

Issue 7 - August 13, 2004

BARGAINING TEAM DECLARES IMPASSE TO PROTECT OAKLAND PUBLIC EDUCATION AND OEA MEMBERS

After 16 bargaining sessions and approximately 80 hours of face to face negotiations the district has made no substantive moves from its original positions for a successor agreement. As a matter of fact, their new team's proposal is worse!

On July 20th, OUSD asked your team to agree to marathon bargaining in an attempt to come up with a tentative agreement as soon as possible. We agreed to meet again at 9 am, Aug 9, with the provision that they come prepared with all the statistical information that we had requested, as well as written proposals.

On the agreed upon date, the OUSD came with some, but not all, of the information we had requested. But more significantly, they came without written proposals. For most of that day, your team waited while the OUSD's team worked on their package proposal. They finally presented it to us at 6 pm. This proposal furthers Dr. Ward's plan to weaken public education. The proposal will destroy the stability and safety we need at our schools by gutting contractual protections for staff and students.

Therefore, the Bargaining Team cannot, in good conscience, participate with the district in agreeing to further economic erosions or the stripping away of hard won protections for the members we represent and the students who count on our support.

WE WILL ACCEPT NO CUTS OR TAKEBACKS!

We are committed to winning back our pay cuts, protecting our health benefits and the integrity of our contract.

So what does the OUSD proposal have in store for you?

- No restoration of our 4% or any paid planning days
- Caps on health care amounting to up to \$250 monthly from our checks
- Elimination of seniority rights
- Elimination of your protections in the event of reassignment or transfer
- Elimination of Elementary Staffed Prep and Programs
- Erosion of Union representation for ECE sites
- A separate lower salary schedule for Adult Education
- Extends class size grace period
- Eliminates counselors
- Further cuts STIP program for substitutes

These are just some of the insulting proposals that have led us to impasse. The District's proposal is a full frontal attack, and the only way that we will be able to win is to stand together. Please organize site meetings before school begins, call the hotline (510) 763-0900 and check the OEA website Oaklandea.org for updates.

For more information, all members are invited to attend the Emergency Rep Council Meeting on Thursday, August 26th, 4-7pm at Bret Harte Middle School.

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What more can you do? Sound the alarm by contacting colleagues, parents and community advocates.

Please read this comprehensive summary of the OUSD proposal.

- Faculty Council loses all its powers as an elected faculty decision-making team. In the language of the proposal, the FC reverts to the advisory status that it held in 1978.
- Transfer rights and safeguards, assuring teachers of due process from unfair site practices, have been altered and removed.
- Involuntary Transfer language protecting teachers from punitive and discretionary transfers has been eliminated.
- Seniority as a factor in consolidations and the filling of vacancies has been eliminated.
- Eliminates the right of a teacher participating in Peer Assistance and Review to request a specific consulting teacher.
- The district no longer sets aside two hours per month for parent/teacher contact. This time had been provided for within the five hours per month teachers are required to use for professional activities.
- Preparations for secondary teachers are limited to two "whenever possible."
- Increases the grace period for class size maximums from 10 school days to 20 school days while relieving the district of any responsibilities for these overages.
- Eliminates counselor student ratio completely. In fact, eliminates provisions requiring counselors at sites.
- Establishes Speech and Language Pathologists caseload at 55, irrespective of the number of bilingual students in caseload.
- Erodes Early Childhood participation in OEA by reducing the number of unit members released for association business.
- Increases ECE members' job duties to include custodial and food service tasks when those services are required by "circumstances." This infringes on other union's job duties.
- Eliminates ECE planning and preparation days. Limits right of ECE members to decide scheduling of unscheduled days.
- Eliminates extra duty pay for ECE members who remain on site with children whose parents have not picked them up 15 minutes after center closes. Establishes non paid ECE faculty meeting after site closes.
- Deletes ECE teacher/child ratios for children below 3 years old.
- Reduces from 3 days at the beginning of the school year to 2 days at the end of the school year the time ECE members have to enroll families. These 3 days before school begins are a time members establish a quality learning environment for the children.
- The district has made no concrete offers for restoring the salary cuts inflicted on the 03-04 salary schedule agreement.
- The district has proposed a Health Benefits Cap at 2003-2004 rates. This could mean an increased contribution of up to \$250 per unit member. That cap would mean increased contributions each year. A de facto, perpetual and increasing pay cut.
- The district has proposed one planning day if funds are available. However, they have brought no funds to the table. Any compensation would be in the form of a bonus and not added to the salary schedule.
- The district has proposed Staff Buy Back Days be made available only to K-12 staff providing direct instruction to students. The number of days would be determined by the district. And once again, not added to the salary schedule.
- The district proposes a separate pay schedule for Adult Ed capped at step 5, column 6, creating a 2-tiered schedule.
- Eliminates BCLAD program and replaces it with Home School Communication program that reduces stipend to \$900.
- Five days of Personal Leave are eliminated. Requests for such leave will be charged to remaining 10 days of sick leave.
- Hours of Work have been increased without compensation. Faculty, circuit and department meeting time increased from 75 minutes to 2 hours with no compensation. Each member would attend 3 meetings per month.
- Elementary Preparation time has been reduced to one un-staffed 50 minute period.
- Establishes a National Board Certification stipend at only \$1,000.
- Automatically exempts Small Autonomous Schools from the following protections in our contract:
 - o Hours of Work/Assignments/ Transfers/ Vacancy/ Consolidation Policies
 - o Class size and Caseload contract language
 - o Counselor ratio and guarantee of counselors at sites
 - o Eliminates coaches, music instruction, PE, nurses, journalism
- Unit members hired into the small schools must agree to all waivers or be subject to involuntary reassignment or non-hire.
- Eliminates seniority for substitutes and furthers disarray in the STIP program.