

Board Office Use: Legislative File Info.	
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Introduction Date	08/12/2020
Enactment Number	
Enactment Date	

**Memo**

**To** Board of Education

**From** Kyla Johnson-Trammell, Superintendent  
Tara Gard, Deputy Chief of Talent

**Board Meeting Date** August 12, 2020

**Subject** **District Salary Schedules – Oakland Education Association (OEA) Certificated Substitute Positions**

**Action Requested** Adoption by the Board of Education of Resolution No. 1920-2040 – District Salary Schedules for OEA Certificated Sub Positions Effective:

July 1, 2007 (1.75%)  
 July 1, 2013 (2.0%)  
 July 1, 2015 (5.59%)  
 July 1, 2015 (2.74%)  
 January 1, 2016 (2.79%)  
 July 1, 2016 (3.07%)  
 January 1, 2017 (.33377%)  
 July 1, 2017 (.34%)  
 January 1, 2019  
*(STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule*  
*Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule*  
*Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule*  
*CDC and Adult Education increase of 3%)*  
 January 1, 2020  
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*CDC and Adult Education increase of 3%)*

## **Background and Discussion**

*A one paragraph explanation of the the MOU.*

The California Public Employees Retirement System (CalPERS) Office of Audit Services conducted a Public Agency Review (PAR) of Oakland Unified School District (OUSD) salary schedules and reporting to CalPERS.

The Talent and Payroll Divisions have been working closely with the Audit Compliance & Resolution Unit at CalPERS' Employer Account Management Division to ensure all OUSD pay schedules comply with California regulations. 2 C.C.R. 570.5 (a); see also Cal. Gov't Code 20636 (b)(1). Specifically, OUSD must have a Board approved salary schedule each time there is a salary increase. The PAR review requested:

- All classifications pay schedules from July 2012 adhere to California Code of Regulations 570.5.
- All classifications pay schedules include effective dates, time base, revisions, positions and Board approval.

Per CCR Section 570.5, a pay schedule, among other things, must:

- Be duly approved and adopted by the employer's governing body in accordance with the requirements of applicable public meetings laws;
- Identify the position title for every employee position;
- Show the pay rate as a single amount or multiple amounts within a range for each identified position;
- Indicate the time base such as hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- Indicate an effective date and the date of any revisions;
- Be retained by the employer and available for public inspection for not less than five years; and
- Not reference another document in lieu of disclosing the pay rate.

## **Recommendation**

Adoption by the Board of Education of Resolution No. – District Salary Schedules for OEA Certificated Sub Positions Effective:

July 1, 2007 (1.75%)  
July 1, 2013 (2.0%)  
July 1, 2015 (5.56%)  
July 1, 2015 (2.74%)  
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January 1, 2020

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## **Fiscal Impact**

There are no new anticipated fiscal impacts as a result of this salary schedule.

## **Attachments**

- OEA Certificated Subs: July 1, 2007 (1.75%)
- OEA Certificated Subs: July 1, 2013 (2.0%)
- OEA Certificated Subs: July 1, 2015 (5.56%)
- OEA Certificated Subs: July 1, 2015 (2.74%)
- OEA Certificated Subs: January 1, 2016 (2.79%)
- OEA Certificated Subs: July 1, 2016 (3.07%)
- OEA Certificated Subs: January 1, 2017 (.33377%)
- OEA Certificated Subs: July 1, 2017 (.34%)
- OEA Certificated Subs: January 1, 2019  
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*CDC and Adult Education increase of 3%)*
- OEA Certificated Subs: January 1, 2020  
*(STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule*  
*Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule*  
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*CDC and Adult Education increase of 3%)*

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1920-2040**

**- District Salary Schedules – Oakland Education Association (OEA) Certificated  
Substitute Positions -**

**WHEREAS**, it is the goal of the Oakland Unified School District to ensure organizational effectiveness, efficiency and accountability to further student achievement; and

**WHEREAS**, California Public Employees Retirement System, Office of Audit Services conducted a Public Review of Oakland Unified School District salary schedules reporting to California Public Employees Retirement System to ensure all OUSD pay schedules comply with California regulations; and

**WHEREAS**, OUSD must have a Board approved salary schedule each time there is a salary increase; and

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education approve District Salary Schedules for OEA Certificated Sub Positions Effective August 12, 2020.

July 1, 2007 (1.75%)

July 1, 2013 (2.0%)

July 1, 2015 (5.59%)

July 1, 2015 (2.74%)

January 1, 2016 (2.79%)

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Passed by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSE:

ABSENT:

### **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 August 12, 2020.

<b>Legislative File</b>	
File ID Number:	20-1432
Introduction Date:	08/12/2020
Enactment Number:	
Enactment Date:	
By:	

### **OAKLAND UNIFIED SCHOOL DISTRICT**

\_\_\_\_\_  
Jody London  
President, Board of Education

\_\_\_\_\_  
Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education

<b>OAKLAND UNIFIED SCHOOL DISTRICT</b>			
<b>TALENT</b>			
<b>SALARY SCHEDULE CERTIFICATED SUBS</b>			
<b>EFFECTIVE JULY 1, 2007</b>			

<b>Daily Rate</b>			
STIPS	\$ 138.00		
Daily Subs	\$ 118.00	1-30 days	
	\$ 138.00	31-60 days or 15+ consecutive days in same classroom	
	\$ 152.00	60+ days	
CDC	\$ 96.00	1-15 days	
	\$ 115.00	16+ days	
<b>Hourly Rate</b>			
Adult Education	\$ 24.00		
	\$ 25.59	6 hours Professional Development	

1.75% increase effective July 1, 2007

Revision:

**OAKLAND UNIFIED SCHOOL DISTRICT  
TALENT  
SALARY SCHEDULE CERTIFICATED SUBS  
EFFECTIVE JULY 1, 2013**

Daily Rate			
STIPS	\$ 140.76		
Daily Subs	\$ 120.36	1-30 days	
	\$ 140.76	31-60 days or 15+ consecutive days in same classroom	
	\$ 155.04	60+ days	
CDC	\$ 97.92	1-15 days	
	\$ 117.30	16+ days	
Hourly Rate			
Adult Education	\$ 24.48		
	\$ 26.10	6 hours Professional Development	

**Board approved increase of 2% on 06/26/2013 effective 7/1/2013**

**Revision:**

<b>OAKLAND UNIFIED SCHOOL DISTRICT</b>			
<b>TALENT</b>			
<b>SALARY SCHEDULE CERTIFICATED SUBS</b>			
<b>EFFECTIVE JULY 1, 2015</b>			

<b>Daily Rate</b>			
STIPS	\$ 148.64		
Daily Subs	\$ 127.10	1-30 days	
	\$ 148.64	31-60 days or 15+ consecutive days in same classroom	
	\$ 163.72	60+ days	
CDC	\$ 103.40	1-15 days	
	\$ 123.86	16+ days	
<b>Hourly Rate</b>			
Adult Education	\$ 25.85		
	\$ 27.56	6 hours Professional Development	

Board approved increase of 5.596% on 11/18/2015 effective 7/1/2015

Revision:



**OAKLAND UNIFIED SCHOOL DISTRICT  
TALENT  
SALARY SCHEDULE CERTIFICATED SUBS  
EFFECTIVE JULY 1, 2015**

Daily Rate			
STIPS	\$ 152.71		
Daily Subs	\$ 130.58	1-30 days	
	\$ 152.71	31-60 days or 15+ consecutive days in same classroom	
	\$ 168.20	60+ days	
CDC	\$ 106.23	1-15 days	
	\$ 127.26	16+ days	
Hourly Rate			
Adult Education	\$ 26.56		
	\$ 28.32	6 hours Professional Development	

**Board approved increase of 2.74% on 05/13/2015 effective 7/1/2015**

**Revision:**

<b>OAKLAND UNIFIED SCHOOL DISTRICT</b>			
<b>TALENT</b>			
<b>SALARY SCHEDULE CERTIFICATED SUBS</b>			
<b>EFFECTIVE JANUARY 1, 2016</b>			

<b>Daily Rate</b>			
STIPS	\$ 156.97		
Daily Subs	\$ 134.22	1-30 days	
	\$ 156.97	31-60 days or 15+ consecutive days in same classroom	
	\$ 172.89	60+ days	
CDC	\$ 109.20	1-15 days	
	\$ 130.81	16+ days	
<b>Hourly Rate</b>			
Adult Education	\$ 27.30		
	\$ 29.11	6 hours Professional Development	

Board approved increase of 2.79% on 11/18/2015 effective 1/1/2016

Revision:

**OAKLAND UNIFIED SCHOOL DISTRICT  
TALENT  
SALARY SCHEDULE CERTIFICATED SUBS  
EFFECTIVE JULY 1, 2016**

Daily Rate			
STIPS	\$ 161.79		
Daily Subs	\$ 138.34	1-30 days	
	\$ 161.79	31-60 days or 15+ consecutive days in same classroom	
	\$ 178.20	60+ days	
CDC	\$ 112.55	1-15 days	
	\$ 134.82	16+ days	
Hourly Rate			
Adult Education	\$ 28.14		
	\$ 30.00	6 hours Professional Development	

**Board approved increase of 3.07% on 11/18/2015 effective 7/1/2016**

**Revision:**

<b>OAKLAND UNIFIED SCHOOL DISTRICT</b>			
<b>TALENT</b>			
<b>SALARY SCHEDULE CERTIFICATED SUBS</b>			
<b>EFFECTIVE JANUARY 1, 2017</b>			

<b>Daily Rate</b>			
STIPS	\$ 162.33		
Daily Subs	\$ 138.80	1-30 days	
	\$ 162.33	31-60 days or 15+ consecutive days in same classroom	
	\$ 178.80	60+ days	
CDC	\$ 112.92	1-15 days	
	\$ 135.27	16+ days	
<b>Hourly Rate</b>			
Adult Education	\$ 28.23		
	\$ 30.10	6 hours Professional Development	

Board approved increase of .33377% on 11/18/2015 effective 01/01/2017

Revision:

<b>OAKLAND UNIFIED SCHOOL DISTRICT</b>			
<b>TALENT</b>			
<b>SALARY SCHEDULE CERTIFICATED SUBS</b>			
<b>EFFECTIVE JULY 1, 2017</b>			

<b>Daily Rate</b>			
STIPS	\$ 162.88		
Daily Subs	\$ 139.28	1-30 days	
	\$ 162.88	31-60 days or 15+ consecutive days in same classroom	
	\$ 179.41	60+ days	
CDC	\$ 113.31	1-15 days	
	\$ 135.73	16+ days	
<b>Hourly Rate</b>			
Adult Education	\$ 28.33		
	\$ 30.20	6 hours Professional Development	

Board approved increase of .34% on 05/13/2015 effective 07/01/2017

Revision:

<b>OAKLAND UNIFIED SCHOOL DISTRICT</b>			
<b>TALENT</b>			
<b>SALARY SCHEDULE CERTIFICATED SUBS</b>			
<b>EFFECTIVE JANUARY 1, 2019</b>			

<b>Daily Rate</b>			
STIPS	\$ 206.31		
Daily Subs	\$ 180.52	1-30 days	
	\$ 206.31	31+ days	
CDC	\$ 116.71	1-15 days	
	\$ 139.81	16+ days	
<b>Hourly Rate</b>			
Adult Education	\$ 29.18		
	\$ 31.11	6 hours Professional Development	

**Board approved on 04/24/2019 effective 01/01/2019**

**STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule  
 Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule  
 Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule**

**CDC and Adult Education increase of 3%**

**Revision:**

**OAKLAND UNIFIED SCHOOL DISTRICT  
TALENT  
SALARY SCHEDULE CERTIFICATED SUBS  
EFFECTIVE JANUARY 1, 2020**

Daily Rate				
STIPS	\$ 210.44			
Daily Subs	\$ 184.13	1-30 days		
	\$ 210.44	31+ days		
CDC	\$ 119.04	1-15 days		
	\$ 142.61	16+ days		
Hourly Rate				
Adult Education	\$ 30.36			
	\$ 32.36	6 hours Professional Development		

**Board approved on 04/24/2019 effective 01/01/2020**

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**CDC and Adult Education increase of 2%**

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