

**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-certificated¹ 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.

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.