

Board Office Use: Legislative File Info.	
File ID Number	15-1096
Introduction Date	6-10-2015
Enactment Number	15-0951
Enactment Date	6-10-15



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Memo

To Board of Education

From Brigitte Marshall, Chief Talent Officer
Jacqueline Minor, General Counsel

Board Meeting Date June 10, 2015

Subject **Cost of Living Adjustment for Confidential, Unrepresented Employees and Employees with Employment Contracts**

Action Requested Adoption of Resolution No. 1415-1159 to provide for 3% cost of living adjustment effective July 1, 2014 for unrepresented, confidential and employees with employment contracts.

Background and Discussion

One paragraph summary of the scope of work.

The District has reached a tentative agreement with OEA and UAOS which has been ratified by the members of both unions. Discussions are ongoing with the unions representing other classified employees. The Superintendent is recommending that the Board approve a one-time 3% cost of living adjustment effective July 1, 2014 for unrepresented, confidential and employees with employment contracts. The Superintendent will recommend to the Board early in the 2015-16 Fiscal Year an incentive pay structure for unrepresented, confidential and employees with employment contracts that is tied to success in meeting individual goals and District goals.

Recommendation Adoption of Resolution to provide for 3% cost of living adjustment effective July 1, 2014 for unrepresented, confidential and employees with employment contracts

Fiscal Impact General Purpose Fund.

Attachments

- Resolution No. 1415-1159

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By:	

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 1415-1106A**

3% Cost Of Living Adjustment Effective July 1, 2014 For Unrepresented, Confidential And Employees With Employment Contracts

WHEREAS, the District has reached Agreements with OEA and UAOS which has been ratified by the members of both unions;

WHEREAS, discussions are ongoing with the unions representing other classified employees;

WHEREAS, the Superintendent is recommending that the Board approve a 3 percent cost of living adjustment, effective July 1, 2014 for unrepresented, confidential and employees with employment contracts;

WHEREAS, the Superintendent will recommend to the Board early in the 2015-16 Fiscal Year an incentive pay structure for unrepresented, confidential and employees with employment contracts that is tied to success in meeting individual and District goals;

WHEREAS, prior to implementation of the 3 percent cost of living adjustment effective July 1, 2014 for unrepresented, confidential and employees with employment contracts, the Superintendent will seek AB 1200 authorization from the Alameda County Office of Education (ACOE);

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education, subject to AB 1200 approval by ACOE, authorizes the Superintendent to implement a 3 percent cost of living adjustment effective July 1, 2014 for unrepresented, confidential and employees with employment contracts.

Passed by the following vote:

AYES: Roseann Torres, Shanthi Gonzales, Nina Senn, Aimee Eng, Jumoke Hinton Hodge,

President James Harris

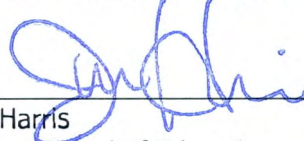
NOES: None

ABSTAINED: None

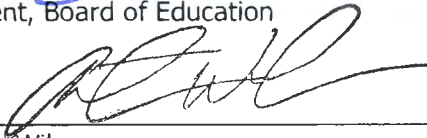
ABSENT: Vice President Jody London

I 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 June 10, 2015.

OAKLAND UNIFIED SCHOOL DISTRICT



James Harris
President, Board of Education



Antwan Wilson
Superintendent and Secretary, Board of Education

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