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

Board Cover Memorandum

To Board of Education

From Lee Thomas, President
Moyra Contreras, Executive Director
United Administrators of Oakland Schools

Meeting Date June 21, 2023

Subject United Administrators of Oakland Schools (“UAOS”) Sunshine- Proposal for Successor Collective Bargaining Agreement (Public Hearing)

Ask of the Board Conduct a Public Hearing on UAOS’s Initial Proposals for a successor collective bargaining agreement effective July 1, 2023.

Background UAOS intends to modify articles to ensure that the provisions comply with state and federal law, and to enhance and support professional growth. Articles not opened for negotiations shall remain in full force and effect.

Discussion The current CBA between OUSD and UAOS expires on June 30, 2023. Pursuant to the Educational Employment Relations Act (specifically California Government Code Section 3547), before representatives of the District and UAOS may begin negotiations on the successor agreement to the current CBA, each party is required to present its 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’s Sunshine proposal for a successor Collective Bargaining Agreement



Mr. Josh Daniels, General Counsel
Oakland Unified School District
1000 Broadway
Oakland, CA. 94607

Dear Mr. Josh Daniels,

In June of 2020, United Administrators of Oakland Schools entered into a labor contract with Oakland Unified School District. The contract expiration date was June 30, 2022. We entered into a Side Letter of Agreement on December 1, 2021 which expires on June 30, 2023. We are enclosing our preparations proposal for renewal of that agreement. Our members have identified Articles that we feel are important to UAOS and the district. Some areas which are outdated have not been included. Listed below are the Articles to be included in the TA for a Successor Agreement.

Article 4: Hours of Work

We are opening Article 4 to ensure clarity of work hours and appropriate monetary compensation for time worked.

Article 5: Vacation and Non-Workdays, Holidays and Leaves of Absence

We are opening Article 5 to ensure UAOS members have clarity regarding use of vacation time, non-scheduled days, and leaves, and that employees are able to take or choose to take vacation.

Article 12: Salary Compensation

We are opening Article 12 to ensure that OUSD has a competitive salary schedule and is able to recruit and retain administrators.

Article 27: Safety

We are opening Article 27 to ensure that the contract includes clear language regarding safety protocols related to virus mitigation, threats and violent acts.

Article 29: Professional Development

We are opening Article 29 to ensure that all UAOS members have access to quality, differentiated professional development and receive opportunities to advance in their professional careers.

Sincerely,

A handwritten signature in black ink, appearing to read 'Moyra Contreras', with a long, sweeping underline.

Moyra Contreras
Executive Director
United Administrators of Oakland Schools

A handwritten signature in black ink, appearing to read 'Lee Thomas', with a stylized, cursive style.

Lee Thomas
President
United Administrators of Oakland Schools