


Board Office Use: Legislative File Info.	
File ID Number	13-2860
Introduction Date	9-10-14
Enactment Number	14-1658
Enactment Date	9-10-14



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

To: Board of Education

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

Meeting Date: September 10, 2014

Subject: **OUSD-OSEA-OCDPA/SEIU, Local 1021 Tentative Agreement**

Action Requested: Approval of Tentative Agreement as successor agreement for the period of July 1, 2012 through June 30, 2015.

Summary: On March 7, 2013, the negotiating teams for the District and Oakland Schools Employees Association (OSEA) and Oakland Child Development Paraprofessionals Association (OCDPA) / Service Employees International Union (SEIU), Local 1021 representing Permanent and Substitute Paraprofessionals (IAs), Permanent and Substitute White Collar employees and Permanent and Substitute Early Childhood IAs, reached a Tentative Agreement for the period of July 1, 2012 through June 30, 2015.

Recommendation: Approval of Tentative Agreement as successor agreement for the period of July 1, 2012 through June 30, 2015.

Fiscal Impact: None.

Attachment: Tentative Agreement

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Tentative Agreement for Successor Agreement

Between

OSEA/OCDPA, SEIU, Local 1021

and

Oakland Unified School District

March 7, 2013

1. The Collective Bargaining Agreement (CBA) between the Board of Education of the Oakland Unified School District and Service Employees International Union, Local 1021, shall be renewed for three (3) years period beginning July 1, 2012 and ending June 30, 2015.

The Collective Bargaining Agreement (CBA) between and for the Oakland School Employees Association, Service Employees International Union, Local 1021 (OSEA/SEIU Local 1021), representing **Permanent Paraprofessionals (IAs) and White Collar (WC) Employees** and Oakland Unified School District shall be renewed for a three year period ending June 30, 2015.

The Collective Bargaining Agreement (CBA) between and for the Oakland School Employees Association, Service Employees International Union, Local 1021 (OSEA/SEIU Local 1021), representing **"Substitute" Paraprofessionals (IAs) and White Collar (WC) Employees** and Oakland Unified School District shall be renewed for a three year period ending June 30, 2015.

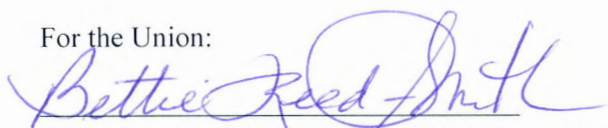
The Collective Bargaining Agreement (CBA) between and for the Oakland Child Development Paraprofessional Association, Service Employees International Union, Local 1021 (OCDPA/SEIU Local 1021), representing **permanent employees** and Oakland Unified School District shall be renewed for a three year period ending June 30, 2015.

The Collective Bargaining Agreement (CBA) between and for the Oakland Child Development Paraprofessional Association, Service Employees International Union, Local 1021 (OCDPA/SEIU Local 1021), representing **"Substitute" Paraprofessionals (IAs) and White Collar (WC) Employees** and Oakland Unified School District shall be renewed for a three year period ending June 30, 2015.

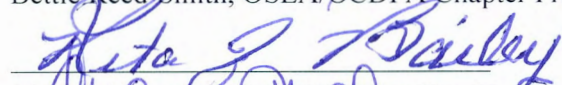
2. There shall be salary re-opener for all bargaining units for the Fiscal Year 2013 – 2014 and Fiscal Year 2014 -- 2015.

3. Me-Too-Clause – Effective July 1, 2012 through June 30, 2013, the salary schedule shall be unchanged. If any represented/unrepresented employee group and/or bargaining unit receive a wage increase during FY 2012-2013, District agrees to negotiate a wage increase for the OSEA/OCDPA represented bargaining unit employees.

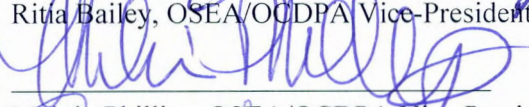
For the Union:



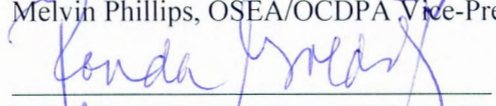
Bettie Reed-Smith, OSEA/OCDPA Chapter President



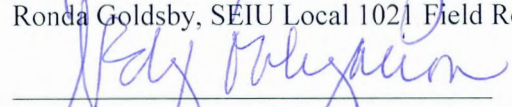
Rita Bailey, OSEA/OCDPA Vice-President



Melvin Phillips, OSEA/OCDPA Vice-President

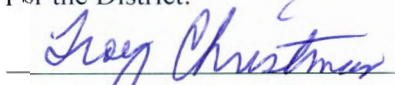


Ronda Goldsby, SEIU Local 1021 Field Representative



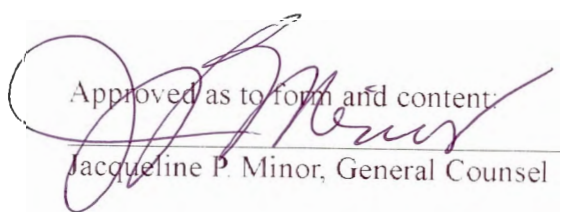
Nely Obligation, SEIU Local 1021, Schools Industry Field Director

For the District:



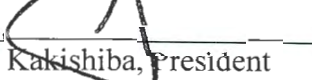
Troy Christmas, Labor Relations

Approved as to form and content:

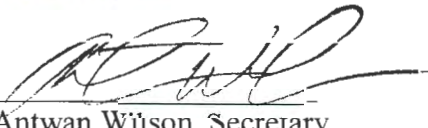


Jacqueline P. Minor, General Counsel

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 Bv:

By: 
 David Kakishiba, President
 Board of Education

Date: 9-11-14

By: 
 Antwan Wilson, Secretary
 Board of Education

Date: 9-11-14



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Alameda County Office of Education

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 Superintendent

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 Associate Superintendent
 of Business

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August 12, 2014

David Kakishiba, President
 Board of Education
 Oakland Unified School District
 1000 Broadway, Suite 680
 Oakland, CA 94607

RE: Public Disclosure of Collective Bargaining Agreement between the Oakland Unified School District and Oakland School Employees Association (OSEA) and Oakland Child Development Paraprofessionals Association (CDPA)/Service Employees International Union (SEIU), Local 1021 from 7/1/2012 through 6/30/2015.

Dear President Kakishiba:

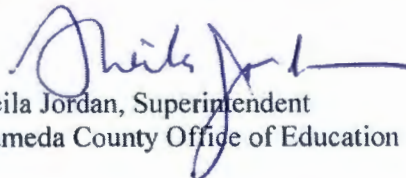
We have reviewed the Public Disclosure of Collective Bargaining Agreement for OSEA and OCDPA/SEIU, Local 1021 employees at Oakland USD covering the period beginning July 1, 2012 and ending June 30, 2015. The purpose of our review is to determine whether these agreements will have a material impact on the financial condition of the District in the current and subsequent two fiscal years.

The agreement represents an extension of a prior agreement through June 30, 2015. No cost increases were incurred by this agreement. Based on the District's 2014-15 Adopted Budget, it appears the District will continue to be able to meet the minimum reserve requirement through 2016-17.

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 Damon Smith at (510) 670-4270.

Sincerely,



Sheila Jordan, Superintendent
 Alameda County Office of Education

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

(510) 887-0152

www.acoe.org



DRS:sm

cc: Board of Education, Oakland USD
Antwan Wilson, Superintendent, Oakland USD
Vernon Hal, Deputy Superintendent of Business and Operations, Oakland USD
Ruth Alahydroian, 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
Damon R. Smith, Associate Superintendent of Business Services, ACOE
Jeffrey B. Potter, Executive Director, ACOE