

Public Disclosure of Collective Bargaining Agreement (CBA)

In Accordance with Government Code § 3547.5

Charter School: Oakland School for the Arts (OSA)

Name of Bargaining Unit: Coalition of Oakland School for the Arts Teachers and Staff/CTA/NEA

Certificated or Classified: Certificated

The proposed agreement covers the period: 8/01/2021 and ending 7/31/2024

The proposed agreement will be acted on by the Board of Directors at its meeting on: 3/3/2022

A. Major Provisions of the Proposed CBA

The proposed CBA is an initial agreement addressing a variety of terms and conditions of employment for employees represented by Coalition of Oakland School for the Arts Teachers and Staff, CTA/NEA. The full text of the proposed CBA, including all terms, has been separately distributed for public review.

B. Estimated Costs of the Proposed Changes in Compensation:

COMPENSATION		Estimated Fiscal Impacts of Proposed Agreement (Increase/Decrease)		
		2021-22	2022-2023	2023-2024
1.	Increase in Cost of Salaries*	\$461,037	\$868,486	\$931,035
2.	Increase in Salary-Driven Benefits Costs**	\$119,040	\$243,176	\$260,690
3.	Total Compensation Increase (Total of Items 1 and 2)	\$580,077	\$1,111,662	\$1,191,725
4.	Total number of represented Employees***	75	75	75
5.	Total Compensation Increase <u>Average</u> Cost per Employee	\$7,734	\$14,822	\$15,890

* Estimated increases to salary calculated in comparison to current year and projected 2022-2023 and 2023-2034 salaries as set forth in OSA's 2nd Interim Report, approved by the Board on 2/24/22.

** Benefits Costs calculated by assuming total salary-driven benefits cost of 25.82% for 2020-21 and 28.00% in 2022-23 and 2023-24.

*** For simplicity of presentation, FTE in future years are assumed to remain unchanged for purpose of the above chart.

C. What contingency language is included in the Proposed Agreement for economic items (e.g., reopeners, etc.)?

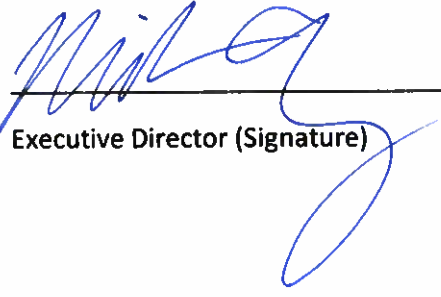
Reopener on compensation in 2023-2024 plus additional reopener on up to one (1) other item by each party in same year, contingent upon written notice no later than December 31, 2023.

D. Will this Agreement Create, Increase, or Decrease Deficit Financing in the Current or Subsequent Year(s)? "

OSA already projects significant deficit spending for FY 2021-22, 2022-23 and 2023-24, irrespective of the proposed agreement, which will be increased by the agreement unless other adjustments are made. OSA will continue its current efforts to address the overall deficit issue, and will use reserves to pay deficit spending that does occur.

Certification No. 1:

In accordance with the requirements of Government Code Section 3547.5, the Executive Director of OSA hereby certifies that OSA can meet the costs incurred under the proposed Collective Bargaining Agreement between OSA and Coalition of Oakland School for the Arts Teachers and Staff, CTA/NEA for the Certificated Bargaining Unit during the term of the agreement from the date of approval through July 31, 2024.

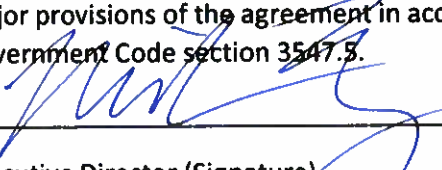


Executive Director (Signature)

3/3/22
Date


Certification No. 2 (This Certification must be signed at the time of public disclosure and by the president or clerk of the governing board at the time of formal board action on the proposed agreement)

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the governing board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code section 3547.5.



Executive Director (Signature)

3/3/22
Date



Chair of Governing Board (Signature)

03/03/22
Date