

# OUR TENTATIVE AGREEMENT

## What we won and how it builds our future



Our historic strike and our unity with each other and the entire Oakland community have resulted in amazing contract and policy victories. This strike has made our community stronger for future struggles, connected us with parents on deeper levels than before, and shifted the way Oaklanders see public education. This is a historic victory, with a win in every major proposal we made. Here are our key victories:

	What we won	How it invests in our future
<b>LIVING WAGES</b>	11% salary increase with no contingencies + a 3% bonus at time of ratification.	We forced OUSD to significantly increase their pre-strike offer of 7%, and to invest in keeping teachers in Oakland. No longer will 1 in 5 teachers leave each year.
<b>LOWER CLASS SIZE</b>	Reduction in class size next year by 1 in our highest-needs schools, followed by a reduction in class size by 1 in 2021 at all schools. There are no contingencies for class size reductions.	Lower class sizes improve student learning conditions, improve teacher retention, AND protect space in our schools from being given to charter schools through Prop 39.
<b>MORE STUDENT SUPPORTS</b>	<p><b>COUNSELORS:</b> Phased-in reduction in caseloads from 600:1 to 550:1 in 19/20 &amp; 500:1 in 20/21.</p> <p><b>RESOURCE SPECIALISTS:</b> Phased-in reduction in caseloads from 28:1 to 27:1 in 20/21.</p> <p><b>PSYCHS:</b> Phased-in reduction from 750:1 to 725:1 in 19/20 &amp; 700:1 in 20/2.</p> <p><b>Speech Therapists:</b> Phased-in reduction from 55 average to 50:1 average in 20/21.</p> <p><b>NURSES:</b> Plan for new nurse salary schedule to support recruitment &amp; retention in 2021, which will include the salary increase + 9%. In the mean time, a 19/20 \$10k bonus &amp; a 20/21 \$10k bonus.</p> <p><b>NEWCOMERS:</b> New staffing allocations to support Newcomers.</p>	We fought for and won increases to the supports our students need and deserve, which will allow us to build the schools that Oakland parents want and need for their kids.
<b>KEEPING SCHOOLS OPEN</b>	Board of Education President Aimee Eng will introduce a resolution calling for a 5 month pause on school closures and consolidations, and more community input into the process.	We lifted up the issue of school closures in Oakland, putting pressure on the Board to pause their plans to close schools. Our work here is far from finished. We will organize and advocate against school closures, which deplete funding for public schools, and disproportionately hurt working class Black and Latinx communities in Oakland.

What we won

How it invests in our future

**CHARTER  
CAP**

The Board of Education will vote on a resolution calling on the state to stop charter growth in OUSD.

The unregulated growth of charter schools is costing OUSD students \$57 million every year. Our strike has changed the conversation about charter schools, with elected officials and the Oakland community solidifying support for a charter school moratorium. This is just the beginning. Next we take this fight to Sacramento!

**SUBS**

Substantial increases for subs of 70% of step 1, column 1 for 1-30 days; 80% of step 1, column 1 for 31+ days. Retirees & STIPS: 80% of Step 1, column 1. Subs will receive a retention bonus after 60 days.

Teacher substitute pay is dramatically increased and tied to future salary raises, so our colleagues never fall behind in pay again.

**When we strike,  
we win!**

