

OEA P49
OAKLAND EDUCATION ASSOCIATION
PROPOSAL TO
OAKLAND UNIFIED SCHOOL DISTRICT
May 14 2018

Provided an agreement can be reached on all outstanding issues, OEA proposes the following:

Article 1- Agreement

Article 1 - AGREEMENT

1.1 General Provisions

1.1.1 This Agreement fully and completely incorporates the understanding of the parties hereto, constitutes the entire Agreement between the parties, and supersedes all previous agreements, understandings and prior practices related to matters included within this Agreement.

1.1.2 The Employer and Association will support this Agreement for its duration, provided that nothing herein shall prohibit the parties from changing the terms of this Agreement by mutual consent or pursuant to articles contained herein.

1.1.3 The Employer shall make no changes in matters affecting salaries, benefits, or working conditions covered by this Agreement without meeting and negotiating with the Association. Nothing contained in the Agreement shall be interpreted or applied to eliminate, reduce, or diminish any bargaining unit member's benefits.

1.1.4 The provisions of this Agreement shall not be interpreted or applied in a manner that is arbitrary, capricious, or discriminatory. Rules that are designed to implement this Agreement shall be consistent with the terms of the Agreement.

1.2 General Bargaining Provisions

1.2.1 A contract between the Employer and an individual bargaining unit member shall be expressly subject to the terms and conditions of this Agreement.

1.3 Term of Agreement

1.3.1 The term of this Agreement shall be as follows:

~~1.3.1.1 2013-2014: From July 1, 2013 through June 30, 2014; and~~

~~1.3.1.2 2014-2015 through 2016-2017: From July 1, 2014 through June 30, 2017.~~

1.3.1.1 From July 1, 2017 through June 30, 2020

1.3.1.3 The Association shall present bargaining proposals for a successor Agreement on or about ~~December 1, 2016~~ **December 1, 2019**, and the parties shall begin bargaining not later than January 15, ~~2020~~ **2017**, or at times that are mutually agreed to by the parties.

1.4 Reopeners

1.4.1 Notwithstanding any other Article in this Agreement, the parties shall reopen negotiations during the term of this Agreement as follows:

1.4.1.1. Article 21 (Inclusive Practices), Article 17 (Restorative Practices) and Article 10 (Dual Enrollment) for the 2018-19 School Year

1.4.1.2. Up to **one (1) two (2)** additional articles for each party for the 2018-19 School Year.

1.4.1.3. Up to **two (2) three (3)** additional articles for each party for the 2019-2020 School Year.

