

<b>Board Office Use: Legislative File Info.</b>	
File ID Number	13-0560
Introduction Date	3-27-13
Enactment Number	_____
Enactment Date	_____



OAKLAND UNIFIED  
SCHOOL DISTRICT

Community Schools, Thriving Students

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**To:** Board of Education

**From:** Jacqueline Minor, General Counsel, Troy Christmas, Director, LMER

**Meeting Date:** March 27, 2013

**Subject:** "Sunshining" of the California School Employees Association (CSEA) Oakland Chapter 1 Initial Proposals to the District

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**Action Requested:** Conduct a Public Hearing on the California School Employees Association (CSEA) Oakland Chapter 1 initial proposals (attached) for a full Successor Agreement, effective July 1, 2013 through June 30, 2016, with the District.

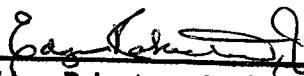
**Summary:** Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and OEA may begin negotiations for a new Agreement; the parties are required to present their initial proposals for public review and comments ("sunshining") the proposals.

**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 California School Employees Association (CSEA) Oakland Chapter 1 initial proposals (attached) for a full Successor Agreement, effective July 1, 2013 through June 30, 2016, with the District.

**Attachments:** CSEA's Initial Proposals

**Certified:**

 3/28/13  
Edgar Rakestraw, Jr., Secretary  
Board of Education

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
and it's  
Oakland Chapter 1**

**INITIAL PROPOSAL  
For July 1, 2013-June 30, 2016 Successor Agreement  
February 8, 2013**

**ARTICLE 5-SALARY COMPENSATION**

1. Salary parity with other Bay Area Law Enforcement Agencies
2. Stipend for Level of Work performed/Hazard Pay
3. Professional Development
4. *Bi-Lingual*

**ARTICLE 10-RETIREMENT AND ANNUITY PLANS**

1. CSEA proposes the district increase the percentage allocated to PERS safety retirement from ~~2% to 3%~~ *2.75 @ 55*

**ARTICLE 9-HEALTH AND WELFARE BENEFITS**

1. CSEA proposes change in contract language to reflect eligibility for Health and Welfare Benefits from date of hire

**ARTICLE 6-HOURS OF EMPLOYMENT**

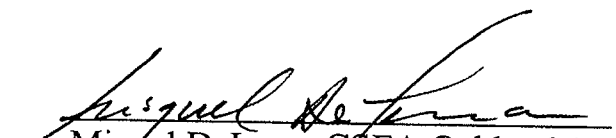
1. Clean up language on Mandatory Overtime and Emergency situations

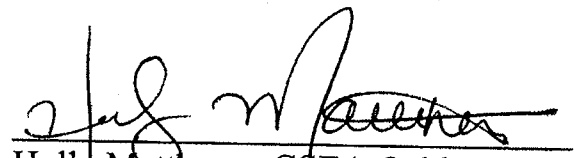
**ARTICLE 22-TERM OF AGREEMENT AND NEGOTIATIONS**

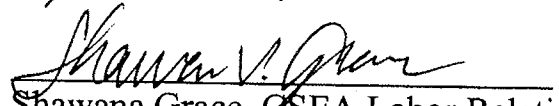
1. Change to Reflect new Contract term

CSEA reserves the right to add to, delete, modify, amend, or otherwise revise its proposal(s) until such time as complete tentative agreements have been reached.

**Signed on February 8, 2013**

  
Miguel DeLuna, CSEA Oakland 1

  
Holly Matthews, CSEA Oakland 1

  
Shawana Grace, CSEA Labor Relations Rep