

Board Office Use: <b>Legislative File Info.</b>	
File ID Number	18-1586
Introduction Date	06/27/2018
Enactment Number	18-1160
Enactment Date	6/27/18 os



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# Memo

**To** Board of Education

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

**Board Meeting Date** June 27, 2018

**Subject** District Salary Schedules for Executive Cabinet, Confidential and Unrepresented Positions

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**Action Requested** Adoption by the Board of Education of Resolution No. 1718-0209 – District Salary Schedules for Executive Cabinet, Confidential and Unrepresented Positions Effective June 27, 2018.

**Background & Discussion** California regulations require retirement compensation to be calculated from income listed on a publicly-approved pay schedule. 2 C.C.R. § 570.5 (a); see also Cal. Gov't Code § 20636 (b)(1). The attached salary schedule is intended to comply with this mandate and promote transparency in all OUSD positions.

**Recommendation** The Superintendent is recommending that the Board approve a salary schedule for executive cabinet, confidential and unrepresented staff.

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

**Attachments** Resolution No. 1718-0209  
Exhibit "A" – Salary Schedule Confidential (CFCA) 12 Month  
Classified Administrators  
Exhibit "B" - Salary Schedule Executive Unrepresented (EXEC) 12 Month  
Classified Administrators

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RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1718-0209

**District Salary Schedule for Executive Cabinet, Confidential and Unrepresented  
Positions**

**Effective June 27, 2018**

**WHEREAS**, California regulations require retirement compensation be based on public available salary schedules;

**WHEREAS**, the salary schedule attached herewith reflects current salaries for the positions and does not represent a salary increase for any employees currently holding these positions;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education approves Salary Schedule Confidential (CFCA) 12 Month Classified Administrators (Exhibit "A") and Salary Schedule Executive Unrepresented (EXEC) 12 Month Classified Administrators (Exhibit "B") and authorizes the Superintendent of Schools or designee to implement said Salary Schedules effective June 27, 2018.

PASSED AND ADOPTED at a Regular Meeting of the Board of Education of the Oakland Unified School District this 27<sup>th</sup> day of June, 2018, by the following vote, to wit:

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: Student Director Gema Quetzal

PREFERENTIAL RECUSE: None

AYES: Jame Harris, Shanthi Gonzales, Roseann Torres, Jody London, Vice President Jumoke Hinton Hodge, President Aimee Eng

NOES: Nina Senn

ABSTAINED: None

RECUSE: None

ABSENT: Student Director Enasia Mc-Elvaine

#### CERTIFICATION

I, Kyla Johnson-Trammell, Superintendent and Secretary of the Board of Education of the Oakland Unified School District, Alameda County, State of California, do hereby certify that the foregoing Resolution was duly approved and adopted by the Board of Education of said district at a Regular Meeting thereof held on the 27th of June 2018 with a copy of such Resolution being on file in the Office of the Board of Education of the District.



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Kyla Johnson-Trammell  
Superintendent and Secretary of the Board

#### Attachments:

Exhibit "A" – Salary Schedule Confidential (CFCA) 12 Month Classified Administrators

Exhibit "B" - Salary Schedule Executive Unrepresented (EXEC) 12 Month Classified Administrators

Exhibit "A"

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 6/21/2018						
TALENT DIVISION						
SALARY SCHEDULE CONFIDENTIAL (CFCA) 12 MONTH CLASSIFIED ADMINISTRATORS						
Periods: 12, Days/Year: 261, Hours/Day: 7.5						
CFCA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>Range 01</b>						
ANNUAL	\$35,576.93	\$37,362.11	\$39,223.25	\$41,185.68	\$43,236.73	\$45,414.40
MONTHLY	\$2,964.74	\$3,113.51	\$3,268.60	\$3,432.14	\$3,603.06	\$3,784.53
DAILY	\$136.31	\$143.15	\$150.28	\$157.80	\$165.66	\$174.00
HOURLY	\$18.17	\$19.09	\$20.04	\$21.04	\$22.09	\$23.20
<b>Range 02</b>						
ANNUAL	\$37,362.11	\$39,223.25	\$41,185.68	\$43,236.73	\$45,414.40	\$47,668.02
MONTHLY	\$3,113.51	\$3,268.60	\$3,432.14	\$3,603.06	\$3,784.53	\$3,972.34
DAILY	\$143.15	\$150.28	\$157.80	\$165.66	\$174.00	\$182.64
HOURLY	\$19.09	\$20.04	\$21.04	\$22.09	\$23.20	\$24.35
<b>Range 03</b>						
ANNUAL	\$39,223.25	\$41,185.68	\$43,236.73	\$45,414.40	\$47,668.02	\$50,060.92
MONTHLY	\$3,268.60	\$3,432.14	\$3,603.06	\$3,784.53	\$3,972.34	\$4,171.74
DAILY	\$150.28	\$157.80	\$165.66	\$174.00	\$182.64	\$191.80
HOURLY	\$20.04	\$21.04	\$22.09	\$23.20	\$24.35	\$25.57
<b>Range 04</b>						
ANNUAL	\$41,185.68	\$43,236.73	\$45,414.40	\$47,668.02	\$50,060.92	\$52,567.76
MONTHLY	\$3,432.14	\$3,603.06	\$3,784.53	\$3,972.34	\$4,171.74	\$4,380.65
DAILY	\$157.80	\$165.66	\$174.00	\$182.64	\$191.80	\$201.41
HOURLY	\$21.04	\$22.09	\$23.20	\$24.35	\$25.57	\$26.85
<b>Range 05</b>						
ANNUAL	\$43,236.73	\$45,414.40	\$47,668.02	\$50,060.92	\$52,567.76	\$55,188.56
MONTHLY	\$3,603.06	\$3,784.53	\$3,972.34	\$4,171.74	\$4,380.65	\$4,599.05
DAILY	\$165.66	\$174.00	\$182.64	\$191.80	\$201.41	\$211.45
HOURLY	\$22.09	\$23.20	\$24.35	\$25.57	\$26.85	\$28.19

Range 18						
ANNUAL	\$81,092.61	\$85,144.08	\$89,410.78	\$93,880.05	\$98,577.22	\$103,502.28
MONTHLY	\$6,757.72	\$7,095.34	\$7,450.90	\$7,823.34	\$8,214.77	\$8,625.19
DAILY	\$310.70	\$326.22	\$342.57	\$359.69	\$377.69	\$396.56
HOURLY	\$41.43	\$43.50	\$45.68	\$47.96	\$50.36	\$52.87
Range 19						
ANNUAL	\$84,232.50	\$88,448.56	\$92,867.19	\$97,513.71	\$102,388.13	\$107,503.10
MONTHLY	\$7,019.37	\$7,370.71	\$7,738.93	\$8,126.14	\$8,532.34	\$8,958.59
DAILY	\$322.73	\$338.88	\$355.81	\$373.62	\$392.29	\$411.89
HOURLY	\$43.03	\$45.18	\$47.44	\$49.82	\$52.31	\$54.92
Range 20						
ANNUAL	\$88,448.56	\$92,867.19	\$97,513.71	\$102,388.13	\$107,503.10	\$112,871.30
MONTHLY	\$7,370.71	\$7,738.93	\$8,126.14	\$8,532.34	\$8,958.59	\$9,405.94
DAILY	\$338.88	\$355.81	\$373.62	\$392.29	\$411.89	\$432.46
HOURLY	\$45.18	\$47.44	\$49.82	\$52.31	\$54.92	\$57.66
Range 21						
ANNUAL	\$92,867.19	\$97,508.43	\$102,386.02	\$107,503.10	\$112,879.74	\$118,529.63
MONTHLY	\$7,738.93	\$8,125.70	\$8,532.17	\$8,958.59	\$9,406.64	\$9,877.47
DAILY	\$355.81	\$373.60	\$392.28	\$411.89	\$432.49	\$454.14
HOURLY	\$47.44	\$49.81	\$52.30	\$54.92	\$57.67	\$60.55
Range 22						
ANNUAL	\$97,513.71	\$102,388.13	\$107,503.10	\$112,871.30	\$118,530.69	\$124,443.29
MONTHLY	\$8,126.14	\$8,532.34	\$8,958.59	\$9,405.94	\$9,877.56	\$10,370.27
DAILY	\$373.62	\$392.29	\$411.89	\$432.46	\$454.14	\$476.79
HOURLY	\$49.82	\$52.31	\$54.92	\$57.66	\$60.55	\$63.57
Range 23						
ANNUAL	\$102,388.13	\$107,503.10	\$112,871.30	\$118,530.69	\$124,443.29	\$130,685.08
MONTHLY	\$8,532.34	\$8,958.59	\$9,405.94	\$9,877.56	\$10,370.27	\$10,890.42
DAILY	\$392.29	\$411.89	\$432.46	\$454.14	\$476.79	\$500.71
HOURLY	\$52.31	\$54.92	\$57.66	\$60.55	\$63.57	\$66.76



Range 24						
ANNUAL	\$107,503.10	\$112,883.96	\$118,530.69	\$124,443.29	\$130,685.08	\$137,205.41
MONTHLY	\$8,958.59	\$9,407.00	\$9,877.56	\$10,370.27	\$10,890.42	\$11,433.78
DAILY	\$411.89	\$432.51	\$454.14	\$476.79	\$500.71	\$525.69
HOURLY	\$54.92	\$57.67	\$60.55	\$63.57	\$66.76	\$70.09
Range 25						
ANNUAL	\$112,883.96	\$118,530.69	\$124,430.63	\$130,685.08	\$137,218.07	\$144,080.24
MONTHLY	\$9,407.00	\$9,877.56	\$10,369.22	\$10,890.42	\$11,434.84	\$12,006.69
DAILY	\$432.51	\$454.14	\$476.75	\$500.71	\$525.74	\$552.03
HOURLY	\$57.67	\$60.55	\$63.57	\$66.76	\$70.10	\$73.60
Range 26						
ANNUAL	\$118,530.69	\$124,430.63	\$129,630.01	\$137,218.07	\$144,080.24	\$151,271.59
MONTHLY	\$9,877.56	\$10,369.22	\$10,802.50	\$11,434.84	\$12,006.69	\$12,605.97
DAILY	\$454.14	\$476.75	\$496.67	\$525.74	\$552.03	\$579.58
HOURLY	\$60.55	\$63.57	\$66.22	\$70.10	\$73.60	\$77.28
Range 27						
ANNUAL	\$124,430.63	\$130,685.08	\$137,218.07	\$144,080.24	\$151,271.59	\$158,830.11
MONTHLY	\$10,369.22	\$10,890.42	\$11,434.84	\$12,006.69	\$12,605.97	\$13,235.84
DAILY	\$476.75	\$500.71	\$525.74	\$552.03	\$579.58	\$608.54
HOURLY	\$63.57	\$66.76	\$70.10	\$73.60	\$77.28	\$81.14
Range 28						
ANNUAL	\$130,685.08	\$137,218.07	\$144,080.24	\$151,271.59	\$158,817.45	\$166,806.43
MONTHLY	\$10,890.42	\$11,434.84	\$12,006.69	\$12,605.97	\$13,234.79	\$13,900.54
DAILY	\$500.71	\$525.74	\$552.03	\$579.58	\$608.50	\$639.11
HOURLY	\$66.76	\$70.10	\$73.60	\$77.28	\$81.13	\$85.21

**Longevity:** In addition to the salaries specified above, administrative employees shall be paid a longevity of \$729.00 per year after 20 years of service in the District. This stipend shall be increased to \$1092.00 after 25 years of service in the District. Notify Human Resources when you are eligible.

**Doctoral Stipend:** In addition to the salaries specified above, administrative employees who possess an appropriate earned doctorate shall be paid And additional stipend of \$3000.00 per Year. Administrative employees who have completed the

## Exhibit "B"

OAKLAND UNIFIED SCHOOL DISTRICT Printed: 6/21/2018						
Talent Division						
SALARY SCHEDULE EXECUTIVE UNREPRESENTED (EXEC) 12 MONTH CLASSIFIED ADMINISTRATORS						
Periods: 12, Days/Year: 261, Hours/Day: 7.5						
Position	Range	Work Days	Step 1	Step 2	Step 3	
Director, Legal Support Services	1	261	116,504.85	120,000.00	123,600.00	
Staff Attorney	2	261	131,963.43	135,922.33	140,000.00	
General Attorney	2	261	131,963.43	135,922.33	140,000.00	
Network Superintendent	3	261	146,000.00	150,380.00	154,891.40	
Deputy General Counsel, Litigation, Claims & Complex Transactions	4	261	150,000.00	154,500.00	159,135.00	
Deputy Chief, Equity	5	261	154,043.74	158,665.05	163,425.00	
Deputy Chief, Student Services	6	261	157,499.93	162,224.93	167,091.68	
Deputy Chief, Academic, Early Childhood Learning	7	261	157,499.97	162,224.97	167,091.72	
Deputy Chief, Communications	7	261	157,499.97	162,224.97	167,091.72	
Deputy Chief, Post-Secondary Readiness	8	261	157,500.00	162,225.00	167,091.75	
Deputy Chief, Information Technology and Chief Technology Officer	9	261	157,766.99	162,500.00	167,375.00	
Deputy Chief, Continuous Improvement and Project Mgmt	9	261	157,766.99	162,500.00	167,375.00	
Deputy Chief, Teaching & Learning	10	261	158,631.05	163,389.98	168,291.68	
Deputy Chief, Talent	11	261	160,241.30	165,048.54	170,000.00	
Chief of Police	12	261	169,667.26	174,757.28	180,000.00	
Chief Financial Officer	13	261	170,609.86	175,728.16	181,000.00	
Deputy Chief, Facilities Planning and Management	14	261	174,757.28	180,000.00	185,400.00	
Chief of Staff	15	261	183,806.20	189,320.39	195,000.00	
General Counsel	16	261	186,633.99	192,233.01	198,000.00	
Senior Business Officer	17	261	209,000.00	215,270.00	221,728.10	
Chief Business Officer	18	261	226,223.02	233,009.71	240,000.00	
Chief Academic Officer	18	261	233,009.71	233,009.71	240,000.00	
Superintendent	19	261	263,926.85	271,844.66	280,000.00	
<b>Doctoral Stipend:</b> In addition to the salaries specified above, administrative employees who possess an appropriate earned doctorate shall be paid And additional stipend of \$3000.00 per Year. Administrative employees who have completed the following units and degree requirements shall be deemed To possess the equivalent of an earned doctorate And shall also be paid the additional stipend 2500.00 per Year.						
An approved program consisting of an earned Master's Degree and 90 upper division And graduate units beyond the BA Degree from colleges And universities accredited by the Commission For TeacherPreparation And Licensing, of which at least 35 units must beat the graduate level. These 35 units must give evidence of a planned program of advance study appropriate to service In the public schools. Not more than 30 of these 90 units may be In equivalents.						
Members with a Masters Degree shall receive an annual stipend of \$1200.00 per Year.						