

**OAKLAND SCHOOL FOR THE ARTS
NOTICE OF OPENING COLLECTIVE BARGAINING PROPOSALS
FOR “SUNSHINING” PURPOSES (GOVERNMENT CODE SECTION 3547(a))**

Oakland School for the Arts (“OSA”) hereby provides notice pursuant to Government Code section 3547(a) that it intends to make the following initial proposals in negotiations with the Coalition for Oakland School for the Arts Teachers and Staff, CTA/NEA (“COSATS”) over successor Collective Bargaining Agreements (“CBAs”) for the Certificated and Non-Certificated bargaining units.

As to the **Certificated Unit**:

1. **Article 9 (Hours, Duties & Work Year):** OSA intends to propose adding language to clarify expectations regarding on-campus work hours for unit positions not specifically addressed by the current/existing language.
2. **Article 10 (Class Size & Workload):** OSA intends to propose adding language to address class size and related issues for physical education class sections, and to modify current provisions as needed to align with operational needs.
3. **Article 13 (Compensation):** OSA maintains its commitment to compensating employees at rates that are competitive to attract and retain high-quality staff, and consistent with maintaining the long-term fiscal health of the organization. It intends to propose appropriate changes to the current salary scales and criteria/processes for initial placement on those scales, consistent with those interests.
4. **All Articles:** In addition to the specific substantive proposals listed above, OSA intends to propose edits throughout the document to cleanup and clarify current language, increase internal consistency both within and between each of the two CBAs, remove ambiguity, delete stale or expired provisions, clarify timelines, more accurately reflect existing practices, and ensure continued compliance with statutory requirements.

For the **Non-Certificated Unit**:

1. **Article 10 (Compensation):** OSA maintains its commitment to compensating employees at rates that are competitive to attract and retain high-quality staff, and consistent with maintaining the long-term fiscal health of the organization. It intends to propose appropriate changes to the existing salary scales and related provisions, consistent with those interests.
2. **All Articles:** In addition to the specific substantive proposals listed above, OSA intends to propose edits throughout the document to cleanup and clarify current language, increase internal consistency both within and between each of the two CBAs, remove ambiguity, delete stale or expired provisions, clarify timelines, more accurately reflect existing practices, and ensure continued compliance with statutory requirements.