

Board Office Use: Legislative File Info.	
File ID Number	13-2259
Introduction Date	10/23/13
Enactment Number	13-2214
Enactment Date	10-23-13 <i>JM</i>



OAKLAND UNIFIED  
SCHOOL DISTRICT

Community Schools, Thriving Students

## LABOR MANAGEMENT & EMPLOYEE RELATIONS

**To:** Board of Education

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

**Meeting Date:** October 23, 2013

**Subject:** Ongoing Salary Increase for Confidential, Unrepresented Employees and Employees on Employment Contracts

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

**Summary:** The District has reached tentative agreements with unions representing over 90% of employees to provide for an ongoing pay adjustment of 1.5% to all salary schedules effective July 1, 2013 (see Attachment A of the Agreement for details).

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

**Fiscal Impact:** General Purpose Fund.

**Attachments:** - Resolution

**RESOLUTION OF THE BOARD OF EDUCATION  
OF THE OAKLAND UNIFIED SCHOOL DISTRICT  
RESOLUTION NO. 1314-0038**

**On-going Salary Increase of 1.5 Percent 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 1.5 base salary for all employees represented by the six unions effective July 1, 2013.

**WHEREAS**, A.B. 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 A.B. 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 1.5 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 1.5 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 \$1,542,674.

**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 1.5 percent, effective July 1, 2013,

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PASSED AND ADOPTED by the Board of Education the Oakland Unified School District, this <sup>23<sup>rd</sup></sup> 23<sup>rd</sup> day of October, 2013, by the following vote:

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

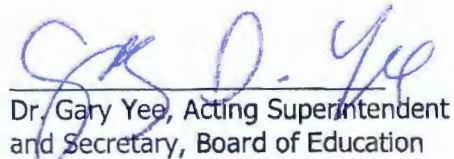
**NOES:** None

**ABSTAINED:** None

**ABSENT:** Anne Campbell Washington and Christopher Dobbins

#### 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 23<sup>rd</sup> day of October, 2013, 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

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By: