

COSATS/CTA/NEA
Initial Sunshine Proposal

September 15, 2026

Coalition of Oakland School for the Arts Teachers and Staff (COSATS) hereby submits the following initial proposal for successor bargaining with Oakland School for the Arts (OSA).

All terms and conditions of the current COSATS/OSA collective bargaining agreement will remain unchanged, with the exception of agreements that are reached on the following articles:

Collective Bargaining Agreement For the Non-Certificated Unit:

Article 6: Employment Status

Article 8: Hours of Employment

Article 10: Compensation

Article 11: Health and Welfare Benefits

Article 15: Leaves of Absence

Article 17: Discipline And Discharge

Article 18: Grievance Procedure

Article 21: Other Conditions of Employment

Collective Bargaining Agreement For the Certificated Unit:

Article 7: Employment Status

Article 9: Hours, Duties, and Work Year

Article 10: Class Size & Workload

Article 13: Compensation

Article 14: Health & Welfare Benefits

Article 18: Leaves of Absence

Article 20: Discipline & Discharge

Article 21: Grievance & Arbitration

Article 24: Other Conditions of Employment

COSATS reserves the right to create, add to, delete from, amend and modify its proposals and/or open articles of the contract during the negotiation process.