Oakland School for the Arts
Board of Directors Meeting Agenda
December 15, 2022, 4:30 pm
Zoom Link: https://oakarts-org.zoom.us/j/98138825442?pwd=TWl2RDUrK0V6ODa0dldUY08rWTROUT09

<table>
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<th>TOPIC</th>
<th>WHO</th>
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| ● Call to order  
● Establishment of Quorum  
● Meeting Norms  
● Land Acknowledgment | Josefina Alvarado Mena |
| ● Public Comment on Non Agenda Items (not to exceed 5 minutes) | Josefina Alvarado Mena |

Members of the public may request to speak on items related to school business. The board is not able to respond to public comment on non-agenda items.

Public Comment on COSATS/CTA/NEA Sunshine Proposal  
(Non-Certificated Unit Bargaining)  
● Public Comment  
● Board Discussion

Closed Session  
● CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION

OSA is fully ADA accessible. Anyone requesting accommodation should contact Juju Williams, jwilliams@oakarts.org or 510-873-8815 at least 72 hours prior to the meeting.

Members of the public may address the Board of Directors on any topic relevant to OSA. In order to hear from as many voices as possible, the Board Chair may institute a reasonable time limit for all speakers prior to the beginning of public comment. OSA reserves the right to limit the number of speakers. All listed times are approximate. Agendas and materials may be viewed at www.oakarts.org or in Room 232, 530 18th Street, Oakland, CA 94612 during normal school hours.
- Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: (one (1) case)

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<th>Consent Agenda</th>
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<td>Reestablish Quorum</td>
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<td>Report out on Actions Taken in Closed Session; as Applicable.</td>
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<td>OSA Sunshine Proposal (Non-Certificated Unit Bargaining)</td>
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Meeting Norms

- The Board recognizes the importance of all stakeholder voices at OSA. Collaboration and community are essential to the viability of our school.

- The purpose of this meeting is for our board of directors to meet with each other and conduct school business, as well as to receive input from the school staff and the community via public comment.

- Public comment may be made on topics that relate to the school. After hearing a report, members of the public have the opportunity to offer comments in a designated time prior to the board discussion of that agenda item. Outside of public comment, members of the public are also welcome to observe the meeting.

- During virtual meetings, please use the raise hand function to make public comment. If you cannot use the raise hand function you can sign up for public comment in the chat. We want to be sure to see all the sign ups so keeping the chat clear when public comment signups are being called for is appreciated. You may sign up for public comment at any time prior to the conclusion of public comment for that agenda item. You do not need to wait for public comment to be called to sign up, and may sign up for public comment during the presentation of the report or at any time prior. You are not required to include your name with the comment. If you wish to remain anonymous, for ease of identifying speakers, please provide a unique, and appropriate, pseudonym.

- To protect student and employee privacy, please refrain from using the name or any information that could imply the identity of any student or employee.

- The Board Chair may institute a reasonable time limit for all speakers prior to the beginning of public comment. To be sure of hearing from a variety of people, minutes may not be transferred to other speakers.

- The board cannot respond to public comment on non-agenda items. This does not mean the board is not listening.

- Staff will do our best to respond to chat comments throughout the meeting but may not be able to respond to every single one. To be sure your comments are heard by board members, please sign up for public comment. If the comment thread becomes harassing or abusive or includes any information that...
could imply the identity of any student or employee, staff reserves the right to turn off the chat feature at its discretion.

- We strive to be a learning community that learns from each other. We are also a community comprised of people who care very deeply about the school. We recognize that all voices are not treated equally in our society but aim to value and respect all voices equally in this forum. We may have different ideas of how to achieve goals, and we may feel passionately about our points of view. This needs to be a safe space for a variety of opinions. Finally, we address each other in a respectful manner to foster collaboration, build community, and to model good citizenship to our students.

- For clarification on the recording, board members should please state their names prior to speaking.

- The meeting is being recorded and the audio is posted on the school website.

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OSA Land Acknowledgement

OSA is situated on Huichin, the unceded territories of the Chochenyo-speaking Lisjan Ohlone peoples, who have lived upon this land since the beginning of time. Indigenous peoples-- in California, the Americas, and around the world--are still here.

OSA recognizes the historic genocide and ethnic cleansing inflicted upon Indigenous peoples in California and the Americas, including their forced removal from ancestral lands, and the deliberate and systematic destruction of their communities and culture. These conditions are ongoing and Indigenous people have been fighting against cultural erasure and for their sovereignty since the beginning of colonization.

To this end, we as a community strive to honor the Indigenous members of our community, uplift their voices and contributions to arts and culture, center Indigenous peoples’ worldviews in our classrooms, and support Indigenous sovereignty everywhere.

This land acknowledgement is a small act in supporting Indigenous communities and centering the Justice, Equity, Diversity, and Inclusion work within the Oakland School for the Arts. Solidarity with Indigenous nations can include:

1) Donating time and money to Indigenous-led organizations;

2) Amplifying the voices of Indigenous people leading grassroots change movements; and

3) Returning land.
Call to order/Roll Call Attendance

Meeting was called to order at 4:40 pm
Present: Omand, Fasah, Suarez, Troung, Huber, Alvarado Mena
This is a quorum.

Public Comment on Non-Agenda Items (not to exceed 5 minutes)

None

Consent Agenda

Resolution to Meet Remotely
Resolution to Authorize Bank signers

Motion to approve by Huber/2nd by Fasah/MPU (Motion passed unanimously)
Consent agenda approved.

Sunshine Proposal from COSATS

Members discuss bargaining process. Concerns of OSA staff regarding lack of retirement plans and under-compensation.

Public Comment

Kris Bradburn: Compliment the presentation and encourage the Board to pay attention to the JEDI and OSA WAY statement.

COSATS Representative
Andrew Junge: Seconds proposal, continue to support fair and equitable outcomes
Regina: Compliments presentation.

- Student Report
  Troung shared upcoming events for students, clubs, and issues around gender-neutral restrooms.
  Public: No comment
  Board: No comment

Suarez shared about spirit week, upcoming festivals, and showcases for students. Excitement around unifying students of color.
Public: no comment
Board: Updates of Task Force Experience

Closed Session
- CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
  Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: (one (1) case)

Reconvene/Call to order
  Reestablish Quorum
  Report out on Actions Taken in Closed Session; as Applicable.
Present: Omand, Walton, Fasah, Alvarado Mena, Huber, Reimann

- Update on Board Engagement and Committees (votes needed)
  Opportunity to discuss and update Board Committee Assignments for 2022-23.
  - Governance Committee
  - Finance Committee
  - Equity Committee
  - Advancement Committee

- Presentation
- Public Comment
- Board Discussion
Board Comment: None
Public Comment: None

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| Motion to adopt Fasah/2nd Omand: MPU  
No Board Discussion |
|-----------------------|
| ● IEE Presentation from Sara Ordaz for board approval  
Public Comment:  
Karen Morfin: this is necessary, What is the first step before requesting second opinion if disagreement in IEP meeting? What is OSA's protocol/process?  
Board Comment: None  
Motion to approve Reimann/2nd Walton: MPU |
| Sara Ordaz |
| Motion to approve Omand/2nd Huber  
Public Comment: None  
Board Comment:  
Omand, feels good about improvements in report  
Jason: Arts and Music funding spreading over 4 or 6 year term  
Motion to approve Omand/2nd Huber: MPU |
| Mike Oz and Susan Lefkowitz |
| 6:51 Dismissal |
| Josefina Alvarado Mena |
| 6:35 Special Board Meeting |
| ● Call to order/Roll Call Attendance  
Present: Huber, Reimann, Omand, Walton, Fasah, Alverado Mena |
| Josefina Alvarado Mena |
| ● Public Comment on Non-Agenda Items *(not to exceed 5 minutes)*  
Karen Morfin: Meeting time is too early |
| Josefina Alvarado Mena |
| Closed Session |
| Reconvene/Call to order  
Reestablish Quorum  
Report out: None |
| Josefina Alvarado Mena |

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Present: Omand, Walton, Fasah, Huber, Reimann, Alvarado Mena

| 6:51 Dismissal |

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Oakland School for the Arts (“OSA”) welcomes the Coalition of OSA Teachers and Staff, CTA/NEA (“COSATS”) as exclusive representative of the newly recognized bargaining unit of non-certificated OSA employees. In negotiations toward the first Collective Bargaining Agreement (“CBA”) for this unit, 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 COSATS and the public to receive notice of our opening proposal and 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 COSATS, 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.

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.

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1 Although COSATS’s sunshine document refers to a unit of “Classified” employees, OSA is not subject to the provisions of the California Education Code that establish and define the “classified service” for non-Charter public schools. Accordingly, the unit OSA voluntarily recognized on August 23, 2022 was instead defined as “[a]ll non-certificated employees (excluding supervisory, management and confidential employees).” OSA interprets “non-certificated” to include all non-excluded employees who are not already included in the existing COSATS-represented “certificated” bargaining unit.
COSATS CLASSIFIED SUNSHINE PROPOSAL

The following shall be the sunshine proposal from the COSATS/CTA/NEA for all matters to be bargained in the initial collective bargaining agreement (Agreement) between the parties. These proposals are preliminary and will be subject to modification, addition, or deletion as is appropriate through the negotiations process.

I. Recognition

Oakland School for the Arts recognizes the Coalition of Oakland School for the Arts Teachers and Staff (COSATS/CTA/NEA) as the exclusive representative of classified staff at OSA. This Agreement uses the term “member” to denote all represented employees under this Agreement. The parties to this Agreement shall be the OSA and the COSATS.

II. Negotiation Procedure

Procedures and timelines shall be established for all future contract negotiations.

III. Union Rights

Union rights shall be established in order to ensure Union’s ability to fulfill its duties and responsibilities to its members.

IV. Employment Status

The parties shall establish consistent procedures for determining employment status for all members and allow for permanent status.

V. Organizational Security

The Union shall have the right of collecting Union dues by way of payroll deduction.

VI. Layoff and Reemployment

The parties shall establish procedures for implementing Reductions in Force when necessary as prescribed in this Agreement, and as part of that process shall establish reemployment rights for laid off members.

VII. Staffing and Workload

In order to ensure safe and effective working and learning conditions for all members and students, the parties shall establish minimum staffing levels to ensure the safety of the school and a balanced and fair workload for all staff.

VIII. Hours of Employment

The parties shall establish a clear schedule of a member’s work hours, work year, including overtime where appropriate. The parties shall establish paid preparation time, if appropriate for the position, commensurate with duties assigned.

IX. Assignment, Transfer and Reassignment

The parties shall establish clear procedures for assignment, transfer and reassignment of members.

X. Compensation
The parties shall establish a fair salary schedule, criteria for appropriate placement on the salary schedule, criteria for cost of living adjustments, and compensation for additional work duties and responsibilities, including the assignment of stipends.

XII. Benefits
The parties shall establish fair benefits packages including but not limited to eligibility criteria, medical benefits, dental benefits, vision benefits, life insurance, and pension contributions.

XII. Discipline/Dismissal
The parties shall develop procedures for the discipline and dismissal of members that conforms to the principles of just cause and due process. Procedures shall also be established for use and access of member personnel files.

XIII. Leaves of Absence and Vacations
The parties shall develop “leave” policies that shall include but not be limited to:
   a. Sick leave
   b. Personal leave
   c. Family medical leave
   d. Pregnancy, Parental, Child Bonding leave
   e. Bereavement leave
   f. Leave for jury duty
   g. Court witness leave
   h. Military leave
   i. Unpaid leave
   j. Catastrophic Illness/injury leave program
   k. Vacation Leave

XIV. Professional Development and Training
The parties will establish a process for ensuring that Professional Development meetings and trainings are meaningful, necessary, thoughtfully planned, and only Professional Development that primarily focus on improving Staff training and growth are required for attendance. Additionally, the parties will establish a process for support for paid outside professional development, including but not limited to staff development that is relevant to staff jobs and functions.

XV. Coaching and Onboarding
The parties will establish training systems and regular coaching support for new and established classified staff.

XVI. Evaluation
The parties shall establish a meaningful procedure for evaluation of members that includes timelines, frequency of evaluation, clear and objective criteria, and a process for the mutual determination of evaluation goals, progress checks, and remediation plans, if necessary.

XVII. Safety
The parties shall establish procedures ensuring safe and secure conditions for staff and a physical environment conducive to carrying out these duties.

XVIII. Grievance Procedure

The parties shall establish a procedure to resolve differences over the enforcement of this Agreement with preference to resolving differences at the lowest possible level, and with progressive steps to allow resolution up to and including binding arbitration.

XIX. Complaints

The parties shall establish consistent, transparent and fair procedures for responding to complaints from members of the school community including teachers, staff, parents and students.

XX. Materials and Supplies

The parties will establish consistent procedures for ensuring access to adequate materials, supplies, resources for staff to carry out duties to implement their responsibilities.

XXI. Other Conditions of Employment

The parties shall establish fair procedures regarding other general conditions of employment not specified above.

XXII. Additional Rights Not Specified

All rights afforded to regular public school employees under the California Education Code shall be granted to members unless specifically specified otherwise in this Agreement.

XXIII. Savings Clause

If any portion of this contract is rendered null and void by a court of competent jurisdiction or by a change in legislation then the remaining portions of this contract remain in full effect.

XXIV. Assignability

This Agreement is assignable.

XXV. Term of Agreement (or “Effect of Agreement”)

The parties shall establish a term of this Agreement and a process for opening negotiations for a successor Agreement.