

Board Office Use: Legislative File Info.	
File ID Number	12-0509
Introduction Date	2/22/12
Enactment Number	12-0825
Enactment Date	2-22-12



OAKLAND UNIFIED  
SCHOOL DISTRICT

Community Schools, Thriving Students

**Memo**  
**To** Board of Education  
**From** Tony Smith, PhD, Superintendent of Schools  
 Brigitte Marshall, Associate Superintendent, Human Resources Services and Support  
**Board Meeting Date** February 22, 2012  
**Subject** **Increase in Sub Rate for Food Service Assistants (FSA)**

*NEW PARTS.*  
*BS*

**Action Requested** Approval of the Oakland Unified School District's ("District") and the Nutrition Services Department's request to increase the hourly rate for non-represented Substitute Food Service Assistants (FSA) from \$8.00 to \$8.80.

**Background** The District has determined that the Nutrition Services Department is experiencing difficulty recruiting non-represented Substitute Food Service Assistants (FSA); and Nutrition Services reports that the current substitute hourly rate of \$8.00 is not competitive to attract new recruits.

**Discussion** It is the goal of the Superintendent and the Board of Education to ensure that the Nutrition Services Department provides the highest quality nutrition service meals and services to all District students. In order to address the recruitment needs of the Nutrition Service the Superintendent of the Oakland Unified School District has determined that the hourly rate for non-represented Substitute Food Service Assistants (FSA) be increased to \$8.80.

**Recommendation** Approval of the District's and Nutrition Services Department request to increase the hourly rate for non-represented Substitute Food Service Assistants (FSA) from \$8.00 to \$8.80.

**Fiscal Impact** Funding Source: FUND 13: "National School Lunch Program" and "Childcare Food Program" -- \$86,000 annual.

**Attachment** Resolution No. 1112-0162

Legislative File	
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By:	82

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
RESOLUTION NO. 1112-0162**

**RATE INCREASE  
SUBSTITUTE FOOD SERVICE ASSISTANTS (FSA)**

**WHEREAS**, it is the goal of the Superintendent and the Board of Education to ensure that the Nutrition Services Department provide the highest quality nutrition service meals and services to all District students; and

**WHEREAS**, the District continues to experience a shortage of substitute Food Service Assistants and the Nutrition Services Department reports significant difficulty in attracting new substitute Food Service Assistants; and

**WHEREAS**, the substitute Food Service Assistant rate within the District has remained unchanged for over 10 years;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education hereby determines that the hourly rate for Substitute Food Service Assistants be increased from \$8.00 to \$8.80.

**BE IT FURTHER RESOLVED**, that the Board of Education authorized the hourly rate for Substitute Food Service Assistants be increased to \$8.80, effective March 1, 2012.

Passed by the following vote:


**AYES:** David Kakishiba, Gary Yee, Christopher Dobbins, Alice Spearman  
Vice President Jumoke Hinton Hodge and President Jody London

**NOES:** None

**ABSTAINED:** None

**ABSENT:** Noel Gallo

I 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 February 22, 2012.

  
Edgar Rakestraw, Jr.  
Secretary, Board of Education  
Oakland Unified School District