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**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Board Cover Memorandum

To Board of Education

From Cary Kaufman, President
Moyra Contreras, Executive Director
United Administrators of Oakland Schools

Meeting Date December 10, 2025

Subject United Administrators of Oakland Schools (“UAOS”) Sunshine- Initial Proposals for a successor collective bargaining agreement (Public Hearing)

Ask of the Board Conduct a Public Hearing on UAOS Sunshine for Initial Proposals for a successor collective bargaining agreement.

Background UAOS is intending to negotiate all Articles in the contract. The current contract contains sections and language in many of the Articles that are no longer applicable or relevant to the current conditions.

Discussion Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and UAOS may begin reopener negotiations, the parties are required to present initial proposals for public review and comments. This process is often referred to as “sunshining.”

Fiscal Impact Any tentative agreement will be within the District’s financial ability to cover anticipated costs.

Attachment(s)

- UAOS Sunshine Letter



United Administrators of Oakland Schools
8517 Earhart Road, Suite 200, Oakland CA 94621
www.uaosoakland.org

August 20, 2025

Via Email and Hand Delivery

Ms. Jenine Lindsey
General Counsel
Oakland Unified School District
1011 Union Street Oakland, CA 94607

UAOS Sunshine for a New (Successor) Contract for July 1, 2026 through June 30, 2029

The current UAOS Collective Bargaining Agreement (CBA) is in effect from July 1, 2023 through June 30, 2026. The United Administrators of Oakland Schools (UAOS) hereby provides notice of our intent to open negotiations with the Oakland Unified School District (OUSD) for a new contract.

We intend to negotiate all Articles in the contract. The current contract contains sections and language in many of the Articles that are no longer applicable or relevant to the current conditions. For this reason, we need to open all Articles.

We look forward to engaging in good-faith negotiations with OUSD on this matter.

Sincerely,

Cary Kaufman
President, United Administrators of Oakland Schools

cc: Edgar Rakestraw, Executive Assistant and Parliamentarian to the OUSD Board
Ronald Morris Jr., Office Manager
Labor Management and Employee Relations (LMER)