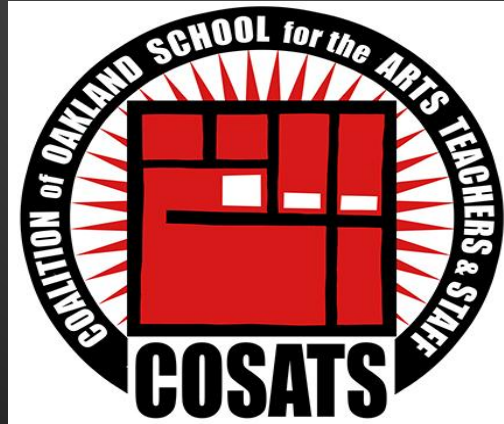


COSATS

Non- Certificated Unit

Initial Sunshine



INTRO



We're Back !!

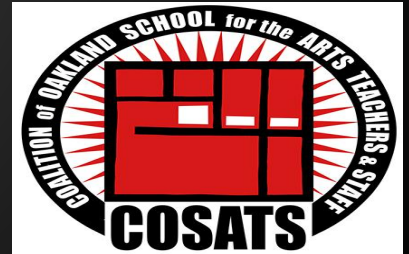
Warm greetings from the
COSATS Non-Certificated Unit
of Oakland School for the Arts.
We humbly appreciate this
opportunity with you all.

Our goal is to negotiate
possible modifications and
considerations for this years'
CBA for our Non - Certificated
Unit members.

The following articles will be
presented for re-negotiation:



ARTICLES OF TOPIC



Article 6: Employment Status

(6.1 - Associate Status Term)

Article 8: Hours of Employment

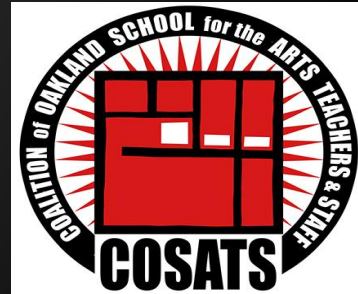
(8.1 - Work Year, Work Week & Work Day)



Article 10: Compensation

(10.3 Column Placement & Advancement)

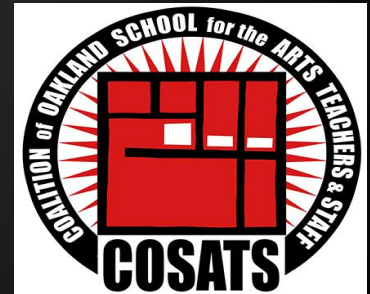
(10.4 Step Placement & Advancement)



Article 15: Leave of Absence

(15.3.1 Paid Holidays)

(15.4.2 Flex Pay Days)



CLOSING



Non - Certificated Unit

JEDI STATEMENT

J - Justice - “Truth never damages a cause that is just. Justice will not be served until those who are unaffected are as outraged as those who are.” (Benjamin Franklin)

E - Equity - “Fairness does not mean everyone gets the same. Fairness means everyone gets what they need.” (Rick Riordan)

D - Diversity - “The art of thinking independently together”.. (Malcolm Forbes)

I - Inclusion - “It’s not at all hard to understand a person; it’s only hard to listen without bias.” (Criss Jami)

OSA WAY

HONOR UPLIFT VALUE

HONOR - “Honor your hardworking, responsible, and capable staff who always go above and beyond for our students and families.”

UPLIFT - “Uplift our hard work and Recognize that we are essential to OSA sustainability.”

VALUE - “Show us that we are valuable and are part of the OSA family!”

STAND BY THE OSA
WAY
(thank you)

