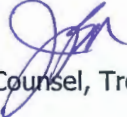


Board Office Use: Legislative File Info.	
File ID Number	12-1166
Introduction Date	5-9-12
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Enactment Date	<u> </u>



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

To: Board of Education 

From: Jacqueline Minor, General Counsel, Troy Christmas, Director, LMER

Meeting Date: May 9, 2012

Subject: "Sunshining" of the District Initial Proposals to the SEIU (OSEA & OCDPA), Local 1021

Action Requested: Conduct a Public Hearing on the District's initial proposals (attached) for full successor Agreements, effective July 1, 2012, with the Oakland School Employees Association / Oakland Child Development Paraprofessional Association (OCDPA) - Service Employees International Union (SEIU), Local 1021.

Summary: Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and OSEA/OCDPA - SEIU may begin negotiations for a new Agreement; the parties are required to present their initial proposals for public review and comments ("sunshining") the proposals.

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

Recommendation: Conduct a Public Hearing on the District's initial proposals (attached) for full successor Agreements, effective July 1, 2012, with the Oakland School Employees Association / Oakland Child Development Paraprofessional Association (OCDPA) - Service Employees International Union (SEIU), Local 1021.

Attachments: District's Initial Proposals to SEIU



**District Initial Proposals to the Oakland School Employees Association/Service International Employees Union, Local 1021 -- Representing Permanent Paraprofessionals (IAs) and White Collar (WC) Employees; Oakland School Employees Association/Service Employees International Union, Local 1021 -- Representing "SUBSTITUTE" Paraprofessionals (IAs) and White Collar (WC) Employees; Oakland Child Development Paraprofessional Association Representing Child Development Centers Instructional Assistants; and Oakland Child Development Paraprofessional Association Representing "SUBSTITUTE" Child Development Centers Instructional Assistants
July 1, 2012 – June 30, 2015**

1. **WAGES:**

Oakland School Employees Association/Service International Employees Union, Local 1021 -- Representing Permanent Paraprofessionals (IAs) and White Collar (WC) Employees

Article 3

There will be a re-opener on wages for FY 2013-2014.

There will be a re-opener on wages for FY 2014-2015.

Oakland School Employees Association/Service Employees International Union, Local 1021 -- Representing "SUBSTITUTE" Paraprofessionals (IAs) and White Collar (WC) Employees

Article 5

There will be a re-opener on wages for FY 2013-2014.

There will be a re-opener on wages for FY 2014-2015.

Oakland Child Development Paraprofessional Association Representing Child Development Centers Instructional Assistants

Article 10

There will be a re-opener on wages for FY 2013-2014.

There will be a re-opener on wages for FY 2014-2015.

Oakland Child Development Paraprofessional Association Representing "SUBSTITUTE" Child Development Centers Instructional Assistants

Article 5

There will be a re-opener on wages for FY 2013-2014.

There will be a re-opener on wages for FY 2014-2015.

The District reserves the right to add, delete, modify, or amend these proposals.