


OAKLAND UNIFIED SCHOOL DISTRICT
Office of the General Counsel

September 23, 2009

TO: Board of Education

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

RE: **"Sunshining" of the District's Initial Proposals to the California School Employees Association, (CSEA) Chapter 1**

ACTION REQUESTED

Conduct a Public Hearing on the District's (attached) for a full successor Agreement, effective July 1, 2009, with the California School Employees Association.

BACKGROUND

Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and CSEA 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 District's (attached) for a full successor Agreement, effective July 1, 2009, with the California School Employees Association.

Attachment: District's Initial Proposals



District Initial Proposals to California School Employees Association (CSEA), Chapter 1

- Article 1 – Recognition
- Article 2 – Definitions
- Article 3 - Non-Discrimination
- Article 4 - District Rights
- Article 5 – Compensation
- Article 6 – Hours of Employment
- Article 7 – Leaves
- Article 8 – Safety Conditions
- Article 9 – Health and Welfare Benefits
- Article 10- Retirement and Annuity Plans
- Article 11- Transfer Policy
- Article 12- Evaluation
- Article 13- Grievance Procedure
- Article 14- Disciplinary Procedures or Permanent Employees and Rules for the Conduct of Grievance Arbitrations and Disciplinary
- Article 15- Concerted Activities
- Article 16- Dues Deduction
- Article 17- Scope of Agreement
- Article 18- Separability of Provisions
- Article 19- Organizational Security
- Article 20- Concerted Activities

The District reserves the right to add, delete, modify, or amend these proposals.