

Board Office Use: Legislative File Info.	
File ID Number	13-1635
Introduction Date	9-11-13
Enactment Number	13-1904
Enactment Date	9/11/13 02



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

To: Board of Education
From: Jacqueline Minor, General Counsel, Troy Christmas, Director, Labor Strategy
Meeting Date: September 11, 2013
Subject: OUSD-CSEA, Oakland Chapter 1 - Memorandum of Understanding (MOU) regarding Compensation for 2012-13

Action Requested: Adoption of MOU for one-time pay adjustment for 2012-13.

Summary: On June 24, 2013, the District and California School Employees Association (CSEA), Oakland Chapter 1, representing Oakland schools police officers, reached an agreement regarding a one-time pay adjustment of 2.35% of base salary for the 2012-13 school year.

Recommendation: Adoption of MOU for one-time pay adjustment for 2012-13.

Fiscal Impact: General Purpose Fund

Attachments: - MOU

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Memorandum of Understanding (MOU)
Between the
California School Employees Association, Oakland, Chapter 1
And
Oakland Unified School District

June 24, 2013

Regarding 2012-13 Compensation

The California School Employees Association Oakland Chapter 1 ("CSEA") and the Oakland Unified School District ("District") enter into this following Memorandum of Understanding relating to 2012-13 Compensation.

Agreement

- For the 2012-13 fiscal year only, the District shall provide a one-time lump sum payment to CSEA members of 2.35% of base salary.
- The one-time lump sum payment is separate from ongoing negotiations for a successor agreement, which negotiations shall continue.

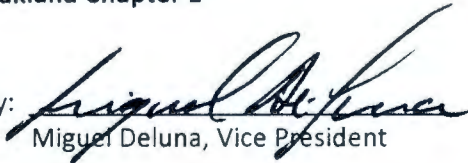
Background (For Information Only)

- The District and CSEA have a closed Collective Bargaining Agreement with term from July 1, 2010 through June 30, 2013 (the "Agreement").
- The District has set aside \$6 million of one-time funds for compensation to all employees and is in the process of negotiating a one-time payment with other employee groups for 2012-13.
- CSEA's portion of the \$6 million translates in to a one-time compensation increase of 2.35% of base salary.

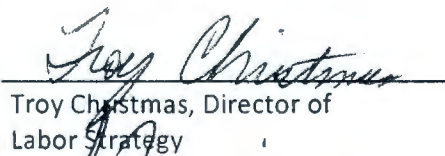
California School Employees Association
Oakland Chapter 1

Oakland Unified School District

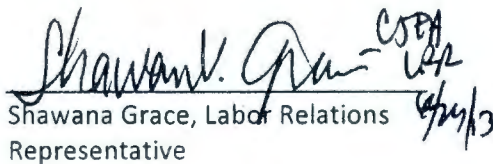
By:


Miguel Deluna, Vice President

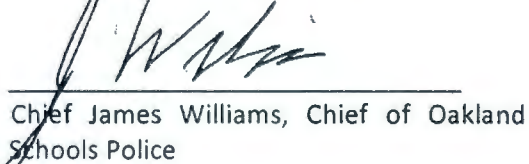
By:


Troy Christmas, Director of
Labor Strategy

By:


Shawana Grace, Labor Relations
Representative
CSEA
6/24/13

By:


Chief James Williams, Chief of Oakland
Schools Police

By: _____

David Kakishiba, President
Board of Education

By: _____

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

Approved as to form and content:

By: _____

Jacqueline P. Minor, General Counsel



Alameda County Office of Education

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Superintendent

Damon Smith
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of Business

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of Education

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August 27, 2013

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

RE: Public Disclosure of Collective Bargaining Agreement between the Oakland Unified School District and California School Employees Association, Oakland Chapter 1 (CSEA) and Teamsters Local 853 and 70 (Teamsters).

Dear President Kakishiba:

We have reviewed the Public Disclosure of Collective Bargaining Agreement for CSEA and Teamsters employees at Oakland USD covering the period beginning July 1, 2012 and ending June 30, 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.

It appears that the total cost of this settlement is approximately \$30K. The District used the 2012-13 Second Interim Report Multi-Year Projection to determine the affordability of the agreement. Following our review, it appears the District will indeed be able to maintain its required reserve for economic uncertainties for 2012-13 and the subsequent two fiscal years. Our recent review of the District's 2013-14 Adopted Budget also suggests that the cost of this settlement 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.

313 W. Winton Ave.
Hayward, California
94544-1136

(510) 887-0152

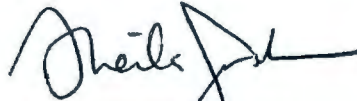
www.acoe.org



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

Sincerely,

A handwritten signature in black ink, appearing to read "Sheila Jordan", with a long horizontal stroke extending to the right.

Sheila Jordan, Superintendent
Alameda County Office of Education

SJ:sm

cc: Board of Education, Oakland USD
Gary 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
Damon R. Smith, Associate Superintendent of Business Services, ACOE
Jeffrey B. Potter, Executive Director, ACOE