

OAKLAND EDUCATION ASSOCIATION
OAKLAND UNIFIED SCHOOL DISTRICT

ASSOCIATION PROPOSAL

Article 21 (Partial) - Special Services and Specialized Assignments

April 13, 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:

- Improve the student/counselor ratio:
 - July 1, 2023: 400:1
 - July 1, 2024: ~~350:1~~ 375:1
 - June 30, 2025: ~~300:1~~ 350:1
- Phase in K-5 school counselors:
 - July 1, 2023: 3.0 FTE (accept the district’s FTE ONLY, not the structure)
 - July 1, 2024: 3.0 FTE
 - June 30, 2025:
 - **Effective July 1, 2023, 1.0 FTE per elementary network shall be added to support elementary schools with COST Team and MTSS, chronic absenteeism, and crisis response 3.0 FTE for Counselors assigned through the equity index to elementary schools that have a 40% (or higher) population of Black students**
- Counselors shall not be assigned the administrative task of being master schedule leads for their school. **However, counselors may “opt in” to the role and corresponding stipend in an amount co-determined by OUSD and OEA (estimation of 100 hours)**

NOTE: The above addresses the Counselor Ratio, with additional Article 21: Special Services and Specialized Assignment proposals to follow