

**OAKLAND SCHOOL FOR THE ARTS
OPENING COLLECTIVE BARGAINING
PROPOSAL FOR “SUNSHINING” PURPOSES
(GOVERNMENT CODE SECTION 3547)**

Oakland School for the Arts (“OSA”) welcomes Coalition of OSA Teachers (“COSAT”)¹ as the exclusive representative of the newly recognized bargaining unit of OSA teachers and counseling staff. In negotiations toward the parties’ first Collective Bargaining Agreement (“CBA”), OSA will be guided by principles of collaboration, compassion, community, and transparency. All efforts will be made in service of OSA’s mission to be a diverse and inclusive public 6-12 charter school that blends immersive, robust arts with comprehensive academics, providing integrated opportunities for collaboration, expression and personal growth.

This “sunshine” proposal is submitted to enable COSAT and the public to receive notice of our opening proposal and to provide comment about the proposal at a subsequent meeting of the Board of Directors.

Opening Proposal

Our opening proposal expresses the following interests:

1. Overview

Through collegial negotiations with the Association, OSA aspires to achieve a CBA that affirms OSA’s commitment to fair and equitable wages, hours and working conditions; adopts OSA’s core values of artistic and academic excellence; assures OSA’s ability to continue to operate efficiently and nimbly; and maintains OSA’s ability to manage school operations in a manner that is consistent with its commitment to fairness and transparency in service of student achievement.

2. Wages

OSA maintains its commitment to compensating employees at rates that are both competitive to attract and retain high quality staff and consistent with maintaining the long-term fiscal health of the organization. OSA is also committed to maintaining a quality teaching staff and the flexibility to fill all positions each year to ensure student learning is of the highest quality.

¹ As of the date of the introduction of this proposal at the March 25 meeting of the Board of Directors, COSAT’s petition to amend its certification to reflect an affiliation with the California Teachers Association/National Education Association (“CTA/NEA”) was pending before the Public Employment Relations Board.

3. Benefits

OSA is committed to maintaining a well rounded health benefits program that is responsive to the needs of OSA employees and their eligible dependents. OSA emphasizes its interest in assuring its ability annually to evaluate health benefits options and to implement appropriate changes in a timely and efficient manner.