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Introduction Date	9-9-15
Enactment Number	15-1414
Enactment Date	09



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

To: Board of Education
From: Jacqueline Minor, General Counsel
Meeting Date: September 9, 2015
Subject: OUSD-SEIU Side Letter Agreement Regarding Wage Increases

Action Requested: Approval by the Board of Education of the tentative agreement regarding a wage reopener effective June 30, 2015 at 11:59 p.m.

Summary: On June 30, 2015, the negotiating teams for the District and Oakland School Employees Association (OSEA)-SEIU, Local 1021 and Oakland Child Development Paraprofessional Association (OCDPA)-SEIU Local 1021, representing white collar, paraprofessionals and substitute unit employees reached the attached Side Letter of Agreement to increase wages 2.5% effective June 30, 2015 at 11:59 p.m. and to issue a one-time lump payment to all OSEA/OCDPA SEIU Local 1021 members equal to .82% of the member's base salary or substitute earnings for the 2014-2015 fiscal year.

Recommendation: Approval by the Board of Education of the tentative agreement regarding a wage reopener effective June 30, 2015 at 11:59 p.m.

Fiscal Impact: General Purpose Fund

Attachments: -Tentative Agreement

**Side Letter of Agreement ("Agreement")
Between the
Oakland Unified School District ("District")
And
OSEA/OCDPA SEIU Local 1021
Regarding
2014-2015 Wage Reopener**

PREAMBLE (for context only)

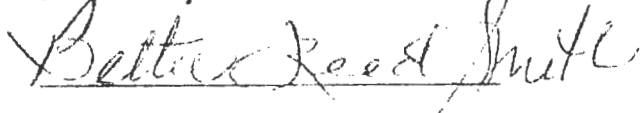
- On February 18th 2015, the District and OSEA/OCDPA SEIU Local 1021 reached an agreement whereby the District agreed to a 3% increase to all OSEA/OCDPA SEIU Local 1021 members effective January 1, 2015.
- The District further agreed to return to negotiations with OSEA/OCDPA SEIU Local 1021 if any represented/unrepresented employee group and/or bargaining unit received a wage increase during the 2014-2015 fiscal year which exceeded 3% effective January 1, 2015.
- The wage increases outlined in sections (a) and (b) below are the outcome of further negotiations as per the February 18th, 2015 agreement.

ARTICLE 3 WAGES

For the 2014-15 school-year, the District agrees to wage increases as follows:

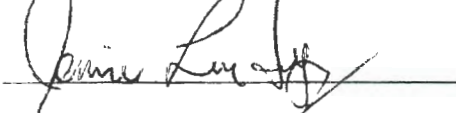
- a. A 2.5% increase to all salary schedules and substitute rates effective June 30, 2015 at 11:59 PM.
- b. A one-time lump sum payment to all OSEA/OCDPA SEIU Local 1021 members equal to .82% of the members base salary or substitute earnings for the 2014-15 fiscal year.

FOR OSEA/OCDPA SEIU LOCAL 1021,

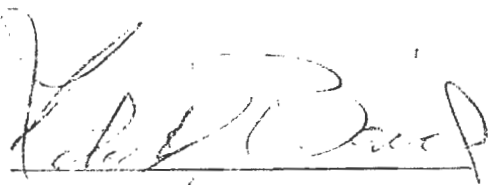


Bettie Reed-Smith , President

FOR THE DISTRICT



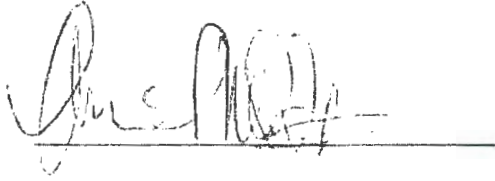
Jehine Lindsey, Labor Coordinator



Side Letter of Agreement ("Agreement")
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Rita Bailey, 2nd Vice President

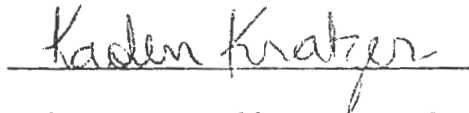
Seth Eckstein, Staff Attorney



Melvin Phillips, 1st Vice President



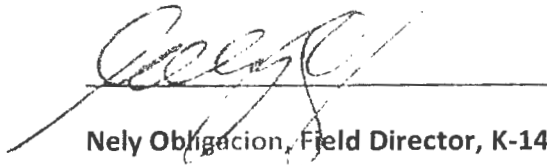
James Harris
President, Board of Education



Kaden Kratzer, Field Representative



Antwan Wilson
Secretary, Board of Education



Nely Obligation, Field Director, K-14 and Higher Education



Alameda County Office of Education

L. Karen Monroe
Superintendent

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August 31, 2015

James Harris, President
Board of Education
Oakland Unified School District
1000 Broadway, Suite 680
Oakland, CA 94607-4099

OAKLAND U.S.D.
BOARD OF EDUCATION
2015 SEP - 1 A 10: 16

RE: Public Disclosure of Collective Bargaining Agreement between the Oakland Unified School District and Oakland School Employees Association/Oakland Child Development Paraprofessional Association–Service Employees International Union Local 21(OSEA/OCPDA–SEIU Local 21)

Dear President Harris:

We have reviewed the Public Disclosure of Collective Bargaining Agreement for the OSEA/OCPDA–SEIU Local 21 unit covering the period from July 1, 2014 through June 30, 2015. The purpose of our review is to determine whether these agreements will have a material impact on the financial condition of the District in the current and subsequent two fiscal years.

The agreement provides for a 2.50% salary increase effective June 30, 2015, and a one-time payment to all OSEA/OCPDA–SEIU Local 21 members equal to 0.82% of the member's base salary or substitute earnings for the 2014-15 fiscal year. The District estimates that the agreement will result in additional costs of approximately \$320,000 for 2014-15, \$656,000 for 2015-16 and \$656,000 for 2016-17.

We recognize that the current economic situation has resulted in higher projected revenues for the District. After considering the additional costs associated with the agreement, it appears that the District will be able to maintain its required reserve for economic uncertainties through fiscal year 2017-18, provided the economic environment remains the same or continues to improve. However, as previously stated in our letters dated June 9, 2015, June 18, 2015 and August 7, 2015, we remain concerned that the additional compensation provisions do not allow adequate flexibility should we experience another downturn in the economy during the term of the agreement.

Should any other tentative agreements be made, please submit new Public Disclosure documents to our office 10 days prior to the date the Governing Board will take action.

333 W. Winton Ave.
Hayward, California
94544-1136

(510) 887-0152

www.acoe.org

If you have any questions or concerns regarding our review, please feel free to call me at (510) 670-4140, or contact Gary Jones at (510) 670-4270.

Sincerely,



L. Karen Monroe, Superintendent
Alameda County Office of Education

LKM:sm

cc: Board of Education, Oakland USD
Antwan Wilson, Superintendent, Oakland USD
Vernon Hal, Senior Business Officer, Oakland USD
Ruth Alahydoian, Chief Financial Officer, Oakland USD
Carlene Naylor, State Trustee, Oakland USD
Tom Torlakson, State Superintendent of Public Instruction, CDE
Carolyn Baez, Financial Audits Bureau-Division of Audits, SCO
Peter Foggiato, School Fiscal Services Director, CDE
Gary Jones, Associate Superintendent, ACOE
Jeffrey B. Potter, Executive Director, ACOE