

Board Office Use: Legislative File Info.	
File ID Number	15-0383
Introduction Date	3-11-15
Enactment Number	15-0323
Enactment Date	3/11/15 OR



**OAKLAND UNIFIED  
SCHOOL DISTRICT**  
Community Schools, Thriving Students

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**To:** Board of Education

**From:** Jacqueline P. Minor, General Counsel  
Troy Christmas, Director, Labor Strategy

**Meeting Date:** March 11, 2015

**Subject:** OUSD-SEIU Side Letter Agreement Regarding Wage Increases

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**Action Requested:** Approval by the Board of Education of the Side Letter Agreement between the District and Oakland School Employees Association (OSEA) – SEIU, Local 1021 and Oakland Child Development Paraprofessional Association (OCDPA) – SEIU Local 1021 regarding wage increases.

**Summary:** On February 5, 2015 the District and SEIU, representing White Collar, Paraprofessional and Child Development Instructional Assistant Employees, reached the attached Side Letter of Agreement regarding wage increases to conform to the new minimum wage changes effective March 2, 2015.

**Recommendation:** Approval by the Board of Education of the Side Letter Agreement between the District and Oakland School Employees Association (OSEA) – SEIU, Local 1021 and Oakland Child Development Paraprofessional Association (OCDPA) – SEIU Local 1021 regarding wage increases.

**Fiscal Impact:** General Purpose Fund

**Attachments:**

- Side Letter of Agreement
- Attachment A

SIDE LETTER OF AGREEMENT  
Between the  
OAKLAND UNIFIED SCHOOL DISTRICT  
And the  
OSEA/OCDPA SEIU LOCAL 1021  
Regarding  
Changes to Salary Placement

File ID Number 15-0383  
Introduction Date 3-11-15  
Enactment Number 15-0323  
Enactment Date 3/11/15 2/2

This side letter of agreement is entered into between OSEA/OCDPA SEIU Local 1021 and the Oakland Unified School District ("District") regarding salary placement changes. In order to create alignment with local and community norms, the following changes will be made under the Collective Bargaining Agreement ("Agreement") effective March 2, 2015:

- A. Adjustments to current employee placement on the SEIU White Collar Salary Schedule, CDC Instructional Assistant Salary Schedule, and SEIU 10 Month Paraprofessional Salary Schedule as shown in Attachment A.
- B. All necessary changes to employee salary placement and job descriptions shall be made to reflect the changes enumerated in Section A of this Side Letter of Agreement.
- C. Any additional salary alignment concerns will be addressed in successor negotiations.

In witness whereof, the parties hereto have amended the Agreement on this 18<sup>th</sup> day of February 2015. This side letter is effective on the date above and subject to the approval/ratification of the Governing Authority of the District.

FOR OSEA/OCDPA SEIU 1021

FOR THE DISTRICT

Bettie Reed Smith  
Bettie Reed-Smith, President

Troy Christmas  
Troy Christmas, Director of Labor Strategy

Rita Bailey  
Rita Bailey, 2<sup>nd</sup> Vice President

Jenine Lindsey  
Jenine Lindsey, Labor Coordinator

Ronda Goldsby  
Ronda Goldsby, Field Representative

Melvin Phillips  
Melvin Phillips, 1<sup>st</sup> Vice President

Nely Obligation  
Nely Obligation, Field Director, K-14 and Higher Education

OAKLAND UNIFIED SCHOOL DISTRICT  
Office of General Counsel  
APPROVE FOR FORM & SUBSTANCE  
By: J. Minor  
Attorney at Law

James Harris  
James Harris, President, Board of Education

Antwan Wilson  
Antwan Wilson, Secretary, Board of Education/Superintendent

**SIDE LETTER OF AGREEMENT**  
**Between the**  
**OAKLAND UNIFIED SCHOOL DISTRICT**  
**And the**  
**OSEA/OCDPA SEIU LOCAL 1021**  
**Regarding Changes to Salary Placement**

<b>SEIU Paraprofessional (10 Month)</b>		
Current Step/Column	New Step/Column	New Rate
<b>Community Assistant Bilingual</b>		
K12I/02/01	K12I/02/03	\$12.30
K12I/02/02	K12I/02/03	\$12.30
<b>IA SPECIAL ED</b>		
K12I/02/01	K12I/02/03	\$12.30
K12I/02/02	K12I/02/03	\$12.30
K12I/04/01	K12I/04/02	\$12.45

<b>CDC- Instructional Assistant</b>		
Current Step/Column	New Step/Column	New Rate
<b>IA CDC</b>		
CDCI/01/06	CDCI/02/06	\$12.50
CDCI/02/06	CDCI/03/05	\$13.05
<b>IA CDC BILINGUAL</b>		
CDCI/01/06	CDCI/02/06	\$12.50
<b>IA CDC SUBSTITUTE</b>		
CDCI/01/01	CDCI/01/06	\$12.50
CDCI/01/03	CDCI/01/06	\$12.50
CDCI/01/06	CDCI/01/06	\$12.50



**SEIU White Collar Salary Schedule 12 Months**

<b>Current Step/Column</b>	<b>New Step/Column</b>	<b>New Rate</b>
<b>ACADEMIC MENTOR</b>		
WTCL/12/01	WTCL/12/05	\$12.57
<b>ATTENDANCE CLERK ASSISTANT</b>		
WTCL/13/01	WTCL/13/05	\$12.88
WTCL/13/02	WTCL/13/05	\$12.88
WTCL/13/03	WTCL/13/05	\$12.88
<b>CLERICAL SUB</b>		
WTCL/12/01	WTCL/12/05	\$12.57
WTCL/12/04	WTCL/12/05	\$12.57
WTCL/18/01	WTCL/18/02	\$12.57
<b>CLERK TYPIST BILINGUAL</b>		
WTCL/14/02	WTCL/14/04	\$12.57
<b>IA CDC SUBSTITUTE</b>		
WTCL/12/01	WTCL/12/05	\$12.57
<b>LIBRARY CLERK SR</b>		
WTCL/19/01	WTCL/19/02	\$12.50
<b>LIFEGUARD</b>		
WTCL/12/04	WTCL/12/05	\$12.57
<b>NOON SUPERVISOR</b>		
WTCL/12/01	WTCL/12/05	\$12.57
WTCL/12/02	WTCL/12/05	\$12.57
WTCL/12/03	WTCL/12/05	\$12.57
WTCL/12/04	WTCL/12/05	\$12.57
<b>NOON SUPERVISOR SUBSITUTE</b>		
WTCL/12/01	WTCL/12/05	\$12.57
<b>PE ATTENDANT</b>		
WTCL/12/01	WTCL/12/05	\$12.57
WTCL/12/04	WTCL/12/05	\$12.57
<b>TEMPORARY (Substitute)</b>		
WTCL/12/01	WTCL/12/05	\$12.57

# Certification of the District's Ability to Meet the Costs of Collective Bargaining Agreement

## Side Letter of Agreement between OUSD and SEIU (Minimum Wage Increase)

*This disclosure document must be signed by the District Superintendent and Chief Business Official prior to the public disclosure.*

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of **Oakland Unified School District**, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Bargaining Unit and all substitutes, during the term of the agreement from March 2, 2015 to **indefinite**.

*The budget revisions necessary to meet the costs of the agreement in each year of its term are itemized below. 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)*

Budget Adjustment Categories	Increase(Decrease) Year 1 <b>All Funds</b>	Increase(Decrease) Year 2 <b>All Funds</b>	Increase(Decrease) Year 3 <b>All Funds</b>
<u>Revenues/Other Financing Sources</u>	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>
	\$0	\$0	\$0
<u>Expenditures/Other Financing Uses</u>	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>
	\$497,201	\$994,401	\$0
<b>Ending Balance Increase (Decrease)</b>	(\$497,201)	(\$994,401)	\$0

*These projections are based on the attached assumptions, which become an integral part of this document.*

  
 District Superintendent (Signature)

3-5-15  
 Date

ANTWAN WILSON

\_\_\_\_\_  
 District Superintendent (Type Name)

  
 Chief Financial Officer (Signature)

3-5-15  
 Date

RUTH ALAHYDOIAN

\_\_\_\_\_  
 Chief Financial Officer (Type Name)

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

Name of Bargaining Unit: **SEIU (Minimum Wage Increase)**

Certificated  Classified

The proposed agreement covers the period beginning **March 2, 2015** and ending **indefinite**

and will be acted on by the Governing Board at its meeting on **March 11, 2015**

**Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.**

**A. Proposed Change in Compensation**

FUND 01 - General Fund		Annual Cost Prior to Proposed Agreement FY2014-15 First Interim	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2014-15	Year 2 Increase/(Decrease) FY 2015-16	Year 3 Increase/(Decrease) FY 2016-17
1.	<b>Salary Schedule</b> (This is to include Step & Column, which is also reported separately in item 6)	\$ 227,002,796	\$ 205,661	\$ 411,323	
			0.09%	0.18%	0.00%
2.	<b>Other Compensation</b> Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
2a.	<b>Description of Other Compensation</b>		\$ -	\$ -	\$ -
3.	<b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 44,881,463	\$ 40,662	\$ 81,324	\$ -
			0.09%	0.18%	0.00%
4.	<b>Health/Welfare Plans</b>	\$ 52,606,904	\$ 47,661	\$ 95,322	\$ -
			0.09%	0.18%	0.00%
5.	<b>Total Compensation - Add Items 1 through 4 to equal 5</b>	\$ 324,491,163	\$ 293,985	\$ 587,969	\$ -
			0.09%	0.18%	0.00%
6.	<b>Step &amp; Column - Due to movement plus any changes due to settlement. This is a subset of item No. 1. (*No addtl exps resulted from agreement)</b>	\$ -	\$ -	\$ 3,085	\$ 3,131
7.	<b>Total number of represented Employees (Use FTEs)</b>	<b>1011</b>	1011	1011	1011
8.	<b>Total Compensation Average Cost per Employee</b>		\$ 291	\$ 582	\$ -
			0.00%	0.00%	0.00%

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

9. What was the negotiated percentage increase 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"?

The hourly rate for certain SEIU employees was increased to meet new local minimum wage standards effective starting March 2, 2015.

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10. Were any additional steps, columns or ranges added to the schedules? (If yes, please explain.)

The salary schedule was updated with the new payrate for those employees earning less than the new hourly minimum wage.

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11. Please Include comments and explanations as necessary. (If more room is necessary, please attach additional sheet.)

The data submitted under "Annual Cost Prior to Agreement" is supported by Oakland Unified School District's initial 2014-15 First Interim dated November 25, 2014.

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Year 1 is cost from March 2 through June 30, 2015. Year 2 is the additional cost for a full year that was not included in Year 1.

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- B. Proposed Negotiated Changes in Non-compensation Items** (e.g. class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

No negotiated changes in non-compensation items.

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- C. 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.).

There is no specific instructional or programmatic impact associated with this agreement.

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- D. What Contingency Language is Included in the Proposed Agreement (e.g. reopeners, etc.)?**

N/A

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- E. Will this Agreement Create, Increase, or Decrease Deficit Financing in the Current or Subsequent Year(s)?**

"Deficit Financing" is defined to exist 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.

This agreement has no impact on deficit financing in current or subsequent years

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

**F. Identify Other Major Provisions that do not Directly Affect the District's Costs; such as Binding Arbitration, Grievances Procedures, etc.**

N/A

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**G. Source of Funding for Proposed Agreement**

1. Current Year

Part of the "Committed and Assigned" fund balance is for salary increases. The fund balance will be adjusted in 3rd Interim to reflect this change in expenditures. Funds that are currently in "Other Assignments - Set Aside" for ongoing items will be reassigned to the reserve for economic uncertainties.

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2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (I.e., what will allow the district to afford this contract)?

The District has sufficient increase in on-going revenues to cover this on-going expense.

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3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

The District has sufficient increase in on-going revenues to cover this on-going expense.

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

**H. Impact of Proposed Agreement on Current Year Operating Budget (Ed. Code 42142)**

FUND 01 - General Fund	Column 1 Latest Board- Approved Budget Before Settlement <i>1st Int - 11/25/14</i>	Column 2 Cost of Adjustments as a Result of Settlement	Column 3 * Other Revisions Costs Increases (Decreases)	Column 4 Total New Budget (Col 1+2+3)
<b>Revenues</b>				
Revenue Limit Sources (8010-8099)	\$ 296,822,948	\$ -	\$ -	\$ 296,822,948
Remaining Revenues (8100-8799)	\$ 142,053,454	\$ -	\$ -	\$ 142,053,454
<b>Total Revenues</b>	<b>\$ 438,876,402</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 438,876,402</b>
<b>Expenditures</b>				
1000 Certificated Salaries	\$ 163,498,444	\$ -	\$ -	\$ 163,498,444
2000 Classified Salaries	\$ 63,604,353	\$ 205,661	\$ 411,620	\$ 64,221,634
3000 Employee Benefits	\$ 97,488,367	\$ 88,323	\$ 176,773	\$ 97,753,463
4000 Books and Supplies	\$ 40,098,878	\$ -	\$ -	\$ 40,098,878
5000 Services and Operating Expenses	\$ 71,058,335	\$ -	\$ -	\$ 71,058,335
6000 Capital Outlay	\$ 724,770	\$ -	\$ -	\$ 724,770
7000 Other Outgo	\$ 5,272,871	\$ -	\$ -	\$ 5,272,871
<b>Total Expenditures</b>	<b>\$ 441,746,018</b>	<b>\$ 293,985</b>	<b>\$ 588,393</b>	<b>\$ 442,628,395</b>
Operating Surplus (Deficit)	\$ (2,869,616)	\$ (293,985)	\$ (588,393)	\$ (3,751,993)
Other Sources and Transfers In	\$ 734,067	\$ -	\$ -	\$ 734,067
Other Uses and Transfers Out	\$ (325,000)	\$ -	\$ -	\$ (325,000)
Current Year Increase (Decrease) In Fund Balance	\$ (2,460,549)	\$ (293,985)	\$ (588,393)	\$ (3,342,926)
Beginning Balance	\$ 25,533,200			\$ 25,533,200
Current Year Ending Balance	\$ 23,072,651	\$ (293,985)	\$ (588,393)	\$ 22,190,273
<b>Components of Ending Balance</b>				
Nonspendable and Restricted 9711-9740	\$ 1,769,293	\$ -	\$ -	\$ 1,769,293
Reserved for Economic Uncertainties 9789 (3%)	\$ 8,893,067	\$ -	\$ -	\$ 8,893,067
Committed and Assigned 9770-9780	\$ 12,410,291	\$ -	\$ -	\$ 12,410,291
Unassigned/Unappropriated 9790	\$ -			\$ (882,378)

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

If the total amount of the adjustment in Column 2 on page 4 does not agree with the amount of the Total Compensation Increase in Section A, line 5, page 1 (e.g. increase was partially budgeted), explain the variance below:

N/A

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Please include any additional comments and explanations of page 4 as necessary:

\* Column 3 includes the financial impact of the two other proposed labor agreements submitted concurrently with this one.

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

**Revised MYP Including the Effects of Collective Bargaining**

District Name: Oakland Unified School District			
General Fund			
Multi-Year Projections			
Budget Year: 2014-15 1ST INT (Covers Multiyear for SEIU AND AFSCME Minimum Wage Increase)			
	ADA: 35286.75	ADA: 35286.75	ADA: 35286.75
	COLA: .85%	COLA: 2.19%	COLA: 2.14%
	Deficit: 0.77728	Deficit: 0.77728	Deficit: 0.77728
	Year: 2014-2015	Year: 2015-2016	Year: 2016-2017
<b>Revenues</b>			
Revenue Limit Sources	296,822,948	312,555,890	329,874,371
Federal Revenue	46,895,368	46,895,368	46,895,368
Other State Revenue	46,551,373	44,197,973	44,226,023
Local Revenue	48,606,713	61,318,008	57,984,675
<b>Total Revenue</b>	<b>438,876,402</b>	<b>464,967,239</b>	<b>478,980,438</b>
<b>Expenditures</b>			
Certificated Salaries	163,498,444	163,498,444	165,760,031
Step & Column Adjustment		2,452,477	2,486,401
Cost-of-Living Adjustment			
Other Adjustments		(190,890)	(2,237,482)
Classified Salaries	63,834,932	64,293,006	65,125,925
Step & Column Adjustment		957,524	973,581
Cost-of-Living Adjustment			
Other Adjustments		(117,636)	(1,440,471)
Employee Benefits	97,587,392	105,798,725	111,813,668
Books & Supplies	40,098,878	46,125,087	46,279,194
Services, Other Operating Exp	71,058,335	72,357,662	71,645,777
Capital Outlay	724,770	736,970	716,723
Other Outgo	6,977,046	6,977,046	6,977,046
Direct Support/Indirect Costs	(1,704,175)	(1,704,174)	(1,704,174)
<b>Total Expenditures</b>	<b>442,075,622</b>	<b>461,184,240</b>	<b>466,396,218</b>
<b>Operating Surplus (Deficit)</b>	<b>(3,199,220)</b>	<b>3,782,999</b>	<b>12,584,219</b>
Other Financing Sources & Transfers In (Positive figure)	734,067	734,067	734,067
Other Financing Uses & Transfers Out (Neg Figure)	(325,000)	0	0
<b>Current Yr Inc(Dec) in Fund Balance</b>	<b>(2,790,153)</b>	<b>4,517,066</b>	<b>13,318,286</b>
<b>Beginning Fund Balance</b>	<b>25,533,200</b>	<b>22,743,046</b>	<b>27,260,112</b>
Audit Adjustments/Restatements			
<b>Ending Balance</b>	<b>22,743,046</b>	<b>27,260,112</b>	<b>40,578,398</b>
Restricted Balance	1,769,293	191,356	274,920
Required Reserve	8,848,012	9,223,685	9,327,924
Unrestricted Balance (Incl Revolving)	12,125,740	17,845,071	30,975,554
Comments: This multiyear table incorporates the changes resulting from this agreement and the AFSCME agreement submitted concurrently.			



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

J. Salary Notification Requirement

The following section is applicable and should be completed when any Salary/Benefit Negotiations are settled after the district's final budget has been adopted.

Comparison of Proposed Agreement to Change in District Base Revenue Limit

Table with 2 columns: Description and Amount. Rows include Current Year Base Revenue Limit (BRL) per ADA, Prior Year Base Revenue Limit per ADA, Amount of Current Year Increase, Percentage Increase in BRL per ADA, and Indicate Total Settlement Percentage Increase from Section A.

K. Certification

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.

Signature and date lines for District Superintendent and President/Clerk of Governing Board. Includes a paragraph for the Governing Board's action on the proposed agreement.

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.

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

Name of Bargaining Unit: **SEIU (Minimum Wage Increase)**

Certificated  Classified

The proposed agreement covers the period beginning **March 2, 2015** and ending **indefinite**

and will be acted on by the Governing Board at its meeting on **March 11, 2015**

**Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.**

**A. Proposed Change in Compensation**

		Annual Cost Prior to Proposed Agreement FY2014-15 First Interim	Fiscal Impact of Proposed Agreement		
			Year 1 Increase/(Decrease) FY 2014-15	Year 2 Increase/(Decrease) FY 2015-16	Year 3 Increase/(Decrease) FY 2016-17
<b>Fund 12 - Child Development Fund (CDC)</b>					
1.	<b>Salary Schedule</b> (This is to include Step & Column, which is also reported separately in item 6)	\$ 6,581,132	\$ 129,547	\$ 259,095	
			1.97%	3.94%	0.00%
2.	<b>Other Compensation</b> Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
2a.	<b>Description of Other Compensation</b>		\$ -	\$ -	\$ -
3.	<b>Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.</b>	\$ 1,543,368	\$ 30,381	\$ 60,761	\$ -
			1.97%	3.94%	0.00%
4.	<b>Health/Welfare Plans</b>	\$ 2,199,083	\$ 43,288	\$ 86,576	\$ -
			1.97%	3.94%	0.00%
5.	<b>Total Compensation - Add Items 1 through 4 to equal 5</b>	\$ 10,323,582	\$ 203,216	\$ 406,432	\$ -
			1.97%	3.94%	0.00%
6.	<b>Step &amp; Column - Due to movement plus any changes due to settlement. This is a subset of item No. 1. (*No addtl exps resulted from agreement)</b>	\$ -	\$ -	\$ 1,943	\$ 1,972
7.	<b>Total number of represented Employees (Use FTEs)</b>	<b>109</b>	109	109	109
8.	<b>Total Compensation Average Cost per Employee</b>		\$ 1,864	\$ 3,729	\$ -
			0.00%	0.00%	0.00%

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

9. What was the negotiated percentage increase 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"?

There is an increase on the current hourly rate for SEIU employees to satisfy new minimum local wage standards of \$12.50 Instructional Aides - Child Development Centers (CDC-Fund 12) and \$12.30 for IA CDC substitutes

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10. Were any additional steps, columns or ranges added to the schedules? (If yes, please explain.)

The salary schedule was updated with the new payrate for those employees earning less than the new hourly minimum wage

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11. Please Include comments and explanations as necessary. (If more room is necessary, please attach additional sheet.)

The data submitted under "Annual Cost Prior to Agreement" is supported by Oakland Unified School District's initial 2014-15 First Interim dated November 25, 2014.

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- B. Proposed Negotiated Changes in Non-compensation Items** (e.g. class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

No negotiated changes in non-compensation items

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- C. 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.).

There is no specific instructional or programmatic impact associated with this agreement

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- D. What Contingency Language is Included in the Proposed Agreement (e.g. reopeners, etc.)?**

N/A

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- E. Will this Agreement Create, Increase, or Decrease Deficit Financing in the Current or Subsequent Year(s)?**

"Deficit Financing" is defined to exist 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.

The General Fund will support the wage increase of 2014-15. Child Development Fund (Fund 12 ) will manage revenues and expenses in future years to support the increase on an ongoing basis.

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

**F. Identify Other Major Provisions that do not Directly Affect the District's Costs; such as Binding Arbitration, Grievances Procedures, etc.**

N/A

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**G. Source of Funding for Proposed Agreement**

1. Current Year

The General Fund will support the wage increase for 2014-15.

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2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?

The Child Development Fund (Fund 12 ) will manage revenues and expenses in future years to support the increase on an ongoing basis.

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3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

The Child Development Fund (Fund 12 ) will manage revenues and expenses in future years to support the increase on an ongoing basis.

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

**H. Impact of Proposed Agreement on Current Year Operating Budget (Ed. Code 42142)**

<b>Fund 12 - Child Development Fund (CDC)</b>	<b>Column 1 Latest Board- Approved Budget Before Settlement <i>1st Int - 11/25/14</i></b>	<b>Column 2 Cost of Adjustments as a Result of Settlement</b>	<b>Column 3 Other Revisions Costs Increases (Decreases)</b>	<b>Column 4 Total New Budget (Col 1+2+3)</b>
<b>Revenues</b>				
Revenue Limit Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 12,981,810	\$ -	\$ -	\$ 12,981,810
<b>Total Revenues</b>	<b>\$ 12,981,810</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 12,981,810</b>
<b>Expenditures</b>				
1000 Certificated Salaries	\$ 3,614,675	\$ -	\$ -	\$ 3,614,675
2000 Classified Salaries	\$ 2,966,457	\$ 129,547	\$ 33,477	\$ 3,129,481
3000 Employee Benefits	\$ 3,742,451	\$ 73,669	\$ 19,037	\$ 3,835,157
4000 Books and Supplies	\$ 459,054	\$ -	\$ -	\$ 459,054
5000 Services and Operating Expenses	\$ 1,770,111	\$ -	\$ -	\$ 1,770,111
6000 Capital Outlay	\$ -	\$ -	\$ -	\$ -
7000 Other Outgo	\$ 698,561	\$ -	\$ -	\$ 698,561
<b>Total Expenditures</b>	<b>\$ 13,251,307</b>	<b>\$ 203,216</b>	<b>\$ 52,514</b>	<b>\$ 13,507,038</b>
Operating Surplus (Deficit)	\$ (269,498)	\$ (203,216)	\$ (52,514)	\$ (525,228)
Other Sources and Transfers In	\$ 325,000	\$ -	\$ -	\$ 325,000
Other Uses and Transfers Out	\$ (57,244)	\$ -	\$ -	\$ (57,244)
Current Year Increase (Decrease) In Fund Balance	\$ (1,742)	\$ (203,216)	\$ (52,514)	\$ (257,472)
Beginning Balance	\$ 1,722			\$ 1,722
Current Year Ending Balance	\$ -	\$ (203,216)	\$ (52,514)	\$ (255,750)
<b>Components of Ending Balance</b>				
Nonspendable and Restricted 9711-9740	\$ -	\$ -	\$ -	\$ -
Reserved for Economic Uncertainties 9789 (3%)	\$ -	\$ -	\$ -	\$ -
Committed and Assigned 9770-9780	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated 9790	\$ -			\$ (255,750)

**OAKLAND UNIFIED School District**  
**Public Disclosure of Collective Bargaining Agreement**  
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If the total amount of the adjustment in Column 2 on page 4 does not agree with the amount of the Total Compensation Increase in Section A, line 5, page 1 (e.g. increase was partially budgeted), explain the variance below:

N/A

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Please include any additional comments and explanations of page 4 as necessary:

The General Fund will support the wage increase of 2014-15. Child Development Fund (Fund 12 ) will manage revenues and expenses in future years to support the increase on an ongoing basis.

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SIDE LETTER OF AGREEMENT  
Between the  
OAKLAND UNIFIED SCHOOL DISTRICT  
And the  
OSEA/OCDPA SEIU LOCAL 1021  
Regarding  
Changes to Salary Placement

This side letter of agreement is entered into between OSEA/OCDPA SEIU Local 1021 and the Oakland Unified School District ("District") regarding salary placement changes. In order to create alignment with local and community norms, the following changes will be made under the Collective Bargaining Agreement ("Agreement") effective March 2, 2015:

- A. Adjustments to current employee placement on the SEIU White Collar Salary Schedule, CDC Instructional Assistant Salary Schedule, and SEIU 10 Month Paraprofessional Salary Schedule as shown in **Attachment A**.
- B. All necessary changes to employee salary placement and job descriptions shall be made to reflect the changes enumerated in Section A of this Side Letter of Agreement.
- C. Any additional salary alignment concerns will be addressed in successor negotiations.

In witness whereof, the parties hereto have amended the Agreement on this 18<sup>th</sup> day of February 2015. This side letter is effective on the date above and subject to the approval/ratification of the Governing Authority of the District.

FOR OSEA/OCDPA SEIU 1021

Bettie Reed-Smith  
Bettie Reed-Smith, President

Rita J. Bailey  
Rita Bailey, 2<sup>nd</sup> Vice President

Ronda Goldsby  
Ronda Goldsby, Field Representative

Melvin Phillips  
Melvin Phillips, 1<sup>st</sup> Vice President

Nely Obligation/Ph  
Nely Obligation, Field Director, K-14 and Higher Education

FOR THE DISTRICT

Troy Christmas  
Troy Christmas, Director of Labor Strategy

Jemine Lindsey  
Jemine Lindsey, Labor Coordinator

OAKLAND UNIFIED SCHOOL DISTRICT  
Office of General Counsel  
APPROVED FOR FORM & SUBSTANCE  
By: J. Minor  
Attorney at Law

\_\_\_\_\_  
James Harris, President, Board of Education

\_\_\_\_\_  
Antwan Wilson, Secretary, Board of Education/Superintendent

**SIDE LETTER OF AGREEMENT**  
**Between the**  
**OAKLAND UNIFIED SCHOOL DISTRICT**  
**And the**  
**OSEA/OCDPA SEIU LOCAL 1021**  
**Regarding Changes to Salary Placement**

<b>SEIU Paraprofessional (10 Month)</b>		
<b>Current Step/Column</b>	<b>New Step/Column</b>	<b>New Rate</b>
<b>Community Assistant Bilingual</b>		
K12I/02/01	K12I/02/03	\$12.30
K12I/02/02	K12I/02/03	\$12.30
<b>IA SPECIAL ED</b>		
K12I/02/01	K12I/02/03	\$12.30
K12I/02/02	K12I/02/03	\$12.30
K12I/04/01	K12I/04/02	\$12.45

<b>CDC- Instructional Assistant</b>		
<b>Current Step/Column</b>	<b>New Step/Column</b>	<b>New Rate</b>
<b>IA CDC</b>		
CDCI/01/06	CDCI/02/06	\$12.50
CDCI/02/06	CDCI/03/05	\$13.05
<b>IA CDC BILINGUAL</b>		
CDCI/01/06	CDCI/02/06	\$12.50
<b>IA CDC SUBSTITUTE</b>		
CDCI/01/01	CDCI/01/06	\$12.50
CDCI/01/03	CDCI/01/06	\$12.50
CDCI/01/06	CDCI/01/06	\$12.50



SEIU White Collar Salary Schedule 12 Months

Current Step/Column	New Step/Column	New Rate
<b>ACADEMIC MENTOR</b>		
WTCL/12/01	WTCL/12/05	\$12.57
<b>ATTENDANCE CLERK ASSISTANT</b>		
WTCL/13/01	WTCL/13/05	\$12.88
WTCL/13/02	WTCL/13/05	\$12.88
WTCL/13/03	WTCL/13/05	\$12.88
<b>CLERICAL SUB</b>		
WTCL/12/01	WTCL/12/05	\$12.57
WTCL/12/04	WTCL/12/05	\$12.57
WTCL/18/01	WTCL/18/02	\$12.57
<b>CLERK TYPIST BILINGUAL</b>		
WTCL/14/02	WTCL/14/04	\$12.57
<b>IA CDC SUBSTITUTE</b>		
WTCL/12/01	WTCL/12/05	\$12.57
<b>LIBRARY CLERK SR</b>		
WTCL/19/01	WTCL/19/02	\$12.50
<b>LIFEGUARD</b>		
WTCL/12/04	WTCL/12/05	\$12.57
<b>NOON SUPERVISOR</b>		
WTCL/12/01	WTCL/12/05	\$12.57
WTCL/12/02	WTCL/12/05	\$12.57
WTCL/12/03	WTCL/12/05	\$12.57
WTCL/12/04	WTCL/12/05	\$12.57
<b>NOON SUPERVISOR SUBSITUTE</b>		
WTCL/12/01	WTCL/12/05	\$12.57
<b>PE ATTENDANT</b>		
WTCL/12/01	WTCL/12/05	\$12.57
WTCL/12/04	WTCL/12/05	\$12.57
<b>TEMPORARY (Substitute)</b>		
WTCL/12/01	WTCL/12/05	\$12.57



# Alameda County Office of Education

L. Karen Monroe  
Superintendent

## BOARD OF EDUCATION

Joaquin Rivera  
Trustee Area 1

Marlon L. McWilson  
Trustee Area 2

Ken Berrick  
Trustee Area 3

Aisha Knowles  
Trustee Area 4

Fred Sims  
Trustee Area 5

Eileen McDonald  
Trustee Area 6

Yvonne Cerrato  
Trustee Area 7

March 9, 2015

James Harris, President  
Board of Education  
Oakland Unified School District  
1000 Broadway, Suite 680  
Oakland, CA 94607-4099

RE: Public Disclosure of Collective Bargaining Agreement between the Oakland Unified School District and  
(1) Service Employees International (SEIU) and  
(2) American Federation of State, County and Municipal Employees (AFSCME)

Dear President Harris:

We have reviewed the Public Disclosure of Collective Bargaining Agreements for the SEIU and AFSCME bargaining units. The agreements provide for an increase in the minimum wage, effective March 2, 2015, in order to comply with the provisions of Measure FF, which was approved by the City of Oakland voters in the November 4, 2014 election. Also, the salary schedules for SEIU members will be increased by three percent, effective January 1, 2015. The purpose of our review is to determine whether these agreements will have a material impact on the financial condition of the District in the current and subsequent two fiscal years.

Based on the 2014-15 First Interim Report Multi-Year Projection and including the additional expenditures associated with the agreements, it appears that the District will be able to maintain its required reserve for economic uncertainties for 2014-15 and the subsequent two fiscal years.

Should any other tentative agreements be made, please submit new Public Disclosure documents to our office 10 days prior to the date the Governing Board will take action.

If you have any questions or concerns regarding our review, please feel free to call me at (510) 670-4140, or contact Jeff Potter at (510) 670-4277.

313 W. Winton Ave.  
Hayward, California  
94544-1136

(510) 887-0152

[www.acoe.org](http://www.acoe.org)

Sincerely,



L. Karen Monroe, Superintendent  
Alameda County Office of Education

LKM:sm

cc: Board of Education, Oakland USD  
Antwan Wilson, Superintendent, Oakland USD  
Vernon Hal, Senior Business Officer, Oakland USD  
Ruth Alahydoian, Chief Financial Officer, Oakland USD  
Carlene Naylor, State Trustee, Oakland USD  
Tom Torlakson, State Superintendent of Public Instruction, CDE  
Carolyn Baez, Financial Audits Bureau-Division of Audits, SCO  
Peter Foggiato, School Fiscal Services Director, CDE  
Jeffrey B. Potter, Executive Director, ACOE