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Introduction Date	9-14-2016
Enactment Number	16-1509
Enactment Date	9-14-16



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

LABOR MANAGEMENT & EMPLOYEE RELATIONS

Memo

To Board of Education

From Marion McWilliams, General Counsel

Board Meeting Date September 14, 2016

Subject **Approval of Side Letter of Agreement between Oakland Unified School District ("OUSD") and the United Administrators of Oakland Schools ("UAOS") regarding Executive Principals Stipend and Role**

Action Requested Approval by the Board of Education of the Side Letter of Agreement to amend Article 12.7.1 regarding the Executive Principals Stipend and Role.

Summary As the Parties reflected on the successes of the Leadership Growth Development System (LGDS) Pilot and the first year of Executive Principalship, the Parties agreed to extend both to include additional unit members.

Fiscal Impact The agreements are within the District's financial ability to cover the anticipated costs.

Recommendation Approval of the Side Letter of Agreement amending Article 12.7.1.

Attachments

- Side Letter of Agreement amending Article 12.7.1.

SIDE LETTER OF AGREEMENT
Between the United Administrators of Oakland Schools ("UAOS")
and the Oakland Unified School District ("District")

This Side Letter of Agreement ("Agreement") is entered into between the United Administrators of Oakland Schools and the Oakland Unified School District (hereinafter collectively referred to as "the Parties"). The Parties hereby agree to amend Article 12 of the Collective Bargaining Agreement between the Parties ratified by the Board of Education on June 24, 2015 (File ID# 15-1131) as follows:

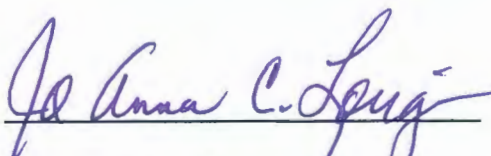
12.7.1 – Executive Principal Stipend & Role. \$15,000 annual for up to 5 seven (7) Site Leaders who agree to perform additional responsibilities in their region or district-wide in support of Pathway to Excellence goals.

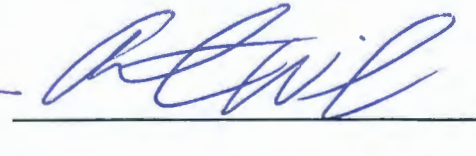
- a. The selection process for the Executive Principal role shall be determined annually and may include, but are not limited to, seeking individuals who have demonstrated strength in building staff/community relationships, coaching site leaders, closing academic achievement gap, transforming culture and climate, Common Core Curriculum, Special Education knowledge, Budget processes, OUSD Central Office systems and SEL skill-set to build capacity of both adult and student learners.
- b. The Executive Principal's additional responsibilities could include, but are not limited to, mentoring & coaching other principals, leadership responsibilities at an additional school, serving on a district-wide project.
- c. Superintendent and/or designee Chief of Schools shall meet & confer with UAOS regarding annual selections and additional responsibilities prior to selection of stipend awardees.
- d. The term of service for the Executive Principal role shall be two (2) years provided a satisfactory evaluation by the Executive Principal's supervisor.

In witness whereof, the parties hereto have executed this Agreement this 18th day of August 2016.

UAOS:

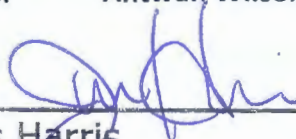
DISTRICT:



JoAnna C. Lougin, Executive Director


Antwan Wilson, Superintendent

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James Harris
President, Board of Education

OAKLAND UNIFIED SCHOOL DISTRICT
Office of General Counsel
APPROVED BY: 
Marvin McWilliams
Attorney at Law