



**Board of Directors:**

Josefina Alvarado Mena, <i>Chair</i>	Dewayne Walton
Amy Omand	Wei-Ling Huber
Jason Reimann	Sorrel Raino-Tsui
Safia Fasah	Isaac Abid
Karol Suarez, Student Representative	
Williams Truong, Student Representative	

**School Staff**

Mike Oz, Executive Director  
 Steve Borg, Director of Advancement  
 Juju Williams, Operations and Compliance Manager

**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=TWI2RDURK0V6ODg0dldUY08rWTR0UT09>

TOPIC	WHO
<ul style="list-style-type: none"> <li>● Call to order</li> <li>● Establishment of Quorum</li> <li>● Meeting Norms</li> <li>● Land Acknowledgment</li> </ul>	Josefina Alvarado Mena
<ul style="list-style-type: none"> <li>● Public Comment on Non Agenda Items <i>(not to exceed 5 minutes)</i></li> </ul> <p><i>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.</i></p>	Josefina Alvarado Mena
Public Comment on COSATS/CTA/NEA Sunshine Proposal (Non-Certificated Unit Bargaining) <ul style="list-style-type: none"> <li>● Public Comment</li> <li>● Board Discussion</li> </ul>	
Closed Session <ul style="list-style-type: none"> <li>● CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION</li> </ul>	

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<ul style="list-style-type: none"> <li>○ Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: (one (1) case)</li> </ul>	
<ul style="list-style-type: none"> <li>● Reestablish Quorum</li> <li>● Report out on Actions Taken in Closed Session; as Applicable.</li> </ul>	Josefina Alvarado Mena
Consent Agenda <ul style="list-style-type: none"> <li>● Resolution to Meet Remotely</li> <li>● 11/17 Minutes Approval</li> </ul>	Josefina Alvarado Mena
Approve Annual Fiscal Audit <ul style="list-style-type: none"> <li>● Public Comment</li> <li>● Board Discussion</li> </ul>	Josefina Alvarado Mena
Student Report <ul style="list-style-type: none"> <li>● Public Comment</li> <li>● Board Discussion</li> </ul>	Karol Suarez
Student Report <ul style="list-style-type: none"> <li>● Public Comment</li> <li>● Board Discussion</li> </ul>	William Troung
OSA Sunshine Proposal (Non-Certificated Unit Bargaining) <ul style="list-style-type: none"> <li>● Public Comment</li> <li>● Board Discussion</li> </ul>	Josefina Alvarado Mena
Dismissal	Josefina Alvarado Mena

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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

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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.

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Amy Omand	Wei-Ling Huber
Jason Reimann	Sorrel Raino-Tsui
Safia Fasah	Isaac Abid
Karol Suarez (Student Rep)	Williams Truong(Student Rep)

**School Staff**

Mike Oz, Executive Director	Sara Ordaz, Director of SPED
Steve Borg, Director of Advancement	Susan Lefkowitz
Juju Williams, Operations and Compliance Mngr	

**Oakland School for the Arts**  
**Board of Directors Meeting Minutes**  
**November 17, 2022, 4:30 pm**  
**Zoom Link:**

<https://oakarts-org.zoom.us/j/95962494378?pwd=d095ZWN1dHNFbIZIV1F1R2FleDZJQT09>

TOPIC	WHO
<ul style="list-style-type: none"> <li>Call to order/Roll Call Attendance</li> </ul> <p><i>Meeting was called to order at 4:40 pm</i>  <i>Present: Omand, Fasah, Suarez, Troung, Huber, Alvarado Mena</i>  <i>This is a quorum.</i></p>	Josefina Alvarado Mena
<ul style="list-style-type: none"> <li>Public Comment on Non-Agenda Items (<i>not to exceed 5 minutes</i>)</li> </ul> <p><i>None</i></p>	Josefina Alvarado Mena
<ul style="list-style-type: none"> <li>Consent Agenda</li> <li>Resolution to Meet Remotely</li> <li>Resolution to Authorize Bank signers</li> </ul> <p><i>Motion to approve by Huber/2nd by Fasah/MPU(Motion passed unanimously)</i>  <i>Consent agenda approved.</i></p>	Josefina Alvarado Mena
<ul style="list-style-type: none"> <li>Sunshine Proposal from COSATS</li> </ul> <p><i>Members discuss bargaining process. Concerns of OSA staff regarding lack of retirement plans and under-compensation.</i>  <i>Public Comment</i>  <i>Kris Bradburn: Compliment the presentation and encourage the Board to pay attention to the JEDI and OSA WAY statement.</i></p>	COSATS Representative

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<p><i>Andrew Junge: Seconds proposal, continue to support fair and equitable outcomes</i>  <i>Regina: Compliments presentation.</i></p>	
<ul style="list-style-type: none"> <li>● Student Report</li> </ul> <p><i>Troung shared upcoming events for students, clubs, and issues around gender-neutral restrooms.</i>  <i>Public: No comment</i>  <i>Board; No comment</i></p> <p><i>Suarez shared about spirit week, upcoming festivals, and showcases for students. Excitement around unifying students of color.</i>  <i>Public: no comment</i>  <i>Board: Updates of Task Force Experience</i></p>	<p>Karol Suarez</p>
<p>Closed Session</p> <ul style="list-style-type: none"> <li>● <del>CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION</del> <ul style="list-style-type: none"> <li>○ <del>Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: (one (1) case)</del></li> </ul> </li> </ul>	
<p><i>Reconvene/Call to order</i>  <i>Reestablish Quorum</i>  <i>Report out on Actions Taken in Closed Session; as Applicable.</i>  <i>Present: Omand, Walton, Fasah, Alvarado Mena, Huber, Reimann</i></p>	<p>Josefina Alvarado Mena</p>
<ul style="list-style-type: none"> <li>● Update on Board Engagement and Committees (votes needed)        Opportunity to discuss and update Board Committee Assignments for 2022-23.       <ul style="list-style-type: none"> <li>○ Governance Committee</li> <li>○ Finance Committee</li> <li>○ Equity Committee</li> <li>○ Advancement Committee</li> </ul> </li> <li>● Presentation</li> <li>● Public Comment</li> <li>● Board Discussion</li> </ul> <p>Board Comment: None        Public Comment: None</p>	<p>Josefina Alvarado Mena</p>

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Motion to adopt Fasah/2nd Omand: MPU No Board Discussion	
<ul style="list-style-type: none"> <li>• IEE Presentation from Sara Ordaz for board approval</li> </ul> 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
<ul style="list-style-type: none"> <li>• First Intern Report</li> </ul> All actual financial activity report through 10/31 July 1 based on 800 enrolled Current based on 780, enrollment dropped by 20 but LFCC increase Savings anticipated in Legal area Currently projecting surplus Mihn gives blessing on Report 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	
<ul style="list-style-type: none"> <li>• Call to order/Roll Call Attendance</li> </ul> Present: Huber, Reimann, Omand, Walton, Fasah, Alverado Mena	Josefina Alvarado Mena
<ul style="list-style-type: none"> <li>• Public Comment on Non-Agenda Items (<i>not to exceed 5 minutes</i>)</li> </ul> <i>Karen Morfin: Meeting time is too early</i>	Josefina Alvarado Mena
Closed Session	
<i>Reconvene/Call to order</i> Reestablish Quorum Report out: None	Josefina Alvarado Mena

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<i>Present: Omand, Walton, Fasah, Huber, Reimann, Alvarado Mena</i>	
6:51 Dismissal	

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

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<sup>1</sup> 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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<sup>1</sup> 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.

**XI. 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.