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Enactment Number	17-1087
Enactment Date	6/29/17



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

LABOR MANAGEMENT & EMPLOYEE RELATIONS

Memo

To Board of Education

From Marion McWilliams, General Counsel
Jenine Lindsey, Director of Labor Strategy

Board Meeting Date June 28, 2017

Subject **Approval of Side Letter of Agreement, as Agreement between Oakland Unified School District (“District”) and Oakland Education Association (“OEA”) concerning Work Year and Collaboration Time 2017-2020**

Action Requested Approval by the Board of Education of the Side Letter of Agreement, as Agreement, between the District and OEA concerning the 2017-18, 2018-19 and 2019-20 work years for ten-month OEA members.

Summary On February 27, 2017, the parties representing the District and OEA reached an agreement regarding the 2017-18, 2018-19 and 2019-20 work years for ten-month OEA members. The agreement specifies the professional development days, planning days, first day of instruction, and a ½ professional development day/ ½ planning day for ten month OEA unit members in all three years.

Fiscal Impact No financial impact. The agreement is within the District’s financial ability to cover.

Recommendation Approval by the Board of Education of the Side Letter of Agreement, as Agreement, between the District and OEA concerning the 2017-18, 2018-19 and 2019-20 work years for OEA ten month employees.

Attachments

- Side Letter of Agreement

17-1401
6-28-2017
17-1087
6/29/17

TA #2

OEA P-5

SIDE LETTER OF AGREEMENT

**Concerning the 2017-2018, 2018-2019 and 2019-2020 Work Year Calendars
Between the Oakland Education Association
And the Oakland Unified School District**

This side letter agreement is entered into between the Oakland Education Association (the "Association") and the Oakland Unified School District (the "Employer") concerning the 2017-2018, 2018-2019 and 2019-2020 work years for ten-month OEA unit members (school year employees).

I. 2017-2018 - For the 2017-18 School Year:

1. Ten-month OEA unit members (school year employees) shall return for one (1) professional development day (August 16, 2017), -one (1) day divided equally between site-based, teacher-driven collaboration activities and teacher workday/planning activities (August 17, 2017), and one (1) day for teacher workday/planning activities (August 18, 2017).
2. The first student attendance day shall be August 21, 2017; the last student attendance day shall be June 7, 2018; and June 8, 2018 shall be a teacher workday/planning day.
3. A copy of the 2017-2018 calendar is attached hereto and incorporated herein by reference.
4. The collaboration activities on one-half of one of the days referred to in paragraph I (1) above shall be determined at the site level in collaboration with the Faculty Council and may consist of a variety of activities, including but not limited to, planning efforts to improve academic performance of students, supporting teachers with implementing academic course standards, articulation with Programs for Exceptional Children, department, PLC's/small learning communities, and grade level lesson planning and professional development.
5. Newly hired ten-month OEA unit members (school year employees) initially employed for the 2017-2018 school year on or before August 15, 2017 shall be paid not later than September 15, 2017 for all days worked in August 2017. "Initially employed" as used herein means the employee has actually received an "Authorization to Work" form from the District Talent Department (human resources) on or before August 15, 2017.
6. Unit members who were employed during the 2016-17 school year and who can demonstrate that they have made plans prior to the publication of the 2017 - 2018 calendar, which preclude them from beginning work prior to the fourth (4th) Monday shall be given the option of using personal leave or provided an opportunity to make up the time during the 2017-18 year.

II. 2018-2019 - For the 2018-19 School Year:

1. Ten-month OEA unit members (school year employees) shall return for one (1) professional development day (August 8, 2018), -one (1) day divided equally between site-based, teacher-driven collaboration activities and teacher workday/planning activities (August 9, 2018,), and one (1) day for teacher workday/planning activities (August 10, 2018).

2. The first student attendance day shall be August 13, 2018. The remainder of the 2018-2019 unit member work year shall be completed during negotiations for a successor to the 2014-2017 Collective Bargaining Agreement.
3. The collaboration activities on one-half of one of the days referred to in paragraph II (1) above shall be determined at the site level in collaboration with the Faculty Council and may consist of a variety of activities, including but not limited to, planning efforts to improve academic performance of students, supporting teachers with implementing academic course standards, articulation with Programs for Exceptional Children, department, PLC's/small learning communities, and grade level lesson planning and professional development.
4. Commencing with the 2018-2019 school year and continuing thereafter, ten month OEA unit members (school year employees) shall be paid according to a ten-month installment plan commencing with the last working day of August 2018 and ending on the last working day of May 2019.

III. 2019-2020 - For the 2019-2020 School Year:

1. Ten-month OEA unit members (school year employees) shall return for one (1) professional development day (August 7, 2019), one (1) day divided equally between site-based, teacher-driven collaboration activities and teacher workday/planning activities (August 9, 2019), and one (1) day for teacher workday/planning activities (August 9, 2019).
2. The first student attendance day shall be August 12, 2019. The remainder of the 2019-2020 unit member work year shall be completed during negotiations for a successor to the 2014-2017 Collective Bargaining Agreement.
3. The collaboration activities on one-half of one of the days referred to in paragraph II (1) above shall be determined at the site level in collaboration with the Faculty Council and may consist of a variety of activities, including but not limited to, planning efforts to improve academic performance of students, supporting teachers with implementing academic course standards, articulation with Programs for Exceptional Children, department, PLC's/small learning communities, and grade level lesson planning and professional development.

IV. The parties agree that the following modifications shall be made as part of ratification of the successor to the 2014-2017 Collective Bargaining Agreement:

1. Section 10.1 (Work Year) shall be amended to incorporate paragraphs I, II and III above.
2. Section 24.7.6.1 shall be modified to incorporate paragraph II (4) above.
3. Ten-month OEA unit members (school year employees) shall return for one (1) professional development day, one (1) teacher workday/planning day, one (1) day divided equally between site-based, teacher-driven collaboration activities and teacher workday/planning activities.
4. To the extent that this Side Letter Agreement conflicts with any provisions of the Collective Bargaining Agreement between the parties in effect as of the date hereof, the parties shall negotiate appropriate modifications.

In witness whereof the parties hereto have executed this agreement this 27th day of February

~~2018:~~ 2017 *Don Lk*
mg

**OAKLAND EDUCATION
ASSOCIATION**

By: *John R. Mc*

By: *[Signature]*

**OAKLAND UNIFIED SCHOOL
DISTRICT**

By: *Jane Fudge*

By: *[Signature]*

6/29/17

James Harris
President, Board of Education

Devin Dillon

Devin Dillon, Ph.D.
Interim Secretary, Board of Education

6/29/17

OEA P-5: 2017-2018 Proposal Calendar

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180 School days

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