

Board Office Use: Legislative File Info.	
File ID Number	14-0109
Introduction Date	1/29/14
Enactment Number	14-0185
Enactment Date	1-29-14




OAKLAND UNIFIED  
SCHOOL DISTRICT

Community Schools, Thriving Students

---

**To:** Board of Education

**From:** Jacqueline Minor, General Counsel,  
Troy Christmas, Director, Labor Strategy 

**Meeting Date:** January 29, 2014

**Subject:** **.5% Salary Increase for Unrepresented, Confidential Employees and Employees With Employment Contracts**

---

**Action Requested:** Adoption of Resolution to provide .5% salary increase for Unrepresented, Confidential Employees and Contracted Employees.

**Summary:** The District has reached tentative agreements with unions representing over 90% of employees to provide for a .5% pay adjustment to all salary schedules effective July 1, 2013.

**Recommendation:** Adoption of Resolution to provide .5% salary increase for Unrepresented, Confidential Employees and Contracted Employees.

**Fiscal Impact:** General Purpose Fund.

**Attachments:** - Resolution



# Alameda County Office of Education

OAKLAND U.S.D.  
BOARD OF EDUCATION

2014 JAN 24 P 3:51

Sheila Jordan  
Superintendent

Damon Smith  
Associate Superintendent  
of Business

L. Karen Monroe  
Associate Superintendent  
of Education

January 23, 2014

File ID Number: 14-0109  
Introduction Date: 1-29-14  
Enactment Number: 14-0185  
Enactment Date: 1-29-14  
By: \_\_\_\_\_

David Kakishiba, President  
Board of Education  
Oakland Unified School District  
2111 International Boulevard  
Oakland, CA 94606

**BOARD OF EDUCATION**

Joaquin Rivera  
Trustee Area 1

Marlon L. McWilson  
Trustee Area 2

Ken Berrick  
Trustee Area 3

Aisha Knowles  
Trustee Area 4

Fred Sims  
Trustee Area 5

Eileen McDonald  
Trustee Area 6

Yvonne Cerrato  
Trustee Area 7

**RE: Public Disclosure of Collective Bargaining Agreement between the Oakland Unified School District and Service Employees International (SEIU), Oakland Education Association (OEA), United Administrators of Oakland Schools (UAOS), American Federation of State, County and Municipal Employees (AFSCME), Building Construction Trade (BTC), Teamsters (Locals 70 and 853) and Unrepresented groups.**

Dear President Kakishiba:

We have reviewed the Public Disclosure of Collective Bargaining Agreement for the Oakland USD employee groups listed above covering the period beginning July 1, 2013 and ending June 30, 2014. This agreement provides a 0.5% ongoing salary increase, which is in addition to the 1.5% increase previously approved in October 2013. 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.

Based on the 2013-14 First Interim Report Multi-Year Projection and including the additional expenditures associated with the agreements, it appears that the District will be able to maintain its required reserve for economic uncertainties for 2013-14 and the subsequent two fiscal years.

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.

313 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) 670-4270, or Sheila Jordan at (510) 670-4140.

Sincerely,



Damon R. Smith, Associate Superintendent of Business Services  
Alameda County Office of Education

DRS:sm

cc: Board of Education, Oakland USD  
Gary D. Yee, Acting Superintendent, Oakland USD  
Vernon Hal, Deputy Superintendent of Business and Operations, 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  
Sheila Jordan, Superintendent, ACOE  
Jeffrey B. Potter, Executive Director, ACOE



**RESOLUTION OF THE BOARD OF EDUCATION  
OF THE OAKLAND UNIFIED SCHOOL DISTRICT  
RESOLUTION NO. 1314-1021**

**.5% Salary Increase To All Salary Schedules For Unrepresented, Confidential and  
Employees With Employment Contracts**

**WHEREAS**, the District has reached Tentative Agreements with the following unions representing District employees: AFSCME, BCTC, OEA, SEIU (OSEA & OCDPA), Teamsters and UAOS, which includes an on-going increase of .5 base salary for all employees represented by the six unions effective July 1, 2013.

**WHEREAS**, AB 1200, enacted in 1991, requires the County Superintendent to determine if the District's budget will allow the District to meet its financial obligations, including multi-year financial commitments in collective bargaining agreements;

**WHEREAS**, the District has submitted Agreements with AFSCME, BCTC, OEA, SEIU (OSEA & OCDPA), Teamsters and UAOS, as well as a Memorandum regarding the on-going salary increase with its unrepresented, confidential and employees with employment contracts to the County Office of Education for the AB 1200 review by the County;

**WHEREAS**, the County Superintendent has determined that the District can meet the financial obligations in the Tentative Agreements and the Memorandum regarding the on-going salary increase of .5 percent for unrepresented, confidential and employees with employment contracts;

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

**WHEREAS**, the salary increase for unrepresented, confidential and employees with employment contracts is a part of the District's budget assumptions and there is no unexpected fiscal impact on the District's fund balance;

**WHEREAS**, the actual increased cost to provide the .5 percent on-going salary increase pursuant to the aforementioned agreements between the District and AFSCME, BCTC, OEA, SEIU (OSEA & OCDPA), Teamsters and UAOS as well as the Memorandum regarding on-going salary increase with its, unrepresented, confidential and employees with employment contracts is \$1,208,420.

**NOW THEREFORE, BE IT RESOLVED THAT**, the Board of Education of the Oakland Unified School District does hereby grant unrepresented, confidential and employees with employment contracts an on-going salary increase of .5 percent, effective July 1, 2013,

File ID Number	<u>14-0109</u>
Introduction Date	<u>1-29-14</u>
Enactment Number	<u>14-0185</u>
Enactment Date	<u>1-29-14</u>

PASSED AND ADOPTED by the Board of Education the Oakland Unified School District, this 29<sup>th</sup> day of January 2014, by the following vote:

**AYES:** Jody London, Anne Washington, Jumoke Hinton Hodge, Roseann Torres and Vice President James Harris


**NOES:** None

**ABSTAINED:** None

**ABSENT:** Christopher Dobbins and President David Kakishiba

#### **CERTIFICATION**

I, Gary Yee, Secretary of the Board of Education of the Oakland Unified School District, Alameda County, State of California, do hereby certify that the foregoing Resolution was duly approved and adopted by the Board of Education of said district at a meeting thereof held on 29<sup>th</sup> day of January 2014, with a copy of such Resolution being on file in the Administrative Office of said District.

  
\_\_\_\_\_  
Dr. Gary Yee, Acting Superintendent  
and Secretary, Board of Education