

Board Office Use: <b>Legislative File Info.</b>	
File ID Number	24-1394
Introduction Date	May 22, 2024
Enactment Number	24-1041
Enactment Date	5/22/2024 er



## Memo

**To** Board of Education

**From** Kyla Johnson-Trammell, Superintendent  
Tara Gard, Chief of Talent  
Lisa Grant-Dawson, Chief Business Officer

**Board Meeting Date** May 22, 2024

**Subject** Approval by the Board of Education of Resolution No. 2324-0073 - One-time and On-going Salary Adjustments For Employees Who are Confidential, and Employees with Employment Contracts

**Ask of the Board** Approval by the Board of Education of Resolution No. 2324-0073 - One-time and On-going Salary Adjustments For confidential employees and employees with employment contracts

**Background** In order to maintain a consistent compensation structure District-wide as well as acknowledge the work and commitment of all employees of the District, including employees who are confidential or confidential employees with employment contracts, the Superintendent recommends that the Board approve the same ongoing salary increase provided to represented employees and other compensation as described below.

**Discussion** The Resolution would provide the following to confidential employees and confidential employees on employment contracts:

- One-time off-schedule pay adjustment of \$5,000.00;
- An on-going salary schedule increase of 10% effective July 1, 2023; and
- An on-going salary schedule increase of 10.5% effective July 1, 2024; and

**Fiscal Impact**

**Summary of Projected Cost**

2023-24 One-time	2023-24 On-going	2024-25 On-going
\$745,625	\$2,293,705	\$2,621,040

**Attachment**

Resolution No. 2324-0073 One-time and On-going Salary Adjustments For Employees Who are Confidential and Employees with Employment Contracts

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

**RESOLUTION NO. 2324-0073**

**ONE TIME OFF SCHEDULE PAYMENTS AND SALARY SCHEDULE ADJUSTMENT FOR CONFIDENTIAL  
EMPLOYEES, AND EMPLOYEES WITH EMPLOYMENT CONTRACTS**

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

**WHEREAS**, to acknowledge the work and commitment of all employees of the District, including unrepresented employees, confidential employees and employees with employment contracts in support of the District's Strategic Plan; and

**WHEREAS**, pay adjustments for bargaining units and unrepresented employees, confidential employees, and employees with employment contracts shall be included in the District's budget assumptions.

**NOW THEREFORE, BE IT RESOLVED THAT**, the Board of Education of the Oakland Unified School District does hereby grant full time equivalent unrepresented, confidential employees and employees with employment contracts actively employed by the District as of May 22, 2024, a one-time off schedule payment of \$5,000.00.

**NOW THEREFORE, BE IT FURTHER RESOLVED THAT**, the Board of Education of the Oakland Unified School District does hereby grant full time equivalent unrepresented, confidential employees and employees with employment contracts an on-going salary schedule increase of 10% effective July 1, 2023 and an additional 10.5% effective July 1, 2024.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Jennifer Brouhard, VanCedric Williams, Clifford Thompson, Vice President Mike Hutchinson,

President Benjamin Davis

NOES: None

ABSTAINED: Valarie Bachelor

RECUSED: None

ABSENT: Anevay Cruz (Student Director), Vida Mendoza (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 May 22, 2024.

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**OAKLAND UNIFIED SCHOOL DISTRICT**



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Benjamin "Sam" Davis  
President, Board of Education



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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education