

Board Office Use: Legislative File Info.	
File ID Number	21-1654
Introduction Date	06/16/2021
Enactment Number	21-1040
Enactment Date	6/16/2021 lf



Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Chief Talent Officer

Meeting Date June 16, 2021

Subject One-time Salary Adjustment – Confidential Employees - COVID-19 Pandemic and Spring Reopening – 2020-2021 School Year

Ask of the Board Approval of Resolution No. 2021-0221 granting confidential employees actively employed by the District effective July 1, 2021, with additional compensation in alignment with bargaining units Regarding Reopening Schools to In Person Services and Instruction 2020-21 School Year during the COVID-19 Pandemic.

Background The District has reached collectively bargained agreements (“Agreements”) to provide additional compensation to employees during the 2020-21 school year. The Agreements provide one time compensation to all unions representing District employees: AFSCME, BCTC, CSEA, OEA, SEIU (OSEA & OCDPA), Teamsters and UAOS

Discussion All confidential district employees who supported in-person and hybrid reopening of schools shall be provided a one time stipend in recognition of the increased workload that is related to a shift to hybrid and in-person instruction. Increased workload tasks include, participating in planning meetings and working outside of the employees duty day.

Fiscal Impact Projected costs incurred by the District equals \$520,144.00.

	Data		3.5%	\$	2,000
Barg Unit	Sum of FTE Auth Accum	Sum of Salary			
CONF	122.9	\$15,676,805.12	\$	274,344	\$ 245,800
Grand Total	122.9	\$15,676,805.12			

Attachment(s) ● Resolution No. 2021-0221

ADOPTED AS AMENDED

**RESOLUTION OF THE
BOARD OF EDUCATION
OAKLAND UNIFIED SCHOOL DISTRICT**

RESOLUTION NO. 2021-0221

**One-time Salary Adjustment – Confidential Employees - COVID-19 Pandemic and
Spring Reopening – 2020-2021 School Year**

WHEREAS, the District has reached collectively bargained agreements (“Agreements”) to provide additional compensation to employees during the 2020-21 school year;

WHEREAS, the Agreements provide one time compensation to all unions representing District employees: AFSCME, BCTC, CSEA, OEA, SEIU (OSEA & OCDPA), Teamsters and UAOS;

WHEREAS, the District’s confidential employees experienced an increase workload related to the reopening of schools for in person instruction in Spring of 2021;

WHEREAS, there is a need to maintain a consistent compensation structure District-wide for continuity within the organization;

WHEREAS, there is a need to acknowledge the unprecedented work and commitment of all employees of the District during the COVID 19 pandemic, including confidential employees;

WHEREAS, additional tasks unique to the COVID-19 pandemic (which may not squarely fall within the job descriptions of confidential employees) and the workload for these staff increased to support the transition of students to in person learning, additional compensation shall be provided to confidential employees as a one-time pay adjustments for bargaining units and confidential employees shall be included in the District’s budget assumptions upon Board approval as the necessary tentative agreements and/or resolutions such as this one; and

NOW THEREFORE, BE IT RESOLVED THAT, the Board of Education of the Oakland Unified School District does hereby grant confidential employees actively employed by the District effective July 1, 2021, with additional compensation shall be provided to unit members as follows:

- a) All confidential employees shall be provided a one-time payment equal to 3.5% of the employees base salary earned between January 1, 2021 and June 30, 2021. Employees eligible for the payment are those employed as of July 1, 2021.

- b) All confidential employees who were active as of March 20, 2021, who supported in-person and hybrid reopening effective March, 2021 through May 28, 2021, shall be provided a \$2,000 one time stipend in recognition of the increased workload that is related to a shift to hybrid and in-person instruction to be paid out by July 30, 2021. Increased workload tasks include:
 - 1. Participating in planning meetings and working outside of the employees duty day.
 - 2. Family management above and beyond what normally is required during in-person instruction.
 - 3. Managing COVID protocols.

4. Time-Sensitive planning and development - i.e., schedules for staff above and beyond what is normally required during in-person instruction.
5. Completing normal job responsibilities outside of the duty day while hybrid planning meetings occur during the duty day.
6. All other tasks necessary for safe reopening of schools for student return on March 30th and April 19th.

c) If at least 50% of confidential employees volunteer to support the reopening of schools pursuant to this Agreement, all unit members actively employed during the reopening period shall be eligible for stipends.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSED: None

AYES: Aimee Eng, VanCedric Williams, Gary Yee, Mike Hutchinson, Clifford Thompson, Vice President Benjamin "Sam" Davis, President Shanthi Gonzales

NOES: None

ABSTAINED: None

RECUSED: None

ABSENT: Samantha Pal (Student Director), Jessica Ramos (Student Director)

CERTIFICATION

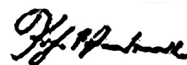
We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Special Meeting of the Governing Board of the Oakland Unified School District held on June 16, 2021.

OAKLAND UNIFIED SCHOOL DISTRICT

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By:	If



Shanthi Gonzales
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education

Proposed Amendment

(Vice President Davis)

**RESOLUTION OF THE
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WHEREAS, the District’s confidential employees experienced an increase workload related to the reopening of schools for in person instruction in Spring of 2021;

WHEREAS, there is a need to maintain a consistent compensation structure District-wide for continuity within the organization;

WHEREAS, there is a need to acknowledge the unprecedented work and commitment of all employees of the District during the COVID 19 pandemic, including confidential employees;

WHEREAS, additional tasks unique to the COVID-19 pandemic (which may not squarely fall within the job descriptions of confidential employees) and the workload for these staff increased to support the transition of students to in person learning, additional compensation shall be provided to confidential employees as a one-time pay adjustments for bargaining units and confidential employees shall be included in the District’s budget assumptions upon Board approval as the necessary tentative agreements and/or resolutions such as this one; and

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6. All other tasks necessary for safe reopening of schools for student return on March 30th and April 19th.

~~c) All confidential employees who support the reopening of schools in person shall be eligible for an additional \$2,000 stipend. Confidential employees who are assigned to provide in person support (on a voluntary basis) March 30, 2021 and through May 28, 2021, shall be eligible for the additional \$2,000 stipend.~~ If at least 50% of confidential employees volunteer to support the reopening of schools pursuant to this Agreement, all unit members actively employed during the reopening period shall be eligible for stipends.

Passed by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSE:

ABSENT:

CERTIFICATION

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OAKLAND UNIFIED SCHOOL DISTRICT

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Shanthi Gonzales
President, Board of Education

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education

ORIGINAL

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