

Board Office Use: Legislative File Info.	
File ID Number	15-2371
Introduction Date	1-13-16
Enactment Number	16-0145
Enactment Date	1/13/16 <i>oa</i>



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Memo

To: Board of Education

From: Jacqueline Minor, General Counsel

Board Meeting Date: January 13, 2016

Subject: **OUSD-TEAMSTERS, Locals 70 and 853 - Tentative Agreement regarding Wage Increase, One-Time Bonus and Pathway to Excellence Stipend**

Action Requested: Approval by the Board of Education of the Tentative Agreement regarding wage increases; a one-time bonus; and Pathway to Excellence Stipends.

Summary: On October 26, 2015, the District and Teamsters Locals 70 and 853 reached the attached Tentative Agreement regarding an on-going percentage increase of 8.7% to all salary schedules effective January 1, 2016; a one-time bonus of 2.90% based on a share of one-time funds received from the State in 2014-15 and 2015-16; an additional one-time bonus equal to 4.42% of base salary earned in 2014-15; and Pathway to Excellence stipends for selected members as outlined in the agreement.

Recommendation: Approval by the Board of Education of the Tentative Agreement of October 26, 2015 between the District and Teamsters Locals 70 and 853 regarding wage increases, bonuses and stipends.

Fiscal Impact: General Purpose Fund

Attachments: -Tentative Agreement

TENTATIVE AGREEMENT

Between the

OAKLAND UNIFIED SCHOOL DISTRICT ("District")

and

TEAMSTERS LOCALS 70 and 853

1. For the 2015-2016 school year, unit members shall receive increases as follows:

- a. On-going percentage increase of 8.7 % effective January 1st, 2016
- b. A one-time bonus as follows:
 - o 2.90 % based on a share of one-time funds received from the State in 2014-15 and 2015-16.
 - o An additional one-time bonus equal to 4.42% of base salary earned in 2014-15.

Pathway to Excellence Stipends Effective July 1, 2016

- a. In recognition of unit members demonstrating excellence in the area of leadership and professionalism, each Fiscal year, the District will select unit members to be awarded one time stipends annually.
- b. The amount of annual stipends awarded to unit members annually shall range from \$350.00 to \$500.00.
- c. At the request of either party, The Superintendent and/or his designee shall meet and confer with the union regarding the unit members selected for the stipends.
- d. Stipends shall be issued as a one-time lump-sum payment to unit member awardees in December and/or June of each fiscal year.

ARTICLE 24- DURATION OF AGREEMENT

Upon ratification by the parties, this Agreement shall become effective on July 1, 2015, except for those provisions-which have been assigned other effective dates, and shall remain in full force and effect to and including June 30, 2018, and from year to year thereafter unless either party serves written notice of the desire to amend, modify, or terminate this Agreement ninety (90) days prior to the first day of July of any subsequent year. In the event either party gives written notice of the desire to amend or modify this Agreement, the parties shall meet not

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TENTATIVE AGREEMENT

Between the

OAKLAND UNIFIED SCHOOL DISTRICT ("District")

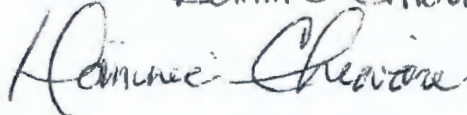
and

TEAMSTERS LOCALS 70 and 853


REOPENER

During the term of this agreement, either party may elect to reopen up to 3 Articles of the contract by submitting a request to do so in writing.

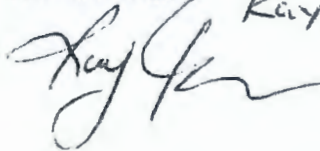
FOR LOCAL 70

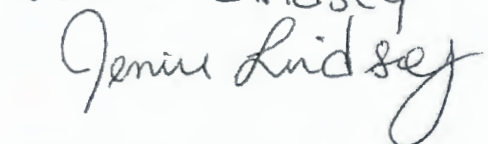
Dominic Chiovare


FOR THE DISTRICT

Jennifer LeBarre


FOR LOCAL 853

Ray Torres


Jerine Lindsey


DATE: 10/26/2015

DATE: 10/29/2015



James Harris
President, Board of Education



Antwan Wilson
Secretary, Board of Education



Alameda County Office of Education

L. Karen Monroe
Superintendent

BOARD OF EDUCATION

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Trustee Area 7

January 4, 2016

James Harris, President
Board of Education
Oakland Unified School District
2111 International Boulevard
Oakland, CA 94606

RE: Public Disclosure of Collective Bargaining Agreements between the Oakland Unified School District and California School Employees Association (CSEA), Teamsters Local 70 and 853 (Teamsters) and Building and Construction Trades Council (BCTC).

Dear President Harris:

We have reviewed the Public Disclosure of Collective Bargaining Agreements for CSEA, Teamsters and BCTC employees at Oakland USD covering the period beginning July 1, 2015 and ending June 30, 2016 for CSEA, the period beginning July 1, 2015 and ending June 30, 2018 for Teamsters and the period beginning July 1, 2014 and ending June 30, 2017 for BCTC. 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 represents for CSEA a 9.75% on-going increase to the salary schedule effective February 1, 2016, a one-time bonus of 6% of base salary effective as of July 2, 2015, and a stipend of \$1,500 to selected officers annually. For Teamsters, a 8.7% increase to the salary schedule effective January 1, 2016, a one-time bonus of 7.32% of base salary earned in 2014-15 and a stipend ranging from \$350 to \$500 to selected unit members. For BCTC, for 2014-15, an on-going salary increase of 8.7% effective January 1, 2016, a one-time bonus of 2.9% and 4.42% of 2014-15 salary effective July 1, 2015 and a \$350 stipend for selected members.

The District used the 2015-16 Adopted Budget Multi-Year Projection (MYP) to determine the affordability of the agreements. Following our review, it appears the District will be able to maintain its required reserve for economic uncertainties for 2015-16 and the subsequent two fiscal years. Our preliminary review of the District's 2015-16 First Interim Report MYP also appears to suggest that the cost

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of these settlements will continue to be affordable using the updated financial information.

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.

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

Sincerely,



L. Karen Monroe, Superintendent
Alameda County Office of Education

LKM:rt

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 Foggato, School Fiscal Services Director, CDE
Gary Jones, Associate Superintendent, ACOE
Jeffrey B. Potter, Executive Director, ACOE