

OAKLAND UNIFIED SCHOOL DISTRICT
Office of the General Counsel

LEGISLATIVE FILE
File ID No. 09-2603
Introduction Date 9-14-09
Enactment No. _____
Enactment Date _____

September 23, 2009

TO: Board of Education

FROM: Jacqueline P. Minor, General Counsel
Troy Christmas, Director, LMER



RE: **"Sunshining" of the United Administrators of Oakland Schools' (UAOS) Initial Proposals to the Oakland Unified School District**

ACTION REQUESTED

Conduct a Public Hearing on the United Administrators of Oakland Schools (UAOS') initial proposals (attached) for a full successor agreement, effective July 1, 2009, with the District.

BACKGROUND

Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and the UAOS may begin negotiations for a new Agreement, the parties are required to present their initial proposals for public review and comments ("sunshining") the proposals.

FISCAL IMPACT

Any tentative agreement will be within the District's financial ability to cover the anticipated costs.

RECOMMENDATION

Conduct a Public Hearing on the UAOS' initial proposals (attached) for a full Successor Agreement, effective July 1, 2009, with the Oakland Unified School District.

Attachment: UAOS' Initial Proposals

**NEGOTIATIONS
BETWEEN
OAKLAND UNIFIED SCHOOL DISTRICT ("District")
AND
UNITED ADMINISTRATORS OF OAKLAND SCHOOLS ("UAOS")
FOR A FULL
SUCCESSOR AGREEMENT**

**UNITED ADMINISTRATORS OF OAKLAND SCHOOLS
LIST OF INITIAL PROPOSALS**

September 23, 2009

As you may know, the United Administrators of Oakland Schools (UAOS) and the Oakland Unified School District (District) have been involved in Re-Opener negotiations on a very limited number of issues, specifically on UAOS Article 12: Salary Compensation and Article 6: Performance Evaluation & related Appendix 6.1 (Certificated P.E. Form) & Appendix 6.2 (Classified P.E. Form). The UAOS and the District will begin negotiations for a full Successor Agreement in September 2009 and, as such, both parties shall be expanding the scope of negotiations to include additional articles beyond those currently being discussed in the re-opener phase, and have agreed to close the re-opener. The parties have agreed to incorporate all tentative agreements (TAs) or Side Letters of Agreement already jointly agreed to during the re-opener negotiations, if any, into the upcoming negotiations for a Successor Agreement.

The current agreement between the United Administrators of Oakland Schools (UAOS) and the Oakland Unified School District (District) expired on June 30, 2009. In preparations for upcoming negotiations for a full Successor Agreement, the UAOS submits the following Articles for proposed changes to the existing Agreement with the District effective July 1, 2009.


- Article 4- Hours of Work and related Appendices 4.1 through 4.3.2
- Article 5.3.1.4 Paid Leave for Union representation at conferences, labor meetings, representation
- Article 5.3.8.1 Sabbatical Leave notification
- Article 6- Performance Evaluation and related Appendices 6.1, 6.2, and 6.3
- Article 7.6 Probationary Employees
- Article 7.7.1 Demoted Employees
- Article 12 – Salary Compensation, Article 12.2.6, Article 12.3, 12.4
- Article 13.7.5 Retired Administrators offered the opportunity to continue life insurance at group rate paid by retiree (such as dental, vision, health coverage)
- Article 17 Duration of Agreement
- Article 20.2 Voluntary Deductions
- Article 22 Management Opportunity Program
- Article 28 Summer School, Extended Year, Intervention Programs
- Article 29 Professional Development ACSA dues.

Additional

- Principal Advisory Committee
- Retiring administrator offered opportunity to apply for RA positions.
- Promotion, demotion, dismissals based on data, (2006 California law.)

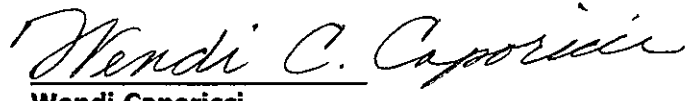
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The UAOS requests the right to be notified and have discussion prior to any additions, deletions, modifications, or amendments of these initial proposals (IPs).



JoAnna Lougin
UAOS Executive Director
8/27/09

Date



Wendi Caporicci
UAOS President
8/27/09

Date