

Board Office Use: Legislative File Info.	
File ID Number	12-0508
Introduction Date	2/22/12
Enactment Number	12-0824
Enactment Date	2-22-12 <i>AS</i>



OAKLAND UNIFIED  
SCHOOL DISTRICT

Community Schools, Thriving Students

# Memo

**To** Board of Education

**From** Tony Smith, PhD, Superintendent of Schools *WJW.T.S.*  
 Brigitte Marshall, Associate Superintendent, Human Resources Services  
 and Support *BM*

**Board Meeting Date** February 22, 2012

**Subject** Increase in Substitute Rate for Aides Special Education (ASE)

**Action Requested** Approval of the Oakland Unified School District's ("District") and the Programs for Exceptional Children (PEC) request to increase the hourly rate for non-represented Substitute Aides Special Education (ASE) from \$8.18 to \$10.00.


**Background** The District has determined that Programs for Exceptional Children (PEC)/Special Education is experiencing difficulty recruiting non-represented Substitute Aides Special Education (ASE); and PEC reports that the current substitute hourly rate of \$8.18 is not competitive and insufficient to attract new recruits.

**Discussion** It is the goal of the Superintendent and the Board of Education to ensure that Programs for Exceptional Children (PEC)/Special Education provide the highest quality service and support to all students identified as having learning disabilities or exceptional mental or physical needs. In order to address the recruitment needs of the PEC the Superintendent of the Oakland Unified School District has determined that the hourly rate for non-represented Substitute Aides Special Education (ASE) be increased to \$10.00.

**Recommendation** Approval of the District's and PEC's request to increase the hourly rate for non-represented Substitute Aides Special Education (ASE) from \$8.18 to \$10.00.

**Fiscal Impact** Funding Source: Special Education Instruction -- \$22,714 annual.

**Attachments** Resolution No. 1112-0161

Legislative File	
ID Number:	12-0508
Introduction Date:	2/22/12
Enactment Number:	12-0324
Enactment Date:	2-22-12
By:	

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
NO. 1112-0161**

**RATE INCREASE  
SUBSTITUTE AIDES SPECIAL EDUCATION (ASE)**

**WHEREAS**, it is the goal of the Superintendent and the Board of Education to ensure that the Special Education Department provide the highest quality service and support to all students identified as having learning disabilities or exceptional mental or physical needs; and

**WHEREAS**, the District continues to experience a shortage of substitute Aides and the Special Education Department reports that the current hourly rate is not competitive and insufficient to attract new recruits; and

**WHEREAS**, the substitute Aides Special Education rate within the District has remained unchanged for over 10 years;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education hereby determines that the hourly rate for Substitute Aides Special Education be increased from \$8.18 to \$10.00.

**BE IT FURTHER RESOLVED**, that the Board of Education authorized the hourly rate for Substitute Aides Special Education be increased to \$10.00, effective March 1, 2012.

Passed by the following vote:

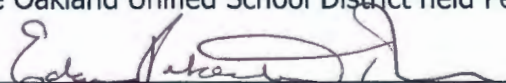
**AYES:** David Kakishiba, Gary Yee, Christopher Dobbins, Alice Spearman,  
Vice President Jumoke Hinton Hodge, and President Jody London

**NOES:** None

**ABSTAINED:** None

**ABSENT:** Noel Gallo

I hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held February 22, 2012.

  
Edgar Rakestraw, Jr.  
Secretary, Board of Education  
Oakland Unified School District