

Board Office Use: Legislative File Info.	
File ID Number	15-0460
Introduction Date	3-11-15
Enactment Number	15-0331
Enactment Date	3/11/15 <i>em</i>



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

To: Board of Education

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

Meeting Date: March 11, 2015

Subject: Resolution Regarding Wage Increase for Unrepresented Employees –
Substitute Custodians, Substitute Aides Special Education and
Substitute Food Service Workers

Action Requested: Approval by the Board of Education of Resolution to provide wage increase for subject employees effective March 2, 2015.

Summary: The District, AFSCME and SEIU have reached Side Letters of Agreements to provide their members with wage increases to conform to the new minimum wage changes effective March 2, 2015. This Resolution is to request comparable increases to hourly wages for unrepresented substitutes.

Recommendation: Approval by the Board of Education of Resolution to provide wage increase for subject employees effective March 2, 2015.

Fiscal Impact: General Purpose Fund.

Attachments: - Resolution

**RESOLUTION OF THE BOARD OF EDUCATION
OF THE OAKLAND UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 1415-1077**

In Support of Wages Equal to or Exceeding Community Wage Standards

WHEREAS, California has set a minimum wage to ensure that all workers are paid a wage that allows for a basic standard of living;

WHEREAS, the District currently has categories of unrepresented employees who are paid at or higher than the California minimum wage;

WHEREAS, Effective March 2, 2015, the community standard for minimum wages will be set at a rate higher than the minimum wage set by California;

WHEREAS, the Oakland Unified School District believes all employees should be paid a wage that reflects the cost of living in Oakland, and for that reason supports the spirit of Oakland's higher wage standard;

NOW THEREFORE, BE IT RESOLVED THAT, the Board of Education of the Oakland Unified School District does hereby determine that the hourly rate for Substitute Food Service Assistants and Substitute Aides Special Education be increased to \$12.25 per hour;

NOW THEREFORE, BE IT RESOLVED THAT, the Board of Education of the Oakland Unified School District does hereby determine that the hourly rate for Substitute Custodians be increased to \$12.61 per hour.

PASSED AND ADOPTED by the Board of Education the Oakland Unified School District, this 11th day of March, 2015, by the following vote:

AYES: **Roseann Torres, Jumoke Hinton Hodge, Aimee Eng, Nina Senn, Shanthi Gonzales,
Vice President Jody London, President James Harris**

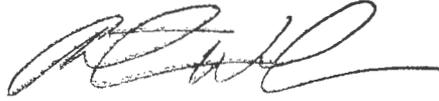
NOES: **None**

ABSTAINED: **None**

ABSENT: **None**

CERTIFICATION

I, Antwan Wilson, 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 meeting thereof held on 11th day of March, 2015 with a copy of such Resolution being on file in the Administrative Office of said District.



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By: 02

Antwan Wilson, Secretary Board of
Education

Unrepresented Substitutes in following classifications: Custodian, Food Service Assistant and Aide Special Education

Positions	Salary Schedule	New HOURLY RATE*
CUSTODIAN SUBs	CSUB/08/01	12.01
FOOD SERVICE ASSISTANT SUB	CSUB/20/01	12.25
AIDES SPECIAL EDUCATION SUB	CSUB/07/01	12.25
	CSUB/02/01	12.25
	CSUB/09/01	12.25
	CSUB/21/01	12.25

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