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# Board Cover Memorandum

**To** Board of Education

**From** Dr. Denise Saddler Interim Superintendent  
Jenine Lindsey, General Counsel

**Meeting Date** November 19, 2025

**Subject** Approval by the Board of Education of a Memorandum of Understanding (“MOU”) between the Oakland Unified School District (“District” or “OUSD”) and the Oakland Education Association (“Association” or “OEA”), regarding the implementation and payment of the audiometrist stipend, pursuant to Collective Bargaining Agreements.

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**Ask of the Board** Approval by the Board of Education of a Memorandum of Understanding (“MOU”) between the Oakland Unified School District (“District” or “OUSD”) and the Oakland Education Association (“Association” or “OEA”)

**Background** Section 24.5.1.2 (“Stipends”) of the Collective Bargaining Agreement states: Positions in this category are Teachers on Special Assignment, Senior High School Department Heads, including Librarians and Head Counselors, Head Teachers, Audiometrists, ROTC instructors, and yearbook supervision.

**Discussion** The audiometrist stipend shall apply to Nurses who:

- Hold a valid audiometrist certificate; and
- Are assigned to perform audiometrist duties during the school year by the Health Services Department. The District reserves the right to verify the validity of certificates provided by nurses.

Stipend Amount As per Appendix 2 of the CBA, the annual audiometrist stipend amount is \$967.97.

For the 2024–2025 School Year: All eligible nurses shall receive the stipend in a single payment , which will include all applicable retroactive payments. Within ten days of execution of this agreement, the Payroll department will inform employees and the Union of when the payment will be made.

For Future School Years: The stipend shall be paid in monthly installments.

**Fiscal Impact** As per Appendix 2 of the CBA, the annual audiometrist stipend amount is \$967.97.

**Attachment(s)** • Audiometrist MOU

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
OAKLAND EDUCATION ASSOCIATION (OEA)  
AND  
OAKLAND UNIFIED SCHOOL DISTRICT (OUSD)  
Regarding Audiometrist Stipend

This Memorandum of Understanding (“MOU”) between the Oakland Unified School District (“District” or “OUSD”) and the Oakland Education Association (“Association” or “OEA”), collectively referred to as “the Parties,” regarding the implementation and payment of the audiometrist stipend, pursuant to Collective Bargaining Agreements.

1. Background

Section 24.5.1.2 (“Stipends”) of the Collective Bargaining Agreement states:

*Positions in this category are Teachers on Special Assignment, Senior High School Department Heads, including Librarians and Head Counselors, Head Teachers, Audiometrists, ROTC instructors, and yearbook supervision.*

Having met and discussed the application of the audiometrist stipend, the Parties agree to the following:

2. Eligibility

The audiometrist stipend shall apply to Nurses who:

- Hold a valid audiometrist certificate; and
- Are assigned to perform audiometrist duties during the school year by the Health Services Department.

The District reserves the right to verify the validity of certificates provided by nurses.

3. Stipend Amount

As per Appendix 2 of the CBA, the annual audiometrist stipend amount is \$967.97.

#### 4. Payment Timeline

- For the 2024–2025 School Year: All eligible nurses shall receive the stipend in a single payment , which will include all applicable retroactive payments. Within ten days of execution of this agreement, the Payroll department will inform employees and the Union of when the payment will be made.
- For Future School Years: The stipend shall be paid in monthly installments.

5. This MOU (items 2 and 4) will be incorporated into the CBA through the contract integration process.

#### Signatures

Signed for the Association (OEA):



Kampala Taiz-Rancifer (Aug 19, 2025 14:18:27 PDT)

Kampala Taiz-Rancifer, President

Signed for the District (OUSD):



Diana Bolanos (Aug 19, 2025 14:20:55 PDT)

Diana Magana Bolanos, Labor Analyst III

Approved as to Form:



Jenine Lindsey, General Counsel