



## **Negotiations Update Fall MOU #14**

8/1/2020

The call from educators and the community to bring the Superintendent to the bargaining table was a success! Superintendent Johnson-Tramell attended bargaining yesterday, and our bargaining team gave a powerful [presentation](#) on our groundbreaking Black Sanctuary Proposal. We also presented language to have an OEA Strong Start for all Oakland families.

Later in the evening, the District gave us a counterproposal with no significant movement on the issues that matter to Oakland Educators and families. Once again, their lack of preparation, leadership, and respect for educators was insulting.

We took a stand on our OEA Strong Start Plan. The OEA Strong Start Plan is different from the District's. Here are our priorities for the first two weeks of school:

- **Building Community:** Teachers will spend one hour a day meeting with students, building strong relationships, and creating strong learning communities. We need to take this time to get to know our families so we have a successful school year.
- **Tech for All:** Students will gain access to online learning platforms, and we propose that the district not only make sure students get the technology they need, but the support they need to use it.
- **Planning High Quality Curriculum:** Teachers will also engage in four hours of Planning Time each day. This means working to create lessons and collaborating with grade level and subject matter teams, so that we are prepared to deliver high quality Crisis Distance Learning.

We believe that this is the best way to give our students a strong start. We saw what happened in the Spring when we didn't have time to plan. We don't want a repeat of that for our students. We want to take the time and do it right!

Yesterday, in a compelling [Facebook Live](#) event, families stood united with OEA President Keith Brown in support of the OEA Strong Start Plan. Our plan was created in collaboration with families, who have said time and time again that they want to be sure that educators are able to take the time to get to know their children at the beginning of the year. Parents have expressed support for a focus on social/emotional learning and planning for quality Crisis Distance Learning. They have also expressed frustration

about their lack of access to technology and tech support, as well as anxiety about all of the uncertainty around the start of the school year.

**Today** (8.1.20) we met with the District to clarify that we have given them our last, best, and final offer. **Unless there is significant movement at the bargaining table, Oakland Educators will proceed with the OEA Strong Start Plan.**

This is a collective work action, but it is not a strike. We will be working every day to bring your children the best possible learning experience we can during this crisis. We want to put an end to the anxiety and uncertainty that families have been facing. Our community needs time to heal and rebuild. Together, we believe that we can create a model of Crisis Distance Learning that is responsive to the needs of students and families.