

Board Office Use: Legislative File Info.	
File ID Number	18-0252
Introduction Date	4/25/18
Enactment Number	18-0636
Enactment Date	4/25/18 er



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools. Thriving Students

LABOR MANAGEMENT & EMPLOYEE RELATIONS

Memo

To Board of Education

From Marion McWilliams, General Counsel
Jenine Lindsey, Director of Labor Strategy

Board Meeting Date April 25, 2018

Subject **Increase in Substitute Hourly Rate for Food Service Assistants, Paraprofessionals and Custodians**

Action Requested Approval by the Board of Education of Resolution No. 1718-0041, authorizing an increase in the hourly rate for substitute Food Service Assistants and Paraprofessionals from \$11.00 per hour to \$13.24 per hour; and increase the hourly rate of substitute Custodians to \$15.00 per hour effective May 1, 2018.

Summary California has set a minimum wage to ensure that all workers are paid a wage that allows for a basic standard of living, and numerous local jurisdictions, including the City of Oakland, have chosen a higher minimum wage to reflect cost of living.

The District currently has categories of unrepresented employees who are paid at or higher than the California minimum wage, yet below the local minimum wage.

Fiscal Impact Estimated fiscal impact of \$157,000.00 annually from the general fund (01)

Recommendation Approval by the Board of Education of Resolution No. 1718-0041, authorizing an increase in the hourly rate for substitute Food Service Assistants and Paraprofessionals from \$11.00 per hour to \$13.24 per hour; and increase the hourly rate of substitute Custodians to \$15.00 per hour effective May 1, 2018.

Attachments

- Resolution No. 1718-0041

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 1718-0041**

In Support of Wages Equal to or Exceeding Local Wage Standards for Unrepresented
Substitute Employees and Temporary Employees

WHEREAS, California has set a minimum wage to ensure that all workers are paid a wage that allows for a basic standard of living, and numerous local jurisdictions, including the City of Oakland, have chosen a higher minimum wage to reflect cost of living; and

WHEREAS, the California minimum wage is currently \$11.00 per hour and the City of Oakland passed a measure which set the local minimum wage for Oakland at \$13.24 per hour; and

WHEREAS, the Oakland Unified School District (“District”) is an entity of the State and therefore not subject to the local minimum wage; and

WHEREAS, the District currently has categories of unrepresented employees who are paid at or higher than the California minimum wage yet below the local minimum wage; and

WHEREAS, the Oakland Unified School District believes all employees should be paid a wage that reflects the cost of living in Oakland, and for that reason supports the spirit of the local wage standard.

NOW, THEREFORE, BE IT RESOLVED, the Board of Education of the Oakland Unified School District does hereby determine that the hourly rate for substitute food service workers, substitute paraprofessionals, and temporary babysitters working in the Adult Ed Program be increased to \$13.24 per hour effective May 1, 2018.

BE IT FURTHER RESOLVED, the Board of Education of the Oakland Unified School District does hereby determine that the hourly rate for substitute custodians be increased to \$15.00 per hour effective May 1, 2018.

Passed by the following vote:

PREFERENTIAL AYE: Gema Quetzal, Enasia Mc-Elvaine (Student Directors)

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

PREFERENTIAL ABSENCE: None

AYES: Jody London, Nina Senn, James Harris, Vice President Jumoke Hinton Hodge, President Aimee Eng

NOES: None

ABSTAINED: Roseann Torres

RECUSE: None

ABSENT: Shanthi Gonzales

CERTIFICATION

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District, held on April 25, 2018.

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Aimee Eng
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education