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# Board Cover Memorandum

**To** Board of Education

**From** Sondra Aguilera, Acting Superintendent  
Josh Daniels, Chief Governance Officer  
Jenine Lindsey, Executive Director, Labor Relations & ADR

**Meeting Date** September 14, 2022

**Subject** Impact and Effects Bargaining Sunshine - Programmatic Changes in 2022-23  
(Public Hearing)

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**Ask of the Board** Conduct a public hearing on the District's optional impact and effects  
In anticipation of the possibility of the District negotiating any bargainable impacts or effects arising out of programmatic changes effective in the 2022-23 school year.

**Background and Discussion** As required by law, the District will negotiate any bargainable impacts and effects of programmatic changes identified by one or more bargaining units. Prior to entering into negotiations, the District and each bargaining unit are required to sunshine (i.e., publicly disclose) the topics that their initial proposals will address. This item intends to meet that requirement with respect to any bargainable impacts and effects of programmatic changes identified by one or more bargaining units.

**Fiscal Impact** To be determined based on the outcome of negotiations, if there be any.

**Attachment(s)** Oakland Unified School District's Sunshine for Impact and Effects Bargaining

***Oakland Unified School District's Sunshine***

***Impacts & Effects Bargaining with  
the American Federation of State, County Municipal Employees ("AFSCME 257");  
the Oakland Education Association ("OEA");  
the Service Employees International Union ("SEIU Local 1021"); and  
the United Administrators of Oakland Schools ("UAOS")***

September 14, 2022

The District intends to negotiate any bargainable impacts or effects arising out of programmatic changes effective in the 2022-23 school year.

The District does not presently believe any bargainable impacts or effects exist, yet provides this formal sunshine to facilitate any negotiations that may be required with AFSCME Local 257, OEA, SEIU Local 1021 and UAOS to address any impacts or effects that may arise.