

Board Office Use: Legislative File Info.	
File ID Number	20-1432
Introduction Date	10/14/2020
Enactment Number	20-1477
Enactment Date	10/14/2020 lf

Memo

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Deputy Chief of Talent

Board Meeting

Date

Subject District Salary Schedules for OEA Certificated Subs

Action Requested

Adoption by the Board of Education of Resolution No. 1920-2040 – District Salary Schedules for OEA Certificated Sub Positions Effective:

- July 1, 2007 (1.75%)
- July 1, 2013 (2.0%)
- July 1, 2015 (5.596%)
- July 1, 2015 (2.74%)
- January 1, 2016 (2.79%)
- July 1, 2016 (3.07%)
- January 1, 2017 (.33377%)
- July 1, 2017 (.34%)
- January 1, 2019
- (STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule*
- Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule*
- Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule*
- CDC and Adult Education increase of 3%)*
- January 1, 2020
- (STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule*
- Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule*
- Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule*
- CDC and Adult Education increase of 2%)*

Background and Discussion

A one paragraph explanation of the the MOU.

The California Public Employees Retirement System (CalPERS) Office of Audit Services conducted a Public Agency Review (PAR) of Oakland Unified School District (OUSD) salary schedules and reporting to CalPERS.

The Talent and Payroll Divisions have been working closely with the Audit Compliance & Resolution Unit at CalPERS' Employer Account Management Division to ensure all OUSD pay schedules comply with California regulations. 2 C.C.R. 570.5 (a); see also Cal. Gov't Code 20636 (b)(1). Specifically, OUSD must have a Board approved salary schedule each time there is a salary increase. The PAR review requested:

- All classifications pay schedules from July 2012 adhere to California Code of Regulations 570.5.
- All classifications pay schedules include effective dates, time base, revisions, positions and Board approval.

Per CCR Section 570.5, a pay schedule, among other things, must:

- Be duly approved and adopted by the employer's governing body in accordance with the requirements of applicable public meetings laws;
- Identify the position title for every employee position;
- Show the pay rate as a single amount or multiple amounts within a range for each identified position;
- Indicate the time base such as hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- Indicate an effective date and the date of any revisions;
- Be retained by the employer and available for public inspection for not less than five years; and
- Not reference another document in lieu of disclosing the pay rate.

Recommendation

Adoption by the Board of Education of Resolution No. – District Salary Schedules for OEA Certificated Sub Positions Effective:

July 1, 2007 (1.75%)
July 1, 2013 (2.0%)
July 1, 2015 (5.596%)
July 1, 2015 (2.74%)
January 1, 2016 (2.79%)
July 1, 2016 (3.07%)
January 1, 2017 (.33377%)
July 1, 2017 (.34%)
January 1, 2019

(STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule

Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule

Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule

CDC and Adult Education increase of 3%)

January 1, 2020

(STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule

Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule

Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule

CDC and Adult Education increase of 2%)

Fiscal Impact

There are no new anticipated fiscal impacts as a result of this salary schedule.

Attachments

- OEA Certificated Subs: July 1, 2007 (1.75%)
- OEA Certificated Subs: July 1, 2013 (2.0%)
- OEA Certificated Subs: July 1, 2015 (5.596%)
- OEA Certificated Subs: July 1, 2015 (2.74%)
- OEA Certificated Subs: January 1, 2016 (2.79%)
- OEA Certificated Subs: July 1, 2016 (3.07%)
- OEA Certificated Subs: January 1, 2017 (.33377%)
- OEA Certificated Subs: July 1, 2017 (.34%)
- OEA Certificated Subs: January 1, 2019
(STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule
Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule
Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule
CDC and Adult Education increase of 3%)
- OEA Certificated Subs: January 1, 2020
(STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule
Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule
Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule
CDC and Adult Education increase of 2%)

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No.**

- District Salary Schedules for OEA Certificated Sub Positions -

WHEREAS, it is the goal of the Oakland Unified School District to ensure organizational effectiveness, efficiency and accountability to further student achievement; and

WHEREAS, California Public Employees Retirement System, Office of Audit Services conducted a Public Review of Oakland Unified School District salary schedules reporting to California Public Employees Retirement System to ensure all OUSD pay schedules comply with California regulations; and

WHEREAS, OUSD must have a Board approved salary schedule each time there is a salary increase; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Education approve District Salary Schedules for OEA Certificated Sub Positions Effective:

July 1, 2007 (1.75%)

July 1, 2013 (2.0%)

July 1, 2015 (5.596%)

July 1, 2015 (2.74%)

January 1, 2016 (2.79%)

July 1, 2016 (3.07%)

January 1, 2017 (.33377%)

July 1, 2017 (.34%)

January 1, 2019

(STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule

Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule

Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule

CDC and Adult Education increase of 3%)

January 1, 2020

(STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule

Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule

Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule

CDC and Adult Education increase of 2%)

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Aimee Eng, Jumoke Hinton Hodge, Gary Yee, Roseann Torres, James Harris,
Vice President Shanthi Gonzales and President Jody London

NOES:

ABSTAINED: None

RECUSE: None

ABSENT: None

CERTIFICATION

We 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 on October 14, 2020.

Legislative File	
File ID Number:	20-1432
Introduction Date:	10/14/2020
Enactment Number:	20-1477
Enactment Date:	10/14/2020
By:	If

OAKLAND UNIFIED SCHOOL DISTRICT



Jody London
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education

OAKLAND UNIFIED SCHOOL DISTRICT			
TALENT			
SALARY SCHEDULE CERTIFICATED SUBS			
EFFECTIVE JULY 1, 2007			

Daily Rate				
STIPS	\$ 138.00			
Daily Subs	\$ 118.00	1-30 days		
	\$ 138.00	31-60 days or 15+ consecutive days in same classroom		
	\$ 152.00	60+ days		
CDC	\$ 96.00	1-15 days		
	\$ 115.00	16+ days		
Hourly Rate				
Adult Education	\$ 24.00			
	\$ 25.59	6 hours Professional Development		

1.75% increase effective July 1, 2007

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT

HUMAN RESOURCES SERVICES AND SUPPORT

SALARY SCHEDULE CDC INSTRUCTIONAL ASSISTANTS

Effective JULY 1, 2013

Periods: 12, Days/Year: 258, Hours/Day: 7.5

CDCI	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Range 01 RANGE 1 (0-14 UNITS)						
ANNUAL	\$ 18,056.05	\$ 19,138.93	\$ 20,234.45	\$ 21,317.32	\$ 22,412.84	\$ 23,495.72
MONTHLY	\$ 1,504.67	\$ 1,594.91	\$ 1,686.20	\$ 1,776.44	\$ 1,867.74	\$ 1,957.98
DAILY	\$ 69.98	\$ 74.18	\$ 78.43	\$ 82.63	\$ 86.87	\$ 91.07
HOURLY	\$ 9.33	\$ 9.89	\$ 10.46	\$ 11.02	\$ 11.58	\$ 12.14
Range 02 RANGE 2 (15-29 UNITS)						
ANNUAL	\$ 19,138.93	\$ 20,234.45	\$ 21,317.32	\$ 22,412.84	\$ 23,495.72	\$ 24,517.50
MONTHLY	\$ 1,594.91	\$ 1,686.20	\$ 1,776.44	\$ 1,867.74	\$ 1,957.98	\$ 2,043.13
DAILY	\$ 74.18	\$ 78.43	\$ 82.63	\$ 86.87	\$ 91.07	\$ 95.03
HOURLY	\$ 9.89	\$ 10.46	\$ 11.02	\$ 11.58	\$ 12.14	\$ 12.67
Range 03 RANGE 3 (30-44 UNITS)						
ANNUAL	\$ 20,234.45	\$ 21,317.32	\$ 22,412.84	\$ 23,495.72	\$ 24,517.50	\$ 25,587.74
MONTHLY	\$ 1,686.20	\$ 1,776.44	\$ 1,867.74	\$ 1,957.98	\$ 2,043.13	\$ 2,132.31
DAILY	\$ 78.43	\$ 82.63	\$ 86.87	\$ 91.07	\$ 95.03	\$ 99.18
HOURLY	\$ 10.46	\$ 11.02	\$ 11.58	\$ 12.14	\$ 12.67	\$ 13.22
Range 04 RANGE 4 (45-59 UNITS)						
ANNUAL	\$ 21,317.32	\$ 22,412.84	\$ 23,495.72	\$ 24,517.50	\$ 25,587.74	\$ 26,720.13
MONTHLY	\$ 1,776.44	\$ 1,867.74	\$ 1,957.98	\$ 2,043.13	\$ 2,132.31	\$ 2,226.68
DAILY	\$ 82.63	\$ 86.87	\$ 91.07	\$ 95.03	\$ 99.18	\$ 103.57
HOURLY	\$ 11.02	\$ 11.58	\$ 12.14	\$ 12.67	\$ 13.22	\$ 13.81
Range 05 RANGE 5 (60-74 UNITS)						
ANNUAL	\$ 22,412.84	\$ 23,495.72	\$ 24,517.50	\$ 25,587.74	\$ 26,720.13	\$ 27,840.93
MONTHLY	\$ 1,867.74	\$ 1,957.98	\$ 2,043.13	\$ 2,132.31	\$ 2,226.68	\$ 2,320.08
DAILY	\$ 86.87	\$ 91.07	\$ 95.03	\$ 99.18	\$ 103.57	\$ 107.91
HOURLY	\$ 11.58	\$ 12.14	\$ 12.67	\$ 13.22	\$ 13.81	\$ 14.39
Range 06 RANGE 6 (75-89 UNITS)						
ANNUAL	\$ 23,495.72	\$ 24,517.50	\$ 25,587.74	\$ 26,720.13	\$ 27,840.93	\$ 28,861.66
MONTHLY	\$ 1,957.98	\$ 2,043.13	\$ 2,132.31	\$ 2,226.68	\$ 2,320.08	\$ 2,405.14
DAILY	\$ 91.07	\$ 95.03	\$ 99.18	\$ 103.57	\$ 107.91	\$ 111.87
HOURLY	\$ 12.14	\$ 12.67	\$ 13.22	\$ 13.81	\$ 14.39	\$ 14.92
Range 07 RANGE 7 (90-104)						
ANNUAL	\$ 24,517.50	\$ 25,587.74	\$ 26,720.13	\$ 27,840.93	\$ 28,861.66	\$ 29,969.82
MONTHLY	\$ 2,043.13	\$ 2,132.31	\$ 2,226.68	\$ 2,320.08	\$ 2,405.14	\$ 2,497.48
DAILY	\$ 95.03	\$ 99.18	\$ 103.57	\$ 107.91	\$ 111.87	\$ 116.16
HOURLY	\$ 12.67	\$ 13.22	\$ 13.81	\$ 14.39	\$ 14.92	\$ 15.49
Range 08 RANGE 8 (105 +)						
ANNUAL	\$ 25,587.74	\$ 26,720.13	\$ 27,840.93	\$ 28,861.66	\$ 29,969.82	\$ 31,114.84
MONTHLY	\$ 2,132.31	\$ 2,226.68	\$ 2,320.08	\$ 2,405.14	\$ 2,497.48	\$ 2,592.90
DAILY	\$ 99.18	\$ 103.57	\$ 107.91	\$ 111.87	\$ 116.16	\$ 120.60
HOURLY	\$ 13.22	\$ 13.81	\$ 14.39	\$ 14.92	\$ 15.49	\$ 16.08

Longevity:

10-15 years continuous service = \$19.21 per month

16+ years continuous service = \$25.61 per month

Includes 2% increase effective 7/1/2013

Board approved increase of 1.5% on 10/23/2013 eff. 07/01/2013

Board approved increase of 0.5% on 10/23/2013 eff. 07/01/2013

Revision:

**OAKLAND UNIFIED SCHOOL DISTRICT
TALENT
SALARY SCHEDULE CERTIFICATED SUBS
EFFECTIVE JULY 1, 2015**

Daily Rate				
STIPS	\$ 148.64			
Daily Subs	\$ 127.10	1-30 days		
	\$ 148.64	31-60 days or 15+ consecutive days in same classroom		
	\$ 163.72	60+ days		
CDC	\$ 103.40	1-15 days		
	\$ 123.86	16+ days		
Hourly Rate				
Adult Education	\$ 25.85			
	\$ 27.56	6 hours Professional Development		

Board approved increase of 5.596% on 11/18/2015 effective 7/1/2015

Revision:

**OAKLAND UNIFIED SCHOOL DISTRICT
TALENT
SALARY SCHEDULE CERTIFICATED SUBS
EFFECTIVE JULY 1, 2015**

Daily Rate				
STIPS	\$ 152.71			
Daily Subs	\$ 130.58	1-30 days		
	\$ 152.71	31-60 days or 15+ consecutive days in same classroom		
	\$ 168.20	60+ days		
CDC	\$ 106.23	1-15 days		
	\$ 127.26	16+ days		
Hourly Rate				
Adult Education	\$ 26.56			
	\$ 28.32	6 hours Professional Development		

Board approved increase of 2.74% on 05/13/2015 effective 7/1/2015

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT			
TALENT			
SALARY SCHEDULE CERTIFICATED SUBS			
EFFECTIVE JANUARY 1, 2016			

Daily Rate			
STIPS	\$ 156.97		
Daily Subs	\$ 134.22	1-30 days	
	\$ 156.97	31-60 days or 15+ consecutive days in same classroom	
	\$ 172.89	60+ days	
CDC	\$ 109.20	1-15 days	
	\$ 130.81	16+ days	
Hourly Rate			
Adult Education	\$ 27.30		
	\$ 29.11	6 hours Professional Development	

Board approved increase of 2.79% on 11/18/2015 effective 1/1/2016

Revision:

**OAKLAND UNIFIED SCHOOL DISTRICT
TALENT
SALARY SCHEDULE CERTIFICATED SUBS
EFFECTIVE JULY 1, 2016**

Daily Rate				
STIPS	\$ 161.79			
Daily Subs	\$ 138.34	1-30 days		
	\$ 161.79	31-60 days or 15+ consecutive days in same classroom		
	\$ 178.20	60+ days		
CDC	\$ 112.55	1-15 days		
	\$ 134.82	16+ days		
Hourly Rate				
Adult Education	\$ 28.14			
	\$ 30.00	6 hours Professional Development		

Board approved increase of 3.07% on 11/18/2015 effective 7/1/2016

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT			
TALENT			
SALARY SCHEDULE CERTIFICATED SUBS			
EFFECTIVE JANUARY 1, 2017			

Daily Rate			
STIPS	\$ 162.33		
Daily Subs	\$ 138.80	1-30 days	
	\$ 162.33	31-60 days or 15+ consecutive days in same classroom	
	\$ 178.80	60+ days	
CDC	\$ 112.92	1-15 days	
	\$ 135.27	16+ days	
Hourly Rate			
Adult Education	\$ 28.23		
	\$ 30.10	6 hours Professional Development	

Board approved increase of .33377% on 11/18/2015 effective 01/01/2017

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT			
TALENT			
SALARY SCHEDULE CERTIFICATED SUBS			
EFFECTIVE JULY 1, 2017			

Daily Rate			
STIPS	\$ 162.88		
Daily Subs	\$ 139.28	1-30 days	
	\$ 162.88	31-60 days or 15+ consecutive days in same classroom	
	\$ 179.41	60+ days	
CDC	\$ 113.31	1-15 days	
	\$ 135.73	16+ days	
Hourly Rate			
Adult Education	\$ 28.33		
	\$ 30.20	6 hours Professional Development	

Board approved increase of .34% on 05/13/2015 effective 07/01/2017

Revision:

OAKLAND UNIFIED SCHOOL DISTRICT			
TALENT			
SALARY SCHEDULE CERTIFICATED SUBS			
EFFECTIVE JANUARY 1, 2019			

Daily Rate			
STIPS	\$ 206.31		
Daily Subs	\$ 180.52	1-30 days	
	\$ 206.31	31+ days	
CDC	\$ 116.71	1-15 days	
	\$ 139.81	16+ days	
Hourly Rate			
Adult Education	\$ 29.18		
	\$ 31.11	6 hours Professional Development	

Board approved on 04/24/2019 effective 01/01/2019

STIPS and Retired OUSD Teachers 80% step 1, column 1 of K12T schedule
Daily rate: 1-30 days per academic year: 70% step 1, column of K12T schedule
Daily rate: 31+ days per academic year: 80% step 1, column of K12T schedule

CDC and Adult Education increase of 3%

Revision: