

Board Office Use: Legislative File Info.	
File ID Number	22-1906
Introduction Date	August 10, 2022
Enactment Number	22-1405
Enactment Date	8-10-2022 CJH



MEMO

To: Board of Education

From: Kyla Johnson-Trammell, Superintendent
 Lisa Grant-Dawson, Chief Business Officer
 Preston Thomas, Chief of Systems and Services
 Joshua Daniels, General Counsel
 Jenine Lindsey, Executive Director of Labor Strategy & ADR

Board Meeting Date: August 10, 2022

Subject: Board Ratification of Tentative Agreements between AFSCME Local 257 and the Oakland Unified School District and AB 1200 Public Disclosure, Certification of Cost

**Action Requested
and
Recommendation**

Board ratification of the tentative agreements between AFSCME Local 257 and AB 1200 Disclosure per Government Code section 3547.5.

**Background
and
Discussion**

On May 11, 2022 the AFSCME and OUSD reached a tentative agreement on reopener negotiations (“TA”). The tentative agreement includes on-going salary schedule adjustments for AFSCME members, one-time compensation and revised CBA provisions including but not limited to the duration section of the CBA. Attached to this memo and legislative file is the tentative agreement including all major provisions, is attached in its entirety.

On June 29, 2022, the Board approved the TA between AFSCME Local 257 and OUSD pending compliance with Government Code section 3547.5, all applicable AB 1200 disclosure requirements, and all necessary follow-up actions as determined by the Alameda County Office of Education (“ACOE”). Both the *AB 1200 Public Disclosure and Certification of Cost*, and *Letter from ACOE Regarding AB 1200 Public Disclosure and Certification of Cost* are attached to the legislative file.

Government Code 3547.5(a) states: “Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public



Board Office Use: Legislative File Info.	
File ID Number	22-1906
Introduction Date	August 10, 2022
Enactment Number	22-1405
Enactment Date	8-10-2022 CJH

meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.”

AB 1200 (specifically Government Code section 3540.2) requires: “A school district that has a qualified or negative certification . . . shall allow the county office of education in which the school district is located at least 10 working days to review and comment on any proposed agreement made between the exclusive representative and the public school employer, or designated representatives of the employer, pursuant to this chapter. The school district shall provide the county superintendent of schools with all information relevant to yield an understanding of the financial impact of that agreement.” In response, “[t]he county superintendent of schools shall notify the school district, the county board of education, the district superintendent, the governing board of the school district, and each parent and teacher organization of the district within those 10 days if, in his or her opinion, the agreement reviewed pursuant to subdivision (a) would endanger the fiscal well-being of the school district.”

Fiscal Impact

The on-going increases are funded primarily by ongoing resources which are tied to the District's recent budget reductions effective July 1, 2022.

Summary of Projected Cost

The ongoing compensation in 2022-23 will be funded by the General Fund (\$4,184,904) and Fund 13 (\$506,629) for the Nutrition Services staff. The ongoing compensation increases in 2023-24 will be funded by the General Fund (\$567,250) and Fund 13 (\$449,998). In 2024-25, the ongoing compensation increases will be funded by Fund 13 (\$141,267) and the General Fund (\$501,807). The one time payments will be funded by ESSER III. One time payments will be funded from the District's one time COVID Fund Resources 3213 ESSER III.

Please see the *AB 1200 Public Disclosure and Certification of Cost* attached to the legislative file for details and/or updated cost projections.

Attachments

- *May 11, 2022 Tentative Agreement between OUSD and AFSCME Local 257*
- *AB 1200 Public Disclosure and Certification of Cost*
- *June 30, 2022 Letter from ACOE Regarding AB 1200 Public Disclosure and Certification of Cost*

**Tentative Agreement
Between
American Federation of State, County, and Municipal Employees, Local 257
and
Oakland Unified School District**

ARTICLE 13 COMPENSATION

1. One Time Compensation:

- a. In light of the change/increase in workload due to the COVID-19 pandemic, for the 2020-21 school year, unit members employed by the District at the time of ratification of this Agreement by the Board of Education shall receive one-time compensation as follows:
- b. In lieu of an ongoing salary increase in the 2020-21 school year, unit members employed by the District at the time of ratification of this Agreement by the Board of Education shall receive one-time compensation as follows:
 - i. All unit members shall receive a one-time off schedule payment equal to 6% of their annual base salary as of May 15, 2022. Payment of the stipend shall be disbursed in a pay warrant separate from unit member's regular salary within 60 days of the District's receipt of one time dollars from the state or federal government for operating schools during the Coronavirus pandemic or within 60 days of ratification of the Agreement by AFSCME and OUSD, whichever date is sooner.
 - ii. A one-time off schedule \$1500 payment to unit members with .5 FTE or greater. Unit members with less than a .5 FTE shall receive a one-time off schedule payment of \$850.00. The payment shall be disbursed in a pay warrant separate from the unit member's regular salary.
 - iii. A one-time off schedule \$200 payment to unit members to reimburse for purchase of PPE. The payment shall be disbursed in a pay warrant separate from the unit member's regular salary.
 - iv. A one-time off schedule payment equal to one day of the unit member's base salary (daily rate) as of May 15, 2022 to unit members in lieu of a self-care/mental health day. The payment shall be disbursed in a pay warrant separate from the unit member's regular salary.

- 2. On-going Compensation Salary Schedule Adjustments:** Pursuant to the side letter agreement between the Parties dated regarding salary schedule

adjustments, the Parties agree to Salary Schedule adjustments for Custodians and Nutrition Service Workers shall as follows:

- a. Custodians and Lead Custodians:
 - i. Effective July 1, 2022, the salary schedules for Custodians and Lead Custodians bargaining unit members shall be adjusted as shown below in **Table A- Custodians, Lead Custodians, CDC Custodians Effective 7/1/2022.**

Table A- Custodians, Lead Custodians, CDC Custodians - Effective 7/1/2022

Range 01	Custodian		
	Step 1	Step 2	Step 3
ANNUAL	\$ 43,092.22	\$ 44,169.52	\$ 45,273.76
MONTHLY	\$ 3,591.02	\$ 3,680.79	\$ 3,772.81
DAILY	\$ 165.10	\$ 169.23	\$ 173.46
HOURLY	\$ 22.01	\$ 22.56	\$ 23.13

Range 02	Custodian Leads, CDC Custodians		
	Step 1	Step 2	Step 3
ANNUAL	\$ 44,376.53	\$ 45,485.94	\$ 46,623.09
MONTHLY	\$ 3,698.04	\$ 3,790.49	\$ 3,885.26
DAILY	\$ 170.03	\$ 174.28	\$ 178.63
HOURLY	\$ 22.67	\$ 23.24	\$ 23.82

- ii. **The increase between Steps 1, 2 and 3. shall be 2.5%.**
- iii. Effective July 1, 2022, Custodians shall be placed on the New **Custodians, Lead Custodians, CDC Custodians** Salary Schedule Effective 7/1/2022 (shown above) as follows:
 - a. Custodians hired on or after March 2, 2020 shall be placed on Range 1 Step 1 of the **Custodians, Lead Custodians, CDC Custodians Salary Schedule** effective July 1, 2022.
 - b. Custodians hired on or before March 1, 2020, shall be placed on Range 1 Step ~~2~~ **3** of the **Custodians, Lead Custodians, CDC Custodians Salary Schedule.**
- iv. Effective July 1, 2022, Lead Custodians and Custodian CDCs shall be placed on the salary schedule as follows:

- c. Unit members hired **into a Lead Custodian or Custodian CDC position** effective on or after March 2, 2020 shall be placed on Range 2 Step 1 of the **Custodians, Lead Custodians, CDC Custodians Salary Schedule**.
- d. Custodians hired **into a Lead Custodian or Custodian CDC position** on or before March 1, 2020, shall be placed on Range 2 Step 2 of the **Custodians, Lead Custodians, CDC Custodians Salary Schedule**.
- v. Additional Salary Schedule Adjustments
 - 1. Effective July 1, 2023 the **Custodians, Lead Custodians, CDC Custodians Salary Schedule** (shown above) shall be adjusted as follows:
 - a. An additional step (~~Step 3~~) (**Step 4**) shall be added to the salary schedule shown in **Table-B Custodians, Lead Custodians, CDC Custodians Salary Schedule**.
 - b. The increase between Steps 1, 2, 3 and 4 shall be 2.5%.

Table B- Custodian, Custodian Leads, Custodian CDC Salary Schedule - Effective July 1, 2023

Range 01	July 1, 2022			July 1, 2024
	Step 1	Step 2	Step 3	Step 4
ANNUAL	\$ 43,092.22	\$ 44,169.52	\$ 45,273.76	\$ 46,405.60
MONTHLY	\$ 3,591.02	\$ 3,680.79	\$ 3,772.81	\$ 3,867.13
DAILY	\$ 165.10	\$ 169.23	\$ 173.46	\$ 177.80
HOURLY	\$ 22.01	\$ 22.56	\$ 23.13	\$ 23.71

Range 02	Step 1	Step 2	Step 3	Step 4
	July 1, 2022			January 1, 2024
ANNUAL	\$ 44,376.53	\$ 45,485.94	\$ 46,623.09	\$ 47,788.66
MONTHLY	\$ 3,698.04	\$ 3,790.49	\$ 3,885.26	\$ 6,371.82
DAILY	\$ 170.03	\$ 174.28	\$ 178.63	\$ 183.10
HOURLY	\$ 22.67	\$ 23.24	\$ 23.82	\$ 24.41

2. Effective July 1, 2024, the **Custodians, Lead Custodians, CDC Custodians Salary Schedule** shall be adjusted as follows:

- a. An additional step shall be added to the salary schedule ~~(Step 4)~~ **(Step 5)**
- b. The increase between Steps 1, 2, 3, 4 and 5 shall be **2.5%. Table C-Custodians, Lead Custodians, CDC Custodians Salary Schedule** Salary Schedule Effective July 1, 2024 below.

Table C- Custodian, Custodian Leads, Custodian CDC Salary Schedule - Effective 7/1/2024

Range 01	Custodian				
	July 1, 2022			July 1, 2023	July 1, 2024
	Step 1	Step 2	Step 3	Step 4	Step 5
ANNUAL	\$ 43,092.22	\$ 44,169.52	\$ 45,273.76	\$ 46,405.60	\$ 47,565.74
MONTHLY	\$ 3,591.02	\$ 3,680.79	\$ 3,772.81	\$ 3,867.13	\$ 3,963.81
DAILY	\$ 165.10	\$ 169.23	\$ 173.46	\$ 177.80	\$ 182.24
HOURLY	\$ 22.01	\$ 22.56	\$ 23.13	\$ 23.71	\$ 24.30

Range 02	OUSD PROPOSAL CUSTODIAN CDC and DAY AND NIGHT LEAD CUSTODIAN				
	Step 1	Step 2	Step 3	Step 4	Step 5
	July 1, 2022			July 1, 2023	July 1, 2024
ANNUAL	\$ 44,376.53	\$ 45,485.94	\$ 46,623.09	\$ 47,788.66	\$ 48,983.38
MONTHLY	\$ 3,698.04	\$ 3,790.49	\$ 3,885.26	\$ 3,971.82	\$ 4,058.38
DAILY	\$ 170.03	\$ 174.28	\$ 178.63	\$ 183.10	\$ 187.68
HOURLY	\$ 22.67	\$ 23.24	\$ 23.82	\$ 24.41	\$ 25.02

b. Head Custodians:

- i. Effective July 1, 2022, the salary schedules Head Custodians shall be adjusted as shown in **Table D-Custodian Salary Schedule**.
 - 1. Head Custodians shall be placed on Step 2 of the new salary schedule range for their classification (Head I, II, or III) (shown below) effective July 1, 2022.

Table D-Head Custodian Salary Schedule Effective July 1, 2022

HEAD CUSTODIAN I				
	Step 1	Step 2	Step 3	
ANNUAL	\$ 39,865.83	\$ 43,092.22	\$ 45,246.83	
MONTHLY	\$ 3,322.15	\$ 3,591.02	\$ 3,770.57	
DAILY	\$ 152.74	\$ 165.10	\$ 173.36	
HOURLY	\$ 20.37	\$ 22.01	\$ 23.11	
PROPOSAL HEAD CUSTODIAN I:				
	Step 1	Step 2	Step 3	Step 4
ANNUAL	\$ 46,160.38	\$ 49,883.95	\$ 50,891.82	\$ 53,436.41
MONTHLY	\$ 3,846.70	\$ 4,157.00	\$ 4,240.99	\$ 4,453.03
DAILY	\$ 176.86	\$ 185.70	\$ 194.99	\$ 204.74
HOURLY	\$23.58	\$24.76	\$26.00	\$27.30
HEAD CUSTODIAN II				
	Step 1	Step 2	Step 3	
ANNUAL	\$ 41,677.91	\$ 44,992.69	\$ 47,242.33	
MONTHLY	\$ 3,473.16	\$ 3,749.39	\$ 3,936.86	
DAILY	\$ 159.69	\$ 172.39	\$ 181.04	
HOURLY	\$ 21.29	\$ 22.98	\$ 24.13	
Proposal Head Custodian II				
	Step 1	Step 2	Step 3	Step 4
ANNUAL	\$ 48,006.80	\$ 50,407.14	\$ 52,927.49	\$ 55,573.87
MONTHLY	\$ 4,000.57	\$ 4,200.59	\$ 4,410.62	\$ 4,631.16
DAILY	\$ 183.93	\$ 193.13	\$ 202.79	\$ 212.93
HOURLY	\$ 24.52	\$ 25.75	\$ 27.04	\$ 28.39
HEAD CUSTODIAN III				
	Step 1	Step 2	Step 3	
ANNUAL	\$ 43,534.19	\$ 47,011.03	\$ 49,361.58	
MONTHLY	\$ 3,627.85	\$ 3,917.59	\$ 4,113.47	
DAILY	\$ 166.80	\$ 180.12	\$ 189.12	
HOURLY	\$ 22.24	\$ 24.02	\$ 25.22	
Proposal Head Custodian III				
	Step 1	Step 2	Step 3	Step 4
ANNUAL	\$ 49,927.07	\$ 52,423.42	\$ 55,044.59	\$ 57,796.82
MONTHLY	\$ 4,160.59	\$ 4,368.62	\$ 4,587.05	\$ 4,816.40
DAILY	\$ 191.29	\$ 200.86	\$ 210.90	\$ 221.44
HOURLY	\$ 25.51	\$ 26.78	\$ 28.12	\$ 29.53

--	--	--	--	--

c. Food Service Workers: Effective July 1, 2022, the salary schedules for Food Service workers shall be adjusted as shown below:

- i. The salary schedules for Food Service Assistants, and Food Service Managers shall be adjusted as shown in **Attachment E- Food Service Worker Salary Schedule Adjustments Effective 7/1/2022.**
- ii. Effective July 1, 2022, current Food Service Assistants and Food Service Managers shall be placed on the new salary schedules above as follows:

- 1. Food Service Assistant I and Food Service Assistant IIIs on steps 1 and 2 of the current salary schedule, shall be placed on step 2 of the new salary schedule effective July 1, 2022 (For FSA I- Range 1; For FSA IIIs- Range 3).
- 2. Food Service Assistant Is and Food Service Assistant IIIs on Steps 3, 4 and 5 of the current salary schedule, shall be placed on Step 4 of the new salary schedule effective July 1, 2022.
- 3. Food Service Managers shall be placed on the new FSM salary schedule at their current range at Step 3.
- 4. Effective July 1, 2022, the salary schedules for the Central Kitchen Manager, Sanitation Utility Technician (Lead) and Custodian Utility Technician classifications shall be increased by 6%.
- 5. Effective July 1, 2022 the salary schedules for Production Assistants and Production Cooks shall be increased by 1% and additional step (step 5 at 5% higher than step 4) shall be added to the salary schedule.

- d.** Effective July 1, 2022, the salary schedules for Paraeducators shall be increased by 6%.
- e.** Effective July 1, 2022, the salary schedules for Licensed Vocational Nurses shall be increased by 6%.
- f.** Effective July 1, 2022, the salary schedules for 504 Technicians shall be increased by 6%.

3. Other One-time Payments for paraeducators who return to the District in 2022-23:

- a. To support retention of qualified Paraeducators, paraeducators placed on Range 05 of the Para salary schedule (AA + 45 units) as of May 1, 2022 shall receive a one time off schedule payment of \$1000.
- b. Paraeducator assigned to the YAP program as of May 1, 2022 shall receive a one-time off schedule payment of \$1000.
- c. To be eligible for the stipend A or B above the Paraeducator must return for the 2022-23 school year and be actively employed as of September 1, 2022.

4. Bilingual Stipends

- a. The bilingual stipend for paraeducators shall be increased from \$600 annually to \$800 annually for the 2022-23 and 2023-24 school year.
- b. Eligibility shall be determined by the District based on: 1) Program need; and 2) Completion of the District's bilingual exam administered by the Talent Division.

All compensation included in this section is contingent upon a determination by the Alameda County Office of Education that the combined financial impact of all tentative agreements with OUSD labor partners reached in the 2021-2022 school year do not endanger the fiscal well-being of the District. The Board's ratification of the agreement shall occur within 15 days of receipt of the AB 1200 letter from ACOE with such a determination.

ARTICLE 7 ASSIGNMENTS, PROMOTIONS, TRANSFERS & VACANCIES Effective July 1, 2022, Sections 7.02 shall be replaced with the following provisions in light of the above salary schedule adjustments .

Section 7.02 Vacancies and Promotions

(a) All vacancies shall be posted for seven (7) working days and all permanent positions will contain the phrase "Agency Shop Position." The District may, at its sole discretion, post certain positions as "open until filled." **Internal candidate** selections will be based upon the following order of applicants:

- 1) lateral transfer requests;
- 2) current **qualified** District employees;
- 3) substitute employees **or** outside applicants. All postings shall be as follows:
 - i) Made available on the District's website;
 - ii) Electronically provided to the Union;
 - iii) Posted on EdJoin and in the District's Administration Building; and
 - iv) Posted in the main office of Custodial Services, Nutrition Services and Programs for Exceptional Children.

- (b) No posting shall occur during winter or spring recess, except when immediate District needs, as determined by the District, require posting during these periods. ~~No posting shall occur for ten (10) month employees during the winter, spring and summer recess.~~
- (c) The District may at its sole discretion hire external candidates, if internal candidates are not selected pursuant to sections (a) and (b) above.
- (d) Employees whose most recent overall evaluation reflects less than satisfactory performance and/or who are currently on progressive discipline shall not be eligible to apply for promotional opportunities.
- (e) The Human Resources Division shall notify all unit members not selected for the position in writing within ten (10) working days after the decision is made.
- (f) The selection shall be based upon the employee's qualifications and experience. In the event that two candidates are equally-qualified, seniority will govern.
- (g) If no qualified bargaining unit member ~~one in the Union~~ applies for a Custodian, Orderly or Sweeper Operator, the vacant or promotional position, the position shall be open to outside hires.
- (h) No bargaining unit employee shall remain in an acting position and/or a vacant position for longer than ninety (90) consecutive days.
 - (i) Assignment to split shift work shall be made by placing the least senior employee in those openings. When a straight shift assignment becomes available, it shall be filled by the most senior employee who (is not currently on progressive discipline and who does have a satisfactory rating on their most current performance evaluation) works the split shift and who wishes to fill the opening.

Section 7.04 **Lead Custodian:** The Lead Custodian classification is promotional. ~~All Lead Custodians monthly stipend shall be \$50.00 per month.~~

Section 7.05 **Night Lead Custodian:** The Night .Lead custodian classification is promotional.
 Night Leads are assigned to work at high schools only and the position is selected by Custodial Services and by the Head Custodians. ~~Effective July 1, 2015, all Night Lead Custodians monthly stipend shall be \$100.00 per month.~~

Duration of the Agreement

Article 29 – Duration of the Agreement: This Contract of Agreement shall be effective ~~July 1, 2008~~ July 1, 2022, except for those provisions which have been assigned other effective dates, and shall remain in full force and effect to and including ~~June 30, 2011~~ June 30, 2024, and from year to year thereafter unless either party serves written notice of

the desire to amend, modify or terminate this Contract of Agreement ninety (90) days prior to the first day of July of any subsequent year.

For the 2022-23 school year, either Party may reopen up to four (4) articles. For the 2023-24 school year, either Party may reopen up to three (3) articles.


AFSCME LOCAL 257

By:  _____
Nola Taylor, President

OAKLAND UNIFIED SCHOOL DISTRICT

By:  _____
Preston Thomas, Chief Systems and Services Officer (CSSO)


AFSCME LOCAL 257

By:  _____
Jo Bates, Business Agent

OAKLAND UNIFIED SCHOOL DISTRICT


By:  _____
Tara Gard, Chief of Talent

AFSCME LOCAL 257

By:  _____
LaTosha D. Hill (May 13, 2022 08:21 PDT)

LaTosha Hill, 1st Vice President

OAKLAND UNIFIED SCHOOL DISTRICT

By:  _____
Gia White, Labor Analyst III

OAKLAND UNIFIED SCHOOL DISTRICT


By:  _____
Jenine Lindsey, Executive Director, Labor Relations

TABLE F - FOOD SERVICE WORKERS SALARY SCHEDULE ADJUSTMENTS

NUTRITION SERVICES ASSISTANT I SALARY SCHEDULE					
Effective July 1, 2022					
10 MONTHS / 202 DAYS / 7.5 HOURS					
STEPS					
RANGE	1	2	3	4	5
01					
ANNUAL	\$ 23,012.54	\$ 24,164.03	\$ 25,371.73	\$ 25,371.73	\$ 25,371.73
MONTHLY	\$ 2,301.25	\$ 2,416.40	\$ 2,537.17	\$ 2,537.17	\$ 2,537.17
DAILY	\$ 113.92	\$ 119.62	\$ 125.60	\$ 125.60	\$ 125.60
HOURLY	\$ 15.19	\$ 15.95	\$ 16.75	\$ 16.75	\$ 16.75
Annual	\$24,393.29	\$25,125.09	\$25,878.84	\$26,655.21	\$27,454.86
Monthly	\$2,439.33	\$2,512.51	\$2,587.88	\$2,665.52	\$2,745.49
Daily	\$120.76	\$124.38	\$128.11	\$131.96	\$135.92
Hourly Effective July 1, 2022-23	\$16.10	\$16.58	\$17.08	\$17.59	\$18.12
Hourly Effective July 1, 2023-24 +1%	\$16.10	\$16.75	\$17.42	\$18.11	\$18.84
Hourly Effective July 1, 2024-25 +1%	\$16.10	\$16.91	\$17.75	\$18.64	\$19.57
NUTRITION SERVICES ASSISTANT III SALARY SCHEDULE					
Effective July 1, 2022					
10 MONTHS / 204 DAYS / 7.5 HOURS					
STEPS					
RANGE	1	2	3	4	5
03					
ANNUAL	\$ 25,620.47	\$ 26,901.86	\$ 28,244.98	\$ 28,244.98	\$ 28,244.98
MONTHLY	\$ 2,562.05	\$ 2,690.19	\$ 2,824.50	\$ 2,824.50	\$ 2,824.50
DAILY	\$ 125.59	\$ 131.87	\$ 138.46	\$ 138.46	\$ 138.46
HOURLY	\$ 16.75	\$ 17.58	\$ 18.46	\$ 18.46	\$ 18.46
Annual	\$26,638.12	\$27,437.26	\$28,260.38	\$29,108.19	\$29,981.44
Monthly	\$2,663.81	\$2,743.73	\$2,826.04	\$2,910.82	\$2,998.14
Daily	\$131.87	\$135.83	\$139.90	\$144.10	\$148.42
Hourly Effective July 1, 2022-23	\$17.58	\$18.11	\$18.65	\$19.21	\$19.79
Hourly Effective July 1, 2023-24 +1%	\$17.58	\$18.29	\$19.02	\$19.78	\$20.57
Hourly Effective July 1, 2024-25 +1%	\$17.58	\$18.46	\$19.39	\$20.35	\$21.37
NUTRITION SERVICES MANAGERS SALARY SCHEDULE					
10 MONTH - 205 DAYS/YEAR - 7.5 HOURS/DAY					
RANGE 01-MANAGER 3					
STEPS					
Range 01- Manager 3	1	2	3	4	
ANNUAL	\$ 28,384.39	\$ 29,803.64	\$ 31,293.79	\$ 31,293.79	
MONTHLY	\$ 2,838.44	\$ 2,980.36	\$ 3,129.38	\$ 3,129.38	

DAILY	\$ 138.46	\$ 145.38	\$ 152.65	\$ 152.65	
HOURLY	\$ 18.46	\$ 19.38	\$ 20.35	\$ 20.35	
RANGE 01-MANAGER 3					
STEPS		1	2	3	4
		Effective July 1, 2022			Effective July 1, 2023
Annual	\$29,796.75	\$31,286.59	\$32,850.92	\$34,493.46	\$36,218.14
Monthly	\$2,979.68	\$3,128.66	\$3,285.09	\$3,449.35	\$3,621.81
Daily	\$145.35	\$152.62	\$160.25	\$168.26	\$176.67
Hourly	\$19.38	\$20.35	\$21.37	\$22.43	\$23.56
NEW RANGE 02-MANAGER 4					
STEPS		1	2	3	4
Range 02- Manager 4	4	2	3	4	
ANNUAL	\$ 29,833.07	\$ 31,324.73	\$ 32,890.96	\$ 32,890.96	
MONTHLY	\$ 2,983.31	\$ 3,132.47	\$ 3,289.10	\$ 3,289.10	
DAILY	\$ 145.53	\$ 152.80	\$ 160.44	\$ 160.44	
HOURLY	\$ 19.40	\$ 20.37	\$ 21.39	\$ 21.39	
NEW RANGE 02-MANAGER 4					
STEPS		1	2	3	4
		Effective July 1, 2022			Effective July 1, 2023
Annual	\$31,324.73	\$32,890.96	\$34,535.51	\$36,262.29	\$38,075.40
Monthly	\$3,132.47	\$3,289.10	\$3,453.55	\$3,626.23	\$3,807.54
Daily	\$152.80	\$160.44	\$168.47	\$176.89	\$185.73
Hourly	\$20.37	\$21.39	\$22.46	\$23.59	\$24.76
NEW RANGE 03-MANAGER 5					
STEPS	1	2	3	4	5
ANNUAL	\$ 31,318.59	\$ 32,884.52	\$ 34,528.74	\$ 34,528.74	\$ 34,528.74
MONTHLY	\$ 3,131.86	\$ 3,288.45	\$ 3,452.87	\$ 3,452.87	\$ 3,452.87
DAILY	\$ 152.77	\$ 160.41	\$ 168.43	\$ 168.43	\$ 168.43
HOURLY	\$ 20.37	\$ 21.39	\$ 22.46	\$ 22.46	\$ 22.46
NEW RANGE 03-MANAGER 5					
STEPS		1	2	3	4
		Effective July 1, 2022			Effective July 1, 2023
Annual	\$32,887.13	\$34,531.48	\$36,258.06	\$38,070.96	\$39,974.51
Monthly	\$3,288.71	\$3,453.15	\$3,625.81	\$5,076.13	\$3,997.45
Daily	\$160.43	\$168.45	\$176.87	\$185.71	\$195.00
Hourly	\$21.39	\$22.46	\$23.58	\$24.76	\$26.00
RANGE 04-MANAGER 6					
STEPS		1	2	3	4
Range 06	4	2	3	4	5
ANNUAL	\$ 32,877.77	\$ 34,521.65	\$ 36,247.74	\$ 36,247.74	\$ 36,247.74
MONTHLY	\$ 3,287.78	\$ 3,452.17	\$ 3,624.77	\$ 3,624.77	\$ 3,624.77
DAILY	\$ 160.38	\$ 168.40	\$ 176.82	\$ 176.82	\$ 176.82
HOURLY	\$ 21.38	\$ 22.45	\$ 23.58	\$ 23.58	\$ 23.58

RANGE 04-MANAGER 6					
STEPS		1	2	3	4
		Effective July 1, 2022			Effective July 1, 2023
Annual	\$34,516.88	\$36,242.72	\$38,054.85	\$39,957.60	\$41,955.48
Monthly	\$3,451.69	\$3,624.27	\$3,805.49	\$3,995.76	\$4,195.55
Daily	\$168.38	\$176.79	\$185.63	\$194.92	\$204.66
Hourly	\$22.45	\$23.57	\$24.75	\$25.99	\$27.29

RANGE 05-MANAGER 7					
STEPS		1	2	3	4
Range 07		1	2	3	4
ANNUAL	\$ 34,498.33	\$ 36,223.24	\$ 38,034.41	\$ 38,034.41	\$ 38,034.41
MONTHLY	\$ 3,449.83	\$ 3,622.32	\$ 3,803.44	\$ 3,803.44	\$ 3,803.44
DAILY	\$ 168.28	\$ 176.70	\$ 185.53	\$ 185.53	\$ 185.53
HOURLY	\$ 22.44	\$ 23.56	\$ 24.74	\$ 24.74	\$ 24.74

RANGE 05-MANAGER 7					
STEPS		1	2	3	4
		Effective July 1, 2022			Effective July 1, 2023
Annual	\$36,223.50	\$38,034.68	\$39,936.41	\$41,933.23	\$44,029.89
Monthly	\$3,622.35	\$3,803.47	\$3,993.64	\$5,591.10	\$4,402.99
Daily	\$176.70	\$185.54	\$194.81	\$204.55	\$214.78
Hourly	\$23.56	\$24.74	\$25.97	\$27.27	\$28.64

NUTRITION SERVICES PRODUCTION ASSISTANTS SALARY SCHEDULE					
Effective July 1, 2022					
10 MONTHS / 204 DAYS / 7.5 HOURS					
STEPS		1	2	3	4
RANGE 01		1	2	3	4
ANNUAL	\$25,620.82	\$26,899.98	\$28,244.98	\$29,657.23	\$29,657.23
MONTHLY	\$2,562.08	\$2,690.00	\$2,824.50	\$2,965.72	\$2,965.72
DAILY	\$125.59	\$131.86	\$138.46	\$145.38	\$145.38
HOURLY	\$16.75	\$17.58	\$18.46	\$19.38	\$19.38
Annual	\$25,620.82	\$26,901.86	\$28,246.95	\$29,659.30	\$31,142.27
Monthly	\$2,562.08	\$2,690.19	\$2,824.70	\$2,965.93	\$3,114.23
Daily	\$125.59	\$131.87	\$138.47	\$145.39	\$152.66
Hourly	\$16.91	\$17.76	\$18.65	\$19.58	\$20.56

NUTRITION SERVICES PRODUCTION COOKS SALARY SCHEDULE					
Effective July 1, 2022					
10 MONTHS / 204 DAYS / 7.5 HOURS					
STEPS		1	2	3	4
RANGE 01		1	2	3	4
ANNUAL	\$29,657.23	\$31,140.09	\$32,697.09	\$34,331.94	\$34,331.94
MONTHLY	\$2,965.72	\$3,114.01	\$3,269.71	\$3,433.19	\$3,433.19
DAILY	\$145.38	\$152.65	\$160.28	\$168.29	\$168.29
HOURLY	\$19.38	\$20.35	\$21.37	\$22.44	\$22.44
Annual	\$29,657.23	\$31,140.09	\$32,697.10	\$34,331.95	\$36,048.55

Public Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Oakland Unified School District

Name of Bargaining Unit: AFSCME

Certificated or Classified: Classified

The proposed agreement covers the period beginning: 7/1/2022 and ending: 6/30/2024
(date) (date)

The Governing Board will take action on: 6/29/2022
(date)

Letter requested from Alameda County Office of Education? Yes (indicate yes or no)

A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement	Annual Cost Prior to Proposed Agreement 2021-22	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		2021-22	2022-23	2023-24
1. Salary Schedule (Including Step & Column)	\$ 89,921,378	\$ -	\$ 3,055,145	\$ 695,174
		0.00%	3.40%	0.75%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ 3,165,093	\$ -	\$ -
		3.52%	0.00%	0.00%
2a. Description of Other Compensation (Listed on Line 2 above)				
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 45,228,094	\$ 1,099,553	\$ 1,403,228	\$ 322,074
		2.43%	3.03%	0.67%
4. Health/Welfare Increases	\$ 27,708,033	\$ -	\$ 233,163	\$ -
		0.00%	0.84%	0.00%
5. Total Cost of Negotiated Settlement (Add Items 1 through 4 to equal 5)	\$ 162,857,505	\$ 4,264,647	\$ 4,691,536	\$ 1,017,248
		2.62%	2.81%	0.59%
6. Total number of represented Employees (Use FTEs)	777	777	777	777
7. Total Compensation <u>Average</u> Cost per Employee	\$ 209,598	\$ 5,489	\$ 6,038	\$ 1,309

Public Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: **Oakland Unified School District**

Name of Bargaining Unit: **AFSCME**

The Governing Board will take action on: **6/29/2022**

D. Impact of Proposed Agreement on Current Year Operating Budget - UNRESTRICTED GENERAL FUND

	Column 1	Column 2	Column 3	Column 4
Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Latest Board-Approved Budget Before Settlement 3/15/2022	Adjustments as a result of Settlement	Other Revisions due to Settlement and/or Other Unit Agreements	Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 411,974,126	\$ -	\$ -	\$ 411,974,126
Federal Revenue (8100-8299)	\$ -	\$ -	\$ -	\$ -
Other State Revenue (8300-8599)	\$ 7,070,274	\$ -	\$ -	\$ 7,070,274
Other Local Revenue (8600-8799)	\$ 6,060,019	\$ -	\$ -	\$ 6,060,019
Total Revenues	\$ 425,104,419	\$ -	\$ -	\$ 425,104,419
Expenditures				
Certificated Salaries (1000-1999)	\$ 137,929,323	\$ -	\$ -	\$ 137,929,323
Classified Salaries (2000-2999)	\$ 51,924,721	\$ -	\$ -	\$ 51,924,721
Employee Benefits (3000-3999)	\$ 87,957,905	\$ -	\$ -	\$ 87,957,905
Books and Supplies (4000-4999)	\$ 13,737,663	\$ -	\$ -	\$ 13,737,663
Services & Operating Expenses (5000-5999)	\$ 40,915,624	\$ -	\$ -	\$ 40,915,624
Capital Outlay (6000-6599)	\$ 1,077,326	\$ -	\$ -	\$ 1,077,326
Other Outgo (7100-7299 & 7400-7499)	\$ 5,993,882	\$ -	\$ -	\$ 5,993,882
Direct Support/Indirect Cost (7300-7399)	\$ (12,764,191)	\$ -	\$ -	\$ (12,764,191)
Total Expenditures	\$ 326,772,253	\$ -	\$ -	\$ 326,772,253
Operating Surplus (Deficit)	\$ 98,332,166	\$ -	\$ -	\$ 98,332,166
Other Sources and Transfers In (8910-8979)	\$ 25,000	\$ -	\$ -	\$ 25,000
Other Uses and Transfers Out (7610-7699)	\$ 5,000,000	\$ -	\$ -	\$ 5,000,000
Contributions (8980-8999)	\$ (83,714,780)	\$ -	\$ -	\$ (83,714,780)
Current Year Increase (Decrease) In Fund Balance	\$ 9,642,386	\$ -	\$ -	\$ 9,642,386
Beginning Balance	\$ 60,443,968			\$ 60,443,968
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 70,086,354	\$ -	\$ -	\$ 70,086,354
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)				\$ -
Reserved for Economic Uncertainties (9789)	\$ 22,952,843	\$ 127,939	\$ 594,204	\$ 23,674,986
Designated Amounts (9775-9780)	\$ 3,772,406	\$ -	\$ -	\$ 3,772,406
Unappropriated Amounts (9790)	\$ 43,361,105			\$ 42,638,962

Public Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: **Oakland Unified School District**

Name of Bargaining Unit: **AFSCME**

The Governing Board will take action on: **6/29/2022**

D. Impact of Proposed Agreement on Current Year Operating Budget - RESTRICTED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board- Approved Budget Before Settlement 3/15/2022	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 3,825,387	\$ -	\$ -	\$ 3,825,387
Federal Revenue (8100-8299)	\$ 247,125,261	\$ -	\$ -	\$ 247,125,261
Other State Revenue (8300-8599)	\$ 103,752,744	\$ -	\$ -	\$ 103,752,744
Other Local Revenue (8600-8799)	\$ 81,592,698	\$ -	\$ -	\$ 81,592,698
Total Revenues	\$ 436,296,089	\$ -	\$ -	\$ 436,296,089
Expenditures				
Certificated Salaries (1000-1999)	\$ 104,821,565	\$ -	\$ 8,458,985	\$ 113,280,549
Classified Salaries (2000-2999)	\$ 60,437,677	\$ 3,165,093	\$ 7,006,315	\$ 70,609,086
Employee Benefits (3000-3999)	\$ 100,923,460	\$ 1,099,553	\$ 4,341,495	\$ 106,364,509
Books and Supplies (4000-4999)	\$ 58,145,032	\$ -	\$ -	\$ 58,145,032
Services & Operating Expenses (5000-5999)	\$ 90,941,723	\$ -	\$ -	\$ 90,941,723
Capital Outlay (6000-6599)	\$ 955,613	\$ -	\$ -	\$ 955,613
Other Outgo (7100-7299 & 7400-7499)	\$ 6,325,153	\$ -	\$ -	\$ 6,325,153
Direct Support/Indirect Cost (7300-7399)	\$ 10,627,493	\$ -	\$ -	\$ 10,627,493
Total Expenditures	\$ 433,177,716	\$ 4,264,647	\$ 19,806,795	\$ 457,249,158
Operating Surplus (Deficit)	\$ 3,118,373	\$ (4,264,647)	\$ (19,806,795)	\$ (20,953,068)
Other Sources and Transfers In (8910-8979)	\$ -	\$ -	\$ -	\$ -
Other Uses and Transfers Out (7610-7699)	\$ 144,791	\$ -	\$ -	\$ 144,791
Contributions (8980-8999)	\$ 83,714,780	\$ -	\$ -	\$ 83,714,780
Current Year Increase (Decrease) In Fund Balance	\$ 86,688,363	\$ (4,264,647)	\$ (19,806,795)	\$ 62,616,921
Beginning Balance	\$ 52,750,104			\$ 52,750,104
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 139,438,466	\$ (4,264,647)	\$ (19,806,795)	\$ 115,367,025
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ 139,438,466	\$ -	\$ -	\$ 139,438,466
Reserved for Economic Uncertainties (9789)				
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ 0			\$ (24,071,441)

Public Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: **Oakland Unified School District**

Name of Bargaining Unit: **AFSCME**

The Governing Board will take action on: **6/29/2022**

D. Impact of Proposed Agreement on Current Year Operating Budget - COMBINED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board- Approved Budget Before Settlement As of: 3/15/2022	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 415,799,513	\$ -	\$ -	\$ 415,799,513
Federal Revenue (8100-8299)	\$ 247,125,261	\$ -	\$ -	\$ 247,125,261
Other State Revenue (8300-8599)	\$ 110,823,018	\$ -	\$ -	\$ 110,823,018
Other Local Revenue (8600-8799)	\$ 87,652,717	\$ -	\$ -	\$ 87,652,717
Total Revenues	\$ 861,400,508	\$ -	\$ -	\$ 861,400,508
Expenditures				
Certificated Salaries (1000-1999)	\$ 242,750,888	\$ -	\$ 8,458,985	\$ 251,209,872
Classified Salaries (2000-2999)	\$ 112,362,398	\$ 3,165,093	\$ 7,006,315	\$ 122,533,807
Employee Benefits (3000-3999)	\$ 188,881,365	\$ 1,099,553	\$ 4,341,495	\$ 194,322,414
Books and Supplies (4000-4999)	\$ 71,882,695	\$ -	\$ -	\$ 71,882,695
Services & Operating Expenses (5000-5999)	\$ 131,857,347	\$ -	\$ -	\$ 131,857,347
Capital Outlay (6000-6599)	\$ 2,032,939	\$ -	\$ -	\$ 2,032,939
Other Outgo (7100-7299 & 7400-7499)	\$ 12,319,035	\$ -	\$ -	\$ 12,319,035
Direct Support/Indirect Cost (7300-7399)	\$ (2,136,698)	\$ -	\$ -	\$ (2,136,698)
Total Expenditures	\$ 759,949,969	\$ 4,264,647	\$ 19,806,795	\$ 784,021,411
Operating Surplus (Deficit)	\$ 101,450,539	\$ (4,264,647)	\$ (19,806,795)	\$ 77,379,098
Other Sources and Transfers In (8910-8979)	\$ 25,000	\$ -	\$ -	\$ 25,000
Other Uses and Transfers Out (7610-7699)	\$ 5,144,791	\$ -	\$ -	\$ 5,144,791
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
Current Year Increase (Decrease) In Fund Balance	\$ 96,330,749	\$ (4,264,647)	\$ (19,806,795)	\$ 72,259,307
Beginning Balance	\$ 113,194,072			\$ 113,194,072
Pr. Year Audit Adj./Restatements (9793-9795)	\$ -			\$ -
Current Year Ending Balance	\$ 209,524,820	\$ (4,264,647)	\$ (19,806,795)	\$ 185,453,379
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ 139,438,466	\$ -	\$ -	\$ 139,438,466
Reserved for Economic Uncertainties (9789)	\$ 22,952,843	\$ 127,939	\$ 594,204	\$ 23,674,986
Designated Amounts (9775-9780)	\$ 3,772,406	\$ -	\$ -	\$ 3,772,406
Unappropriated Amounts - Unrestricted (9790)	\$ 43,361,105	\$ -	\$ -	\$ 43,361,105
Unappropriated Amounts - Restricted (9790)	\$ 0	\$ -	\$ -	\$ 0
Unrestricted Reserves Percentage	8.67%			8.49%

Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Oakland Unified School District

Name of Bargaining Unit: AFSCME

The Governing Board will take action on: 6/29/2022

E. Revised MYP Including the Effects of Collective Bargaining

	Year 1	Year 2	Year 3
	2021-22	2022-23	2023-24
Revenues			
LCFF Revenue Sources	415,799,513	398,716,402	411,171,828
Federal Revenue	247,125,261	73,748,012	55,674,699
Other State Revenue	110,823,018	99,619,605	102,166,374
Local Revenue	87,652,717	88,075,048	88,371,422
Other Financing Sources	25,000	25,000	25,000
Other Adjustments			
Total Revenue	861,425,508	660,184,068	657,409,322
Expenditures			
Certificated Salaries	251,209,872	251,209,872	214,144,510
Step & Column Adjustment		0	0
Settlement-Related Costs (+/-)		\$ -	0
Other Adjustments		(37,065,362)	339,596
Total Certificated Salaries	251,209,872	214,144,510	214,484,106
Classified Salaries	122,533,807	122,533,807	105,677,914
Step & Column Adjustment		0	0
Settlement-Related Costs (+/-)		\$ (109,948)	695,174
Other Adjustments		(16,745,944)	0
Total Classified Salaries	122,533,807	105,677,914	106,373,088
Employee Benefits	194,322,414	181,439,830	185,794,431
Settlement-Related Costs (+/-)			
Books & Supplies	71,882,695	70,714,630	66,939,829
Services, Other Operating Exp	131,857,347	124,369,933	124,651,140
Capital Outlay	2,032,939	2,032,938	2,010,938
Other Outgo (Excluding Transfers of Indirect Costs)	12,319,035	12,319,035	12,319,035
Other Outgo - Transfers of Indirect Costs	(2,136,698)	(2,805,217)	(4,594,911)
Other Financing Uses	5,144,791	0	0
Other Adjustments			
Total Expenditures	789,166,201	707,893,574	707,977,657
Net Increase(Decrease) in Fund Balance	72,259,307	(47,709,506)	(50,568,334)
Beginning Fund Balance	113,194,072	185,453,379	137,743,873
Audit Adjustments/Restatements	0		
Ending Balance	185,453,379	137,743,873	87,175,539
Components of Ending Balance			
Revolving & Stores	150,000	150,000	150,000
Restricted Balance & Other Designations	143,210,872	114,767,510	83,429,782
Required Reserve	23,674,986	21,236,807	21,239,330
Unrestricted Balance (Incl Revolving)	18,417,521	1,589,556	(17,643,573)
ADA Assumption:			

Comments (Major changes):

Public Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

F. State Reserve Standard

1. Calculate State Required Minimum Reserve - Required Reserve for Economic Uncertainty (REU)

	Year 1	Year 2	Year 3
a. Total Expenditures including Transfers Out and Other Uses	789,166,201	707,893,574	707,977,657
b. Required Reserve Percentage (REU) for this District	3.00%	3.00%	3.00%
c. REU Amount:	\$ 23,674,986	\$ 21,236,807	\$ 21,239,330

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Unrestricted REU	\$ 23,674,986	\$ 21,236,807	\$ 21,239,330
b. General Fund Unrestricted Unassigned/Unappropriated	\$ 18,417,521	\$ 1,589,556	\$ (17,643,573)
c. Special Reserve Fund 17- REU	\$ -	\$ -	\$ -
d. Special Reserve Fund 17- Unassigned/Unappropriated	\$ -	\$ -	\$ -
g. Total District Budgeted Unrestricted Reserves	\$ 42,092,507	\$ 22,826,363	\$ 3,595,757

3. Has the minimum state-required reserve been met? **Yes** **Yes** **No**

If NO, how do you plan to restore your reserves?

Public Disclosure of Collective Bargaining Agreement In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Oakland Unified School District

Name of Bargaining Unit: AFSCME

The Governing Board will take action on: 6/29/2022

B. Narrative Description of Agreement

8. **What was the negotiated percentage increase that was approved?** For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

Article A.a One time 6% of Base Salary FROM COVID FUNDS, b.i One time Off Schedule \$1,500 FROM COVID FUNDS for employees >.5 FTE and \$850<.5. bii, In lieu of stipend for purchase of PPE \$200, FROM COVID FUNDS. biii In Lieu of Personal Day for mental Health. One Time Daily Rate of Pay FROM COVID Funds. Paraeducators will earn a one time stipend

9. **Were any additional steps, columns or ranges added to the schedules?**

(If yes, please explain.)

All increases to custodial pay schedule will be squared by 2.5% and placing new custodians on Step 1 and Custodians hired before March 1, 2020 on range 3. The starting range for custodial will begin \$22.01 and consist of 3 steps as of July 1, 2022. For Range 1 and 2, the 4th step will be added July 1, 2023 and the 5th Step will be added July 1, 2024. Food Service Salary

10. **Please include additional comments and explanations as necessary.**

(If more room is necessary, please attach additional sheet.)

Note Year One includes Estimated Actuals from Fund 13 Salaries for AFSCME and prorated share of benefits. See Proposed Budget report.

11. **Proposed negotiated changes in non-compensation items**

(e.g. class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

12. **What contingency language is included in the proposed agreement (e.g. reopeners, etc.)?**

All compensation included in this section is contingent upon a determination by the Alameda County Office of Education that the combined financial impact of all tentative agreements with OUSD labor partners reached in the 2021-2022 school year do not endanger the fiscal well-being of the District

13. **Identify other major provisions that do not directly affect the district's costs; such as binding arbitration, grievances procedures, etc.**

There were changes in the language provision for vacancies and promotions that identified qualified district employees, expands the hiring window based on district need.

Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Oakland Unified School District

Name of Bargaining Unit: AFSCME

The Governing Board will take action on: 6/29/2022

C. Source of Funding for Proposed Agreement

14. Source of Funding for Proposed Agreement

A. If this is a one-time or off-schedule settlement, how will the cost of the proposed agreement be funded and when is the payment expected to be funded?

The one time payments in 2021-22 totaling \$4.6M will be funded by ESSER III. The ongoing compensation in 2022-23 will be funded by the general fund for the custodial (\$2,674,922) and paraeducator/LVN/504 (\$693,720) for a total of and Fund 13 (\$463,981) for the Nutrition Services staff. The ongoing compensation in 2023-24 will be funded by the general fund for the

B. If this is not a one-time settlement, how will the ongoing cost of the proposed agreement be funded in the current and subsequent years (i.e., what will allow the district to afford this contract on an ongoing basis)?

The one time payments will be funded by ESSER III. The ongoing compensation in 2022-23 will be funded by the resources attached to current positions. For custodial and paraeducators/LVN/504 technicians this will impact the general fund. Nutrition Services positions will be funded from Fund 13.

15. What are the Specific Impacts (Positive or Negative) on Instructional and Support Programs to Accommodate the Settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (e.g. counselors, librarians, custodial staff, etc.).

The District has adopted Districtwide reductions to support the ongoing salary and compensation changes noted within AB1200. All of the reductions have not been projected in the Third Interim Report and are still being revised as we develop the budget and analyze the proposed adjustments. The increase in compensation for the custodial and nutrition services will support in

16. Will this agreement create, increase, or decrease deficit spending in the current or subsequent year(s)? "Deficit spending" is when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

Absent any significant adjustments to current and ongoing spending prior to adoption, yes.

17. Were "Other Adjustments" amount(s) entered in the multiyear projections (page 5) for 1st and 2nd subsequent fiscal years?

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent Year	\$ (53,811,306)	The Other Adjustments are the District depleting
2nd Subsequent Year	\$ 339,596	

Additional Explanation (if necessary)

Public Disclosure of Collective Bargaining Agreement
In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Oakland Unified School District **School District**
Public Disclosure of Collective Bargaining Agreement
In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

CERTIFICATE OF AFFORDABILITY

Certification of the District's Ability to Afford the Costs of a Collective Bargaining Agreement

This disclosure document must be signed by the District Superintendent and Chief Business Official prior to public disclosure and included as part of the public disclosure documentation.

The District projects the total monetary cost of the settlement to be as follows:

For an ongoing cost, please show the ongoing cost in each year. For a one-time cost, only include the cost in the year impacted.

Cost over current budget / MYP	Year 1	Year 2	Year 3	Cumulative cost over 3 years
One-time	4,264,647	-	-	4,264,647
On-going	-	4,691,536	5,708,784	10,400,320
Total	4,264,647	4,691,536	5,708,784	14,664,967

Please check one of the following:

No budget revisions are necessary for the District to afford this settlement.

Budget revisions are necessary for the District to afford this settlement. These revisions are itemized below. The District's budget assumptions are attached, which become an integral part of this document.


Note that if the District does not adopt all of the revisions in the current fiscal year, the County Superintendent is required to issue a qualified or negative certification on the next Interim Report per Government Code (GC) 3547.5(c).

Indicate any changes from the latest board approved budget:

Budget Adjustment Categories	Change to Fund Balance Increase (Decrease)		
	Year 1	Year 2	Year 3
Revenues/Other Financing Sources			
Expenditures/Other Financing Uses			
Increased salary costs	4,264,647	4,691,536	5,708,784
Ending Fund Balance Increase (Decrease)	(4,264,647)	(4,691,536)	(5,708,784)

Please review the above and sign below:

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the Oakland Unified School District School District hereby certify that the District can meet the costs incurred under the Collective Bargaining

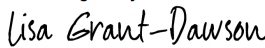
DocuSigned by:


 District Superintendent (Signature) 7/1/2022

 Date

Kyla Johnson Trammel

 District Superintendent (Type Name)

DocuSigned by:


 Chief Business Official (Signature) 7/1/2022

 Date

Lisa Grant-Dawson

 Chief Business Official (Type Name)

Oakland Unified School District School District
Public Disclosure of Collective Bargaining Agreement
In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

Certification of Board Action

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code 3547.5.



District Superintendent (or Designee)
(Signature)

8-11-2022

Date

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on 6/29/2022, took action to approve the proposed Agreement with the AFSCME Bargaining Unit.



President (or Clerk), Governing Board
(Signature)

8-11-2022

Date

Special Note: The Alameda County Office of Education reserves the right to ask any additional questions or request any additional information we feel is necessary to review the district properly under AB 1200, including a copy of the Tentative Agreement.



June 29, 2022

Gary Yee, President
Board of Education
Oakland Unified School District
1000 Broadway, Suite 680
Oakland, CA 94607

RE: Recent Public Disclosure of Collective Bargaining Agreement with AFSCME

Dear President Yee:

The Alameda County Office of Education (ACOE) received the Public Disclosure of Collective Bargaining Agreements (CBA) and Tentative Agreements (TA) between the Oakland Unified School District (OUSD) and the American Federation of State, County, and Municipal Employees, Local 257 (AFSCME). Compensation per the Tentative Agreement includes increased compensation that are both one-time and ongoing in nature for periods covering 2021-22 through 2023-24.

The purpose of ACOE's review, as required by Government Code (GC) Sections 3540.2 and 3547.5, is to ensure:

- *The Superintendent and CBO of the school district certify the costs incurred by the district under the agreements can be met by the district during the term of the agreement(s),*
- *that the school district adopts all the budget revisions necessary to meet the costs of the collective bargaining agreement(s), and*
- *To review and comment on the tentative agreements within 10 days if the opinion is this agreement would endanger the well-being of a school district.*

OUSD's LCFE Revenue Review

Impact of the Governor's May Revise to the Budget Proposal to increase COLA and the District's certified P-2 Attendance:

- The changes in COLA from the 2021-22 Governor's Enacted State Budget to the 2022-23 Governor's May Revise to the Budget Proposal, are analyzed as follows:



Alameda County Office of Education

L. K. Monroe Superintendent of Schools

	2021-22			2022-23			2023-24		
	2021-22 Governor's Enacted State Budget	2022-23 Governor's May Revise Budget Proposal	Difference Increase / (Decrease)	2021-22 Governor's Enacted State Budget	2022-23 Governor's May Revise Budget Proposal	Difference Increase / (Decrease)	2021-22 Governor's Enacted State Budget	2022-23 Governor's May Revise Budget Proposal	Difference Increase / (Decrease)
Statutory COLA	1.70%	1.70%	0.00%	2.48%	6.56%	4.08%	3.11%	5.38%	2.27%
Augmentation / COLA Suspension	3.37%	3.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Planning COLA	5.07%	5.07%	0.00%	2.48%	6.56%	4.08%	3.11%	5.38%	2.27%

As seen from the chart above, Local Education Agencies (LEAs) across the State are projected to receive a 4.08% increase in COLA in 2022-23 and a 2.27% COLA increase in 2023-24 from the prior year.

- The District’s Average Daily Attendance (ADA) for 2021-22 as reported in the District’s LCFF calculator at the Third Interim reporting period was 30,225.65, which is consistent with its 2021-22 P-1 Attendance Report certified with the CDE. However, since then the District’s ADA decreased to 29,445.48 as certified for the 2021-22 P-2 reporting period. The District’s projected ADA of 90.34% at both Second and Third Interim has decreased to 85.66% (based on the 2021-22 P-2 Certified ADA of 29,445.48 and the current CALPADS enrollment of 34,374.)

ACOE’s review and the impact on the LCFF revenue are noted below. LCFF Revenues were recalculated for all three years using the following:

ACOE recalculated LCFF Revenue for OUSD incorporating the updated information mentioned above. For the Third Interim reporting period, OUSD used the same projections of enrollment, ADA, and Unduplicated Pupil Counts (UPC) as they did for the Second Interim reporting period. OUSD projected a lower enrollment of 33,457 than the latest CALPADS amount of 34,374 for 2021-22 in their LCFF Calculator (greater by 917 pupils). OUSD’s enrollment projections for the out years are reasonable and reflect a continuing decline which is in line with the current situation and the historical trend of the District. However, OUSD projected UPC to remain at 26,958 for 2021-22 through 2023-24. Per the latest CDE School District Unduplicated Pupil Percentage Funding Exhibit for 2021-22 P-2, the UPC is 26,924 (lower by 34). In addition, ACOE found the District’s UPC projections in the out years to not align with the declining enrollment trend and recalculated LCFF Revenues using a 3-year rolling Unduplicated Pupil Percentage (UPP) of 76.66% for 2022-23 and 76.95% for 2023-24. As a result, the UPC amounts in the out years are lower and contribute to the lowering of LCFF Revenue. However, this is offset by the increased COLA. As a result, the LCFF Revenue projections based on ACOE’s recalculations reflect lower revenues in 2021-22 and higher LCFF revenue in 2022-23 and 2023-24 from the District’s 2021-22 Third Interim projections:



Alameda County Office of Education

L. K. Monroe Superintendent of Schools

Total LCFF Revenue Sources	OUSD LCFF Revenues on MYP at 2021-22 3rd Interim **	ACOE LCFF Calculator	\$ Difference
** 2021-22	411,974,126	410,239,449	\$ (1,734,677)
2022-23	394,891,015	396,252,813	\$ 1,361,798
2023-24	407,346,441	420,175,478	\$ 12,829,037
Cumulative Total Increase			\$ 12,456,158

* Updated for COLA per Governor's 2022-23 May Revise to the Budget Proposal
 ** Unrestricted General Fund numbers per SACS Form MYP

Fiscal Impact of Collective Bargaining

The AB 1200 Public Disclosure documents for AFSCME were submitted to ACOE on June 24, 2022, which is four working days prior to the planned Board action to be taken on June 29, 2022. The District is reminded that per Government Code Section 3540.2, a school district with a qualified or negative budget certification under Education Code Section 42131 must allow the county superintendent of schools at least ten working days to review and comment on any proposed agreement between the exclusive representative and the public school employer before it is ratified. As such, ACOE requests the District provide ACOE with ten-day notice before Board action for future collective bargaining agreements for ACOE to thoroughly review all information relevant to an understanding of the financial impact of the agreements, pursuant to Government Code Section 3543.2, and whether or not the agreements would endanger the fiscal well-being of the District.

The AFSCME CBA was submitted after the 2021-22 Third Interim reporting period. It is the last agreement that is a part of the prior series of five CBAs and TAs with the United Administrators of Oakland Schools (UAOS), the Oakland Education Association (OEA), the Building and Construction Trades Council (BCTC), the Teamsters Local 70 and Local 853 (Teamsters), and SEIU Local 1021 (SEIU) that were submitted to ACOE, on March 24, 2022, and after the Second Interim reporting period.

The estimated fiscal impact of the TA on the AFSCME bargaining unit is as follows:

Fiscal Impact of AFSCME CBA				
	2021-22	2022-23	2023-24	Cumulative Cost
One-time	\$ 4,264,647	\$ -	\$ -	\$ 4,264,647
On-going	\$ -	\$ 4,691,536	\$ 5,708,784	\$ 10,400,320
Total	\$ 4,264,647	\$ 4,691,536	\$ 5,708,784	\$ 14,664,967



Alameda County Office of Education

L. K. Monroe Superintendent of Schools

A summary of the consolidated financial impact of the TAs with all six bargaining units are as follows:

Combined Total Fiscal Impact of CBAs									
	2021-22		2022-23		2023-24		Cumulative Total Impact by Bargaining Unit		
	One-Time	On-Going	One-Time	On-Going	One-Time	On-Going	One-Time	On-Going	Total
OEA	\$ 8,080,334	\$ -	\$ 6,134,355	\$ 8,782,992	\$ -	\$ 8,927,471	\$ 14,214,689	\$ 17,710,463	\$ 31,925,152
UAOS	\$ 4,702,021	\$ -	\$ -	\$ 4,538,378	\$ -	\$ 4,584,818	\$ 4,702,021	\$ 9,123,196	\$ 13,825,217
BCTC	\$ 806,476	\$ -	\$ -	\$ 677,614	\$ -	\$ 685,644	\$ 806,476	\$ 1,363,258	\$ 2,169,734
Teamsters	\$ 117,618	\$ -	\$ -	\$ 60,643	\$ -	\$ 61,414	\$ 117,618	\$ 122,057	\$ 239,675
SEIU	\$ 6,100,346	\$ -	\$ -	\$ 4,192,072	\$ -	\$ 5,318,473	\$ 6,100,346	\$ 9,510,545	\$ 15,610,891
AFSCME	\$ 4,264,647	\$ -	\$ -	\$ 4,691,536	\$ -	\$ 5,708,784	\$ 4,264,647	\$ 10,400,320	\$ 14,664,967
Total	\$ 24,071,442	\$ -	\$ 6,134,355	\$ 22,943,235	\$ -	\$ 25,286,604	\$ 30,205,797	\$ 48,229,839	\$ 78,435,636

	2021-22	2022-23	2023-24	Cumulative Total Impact
Total Impact by Fiscal Year	\$ 24,071,442	\$ 29,077,590	\$ 25,286,604	\$ 78,435,636

The \$78.4 million of cumulative increased Salary and Benefit costs are projected to impact OUSD's financials as follows:

- The fiscal impact to 2021-22 is \$24.1 million in one-time CBA costs.
- The fiscal impact to 2022-23 is \$6.1 million in one-time CBA costs, with \$22.9 million in ongoing costs.
- The fiscal impact for 2023-24 is \$25.3 million in ongoing CBA costs.

ACOE's Analysis of Collective Bargaining

While the District brought to ACOE's attention that a 6% increase was allocated to all Classified Salaries in the Multiyear Projection (MYP) at Third Interim, the actual cost of about \$1.0 million related to the specific salary increases for Custodial and Student Nutrition staff per the AFSCME TA was excluded. Per review of the MYP submitted with the Third Interim Budget Report, ACOE was unable to isolate the 6% overall increase applied to Classified Staff, as there is no distinguished line item adjustment to the base salaries from year to year for this increase. The Third Interim MYP reflects decreases in the base salaries in 2022-23 and 2023-24. ACOE has noted the budget for 2021-22 Certificated and Classified Salaries increased by \$11.4M and \$415,971 respectively from the Second Interim reporting period. In the assumptions provided by OUSD at Third Interim and in the District's Third Interim Board Presentation, the District stated that a portion of the increases was due to the one-time payouts per the TAs. However, the one-time payouts do not appear to be reflected for Classified Salaries as the increase since Second



Interim appears low. In addition, Benefits decreasing by \$4.7 million from Second Interim Projections appear to not align with the increases in Benefits and Health and Welfare costs reflected in the CBAs.

The following was also noted per ACOE's review of the Revised MYP included in the AB1200 Collective Bargaining packet for AFSCME:

- 2021-22 Second Interim budget amounts were used in the Latest Board-Approved Budget Before Settlement column in the Unrestricted and Restricted General Fund Impact of Proposed Agreement on Current Year Operating Budget Sections. ACOE expected Third Interim amounts to be reflected, as the AFSCME settlement came after the 2021-22 Third Interim reporting period.
- While the Other Adjustments to Certificated and Classified Salaries of \$53.8 million for 2022-23 match those reported in the MYP presented at the 2021-22 Second Interim reporting period, the adjustments for 2023-24 do not. An increase of \$339,596 is reported under Other Adjustments to Certificated Salaries on the Revised MYP versus an additional ongoing reduction of \$2.8 million (to the \$53.8 million ongoing reductions carried forward from 2022-23) that was reported at Second Interim.
- The Revised MYP included in the AB 1200 Public Disclosure for the AFSCME CBA shows a negative \$17.6 million Unrestricted Balance in Year 3 or 2023-24.

OUSD's Certificate of Affordability of Collective Bargaining

Pursuant to Assembly Bill (AB) 2756 and Government Code (GC) Section 3547.5(c) the superintendent of the school district and chief business official shall certify in writing that the costs incurred by the school district under the agreement can be met by the district during the term of the agreement. This certification shall be prepared in a format similar to that of the reports required pursuant to Sections 42130 and 42131 of the California Education Code and shall itemize any budget revisions necessary to meet the costs of the agreement in each year of its term.

As OUSD stated in the Certificates of Affordability for each of prior five represented units, budget revisions will be necessary for the District to afford the settlement with AFSCME. The fiscal impact for the one-time payments presented above in the Fiscal Impact of Collective Bargaining section affects the Restricted General Fund, as the District plans to use one-time ESSER III dollars to fund the one-time compensation payments. The ongoing fiscal impact of the settlements will most likely impact the Unrestricted General Fund and the Cafeteria Special Revenue Fund for the Nutrition Services staff. According to the Collective Bargaining documents, *"the District has adopted District-wide reductions to support the ongoing salary and compensation changes noted within AB1200. All of the reductions have **not** been projected in the Third Interim Report and are still being revised as we develop the budget and analyze the proposed adjustments."*

The 2021-22 Third Interim MYP reflects ongoing reductions to Certificated and Classified staff that have decreased by \$4.1 million in total for both fiscal years 2022-23 and 2023-24 from the Second Interim reporting period, as seen from the following analysis:



Alameda County Office of Education

L. K. Monroe Superintendent of Schools

Reductions	2022-23			2023-24			Cumulative Reductions for Both Years		
	2nd Interim	3rd Interim	Difference**	2nd Interim	3rd Interim	Difference**	2nd Interim	3rd Interim	Difference**
Certificated Salaries*	\$ 37,065,362	\$22,080,350	\$(14,985,012)	\$ -	\$11,516,716	\$ 11,516,716	\$ 37,065,362	\$ 33,597,066	\$ (3,468,296)
Classified Salaries*	\$ 16,745,944	\$18,302,215	\$ 1,556,272	\$2,799,144	\$ 636,360	\$ (2,162,784)	\$ 19,545,087	\$ 18,938,575	\$ (606,512)
Total	\$ 53,811,305	\$40,382,565	\$(13,428,740)	\$2,799,144	\$12,153,076	\$ 9,353,932	\$ 56,610,449	\$ 52,535,641	\$ (4,074,808)

* Reductions presented are for combined Unrestricted and Restricted General Fund
** Increase / (Decrease) from Second Interim Projections

OUSD is strongly encouraged to re-evaluate the reductions needed to afford all six settlements for 2021-22 through 2022-23. Any budget-balancing solutions needed to afford these settlement agreements should be board approved and implemented in a timely manner. ACOE will conduct a review of OUSD’s 2022-23 Adopted Budget in the upcoming month and the District’s 45-Day Budget Revision and expects to see the fiscal impact of all six CBAs reflected in the district’s current MYP, along with the budget-balancing solutions and corollary Board action to ensure the District maintains the minimum 2% reserve requirement and the additional 1% locally-mandated reserve requirement for the current and subsequent two fiscal years.

Conclusion

While the outlook on the Enacted State Budget is positive, with the presentation of some attendance relief options for Districts like OUSD that are experiencing enrollment declines, increased COLA percentages (as mentioned above), and inflow of certain one-time revenues to LEAs across the State, the OUSD School Board will need to continue to uphold its fiduciary responsibility, ensuring fiscal solvency for the current and subsequent years as well as continue working on addressing the needs of its students and community.

We appreciate the assistance and cooperation from the District’s business office during our review process. If you have any questions, please feel free to call me at (510) 670-4140.

Sincerely,

L. K. Monroe
Alameda County Superintendent of Schools

cc: Board of Education, Oakland USD
Dr. Kyla Johnson-Trammell, Superintendent, Oakland USD
Lisa Grant-Dawson, Chief Business Official, Oakland USD
Tony Thurmond, State Superintendent of Public Instruction, CDE



Alameda County Office of Education

L. K. Monroe Superintendent of Schools

Michael H. Fine, Fiscal Crisis and Management Assistance Team

Luz Cázares, Fiscal Oversight Trustee

Dr. Candi Clark, Associate Superintendent of Business Services, ACOE

Shirene Moreira, Chief of District Business and Advisory Services, ACOE

Nancy Cardaniuc, Director II, District Advisory Services, ACOE