE](#)

MOU Update 12.14.20 [HERE](#)

MOU Update 12.8.20 [HERE](#)

MOU Update 11.29.20 [HERE](#)

MOU Update 11.17.20 [HERE](#)

MOU Update 10.19.20 [HERE](#)

MOU Update 10.15.20 [HERE](#)

MOU Update 10.13.20 [HERE](#)

MOU Update 9.23.20 [HERE](#)

**August 24**

[Ratified MOU](#)

**August 15, 2020**

[MOU tentative agreement](#)

[Summary presentation](#)

**August 4, 2020**

[Bargaining Team Live Update \(Facebook\)](#)

**August 2, 2020**

[OEA's MOU Proposal #12](#)

Click [HERE](#) to submit feedback.

**August 1, 2020:**

[Negotiations Update Fall MOU #14](#)

**July 29, 2020:**

[Oakland Education Association President Keith Brown Discusses the State of Negotiations with OUSD \[PDF\]](#)

**July 27, 2020:**

[Why don't we have a tentative agreement yet? \[PDF\]](#)

[What You Should Know About Leaves & Reasonable Accommodations During The Covid-19 Pandemic \[Pdf\]](#)

**Previous OEA Proposals:**

[MOU proposal July 27](#)

[MOU Proposal July 24](#)

[MOU Proposal July 21](#)

[MOU Proposal July 20](#)

[MOU Proposal July 15](#)

[MOU Proposal July 14](#)

[MOU Proposal July 13](#)

[MOU Proposal July 9](#)

[MOU Proposal July 7](#)

[Spring MOU April 2020](#)

(our previous MOU which expired on June 30th)

## **Negotiations Email Updates**

August 1 MOU Update #14 [HERE](#)

August 1 MOU Update #13 [HERE](#)

July 27 MOU Update #12 [HERE](#)

July 24: MOU Update #11 [HERE](#)

July 21: MOU Update #10 [HERE](#)

July 20: MOU Update #9 [HERE](#)

July 17: MOU Update #8 [HERE](#)

July 16: MOU Update #7 [HERE](#)

July 15: MOU Update #6 [HERE](#)

July 14: MOU Update#5 [HERE](#)

July 13: MOU Update #4 [HERE](#)

July 10: MOU Update #3 [HERE](#)

July 10: MOU Update #2 [HERE](#)

July 7: MOU Update #1 [HERE](#)

## Negotiations Livestream Updates

July 25 Update #7: [Q&A](#)

July 22 Update #6: [Safety and Distance Learning](#)

July 17 Update #5: [SPED and Supports](#)

July 16 Update #4: [Elementary and Secondary](#)

July 15 Update #3: [Safety and ECE](#)

July 14 Update #2: [Safety Requirements](#)

July 11 Update #1: [Q&A](#)

## Government Guidance

- Updated State Guidelines as of 7/17/20: [Governor Gavin Newsom Lays Out Pandemic Plan for Learning and Safe Schools](#)
- California Department of Education: [Stronger Together: A Guidebook for the Safe Reopening of California's Public Schools](#)
- California Department of Public Health: [COVID 19 Guidance for Schools](#)
- Centers for Disease Control: [Considerations for Schools](#)

- Centers for Disease Control: [K-12 Readiness and Planning Tool](#)

**#OaklandUndivided?  
More like  
#OaklandUnderserved!**

#OaklandUndivided Campaign Update Shows 25,000 Laptops Are Now In the Pipeline Bound for Oakland Students Who Need Home Access; Students Expected to Receive Computers in First Two Months of Fall Semester



**OUSD NEWSROOM**

PRESS RELEASE



**SO... TELL US AGAIN ABOUT "STRONG START WEEK"?**