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OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

To: Board of Education

From: Marion McWilliams, General Counsel
Jenine Lindsey, Director of Labor Strategy

Meeting Date: September 14, 2016

Subject: “Sunshining” of the District’s Initial Proposals to California School Employees Association (CSEA) Oakland Chapter 1

Action Requested: Conduct a Public Hearing on the District’s initial proposals (attached) for the Successor Contract negotiations with California School Employees Association (CSEA) Oakland Chapter 1.

Summary: Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and CSEA may begin negotiations for a new Agreement, the parties are required to present their initial proposals for public review and comments (“sunshining”) the proposals.

Fiscal Impact: Any tentative agreement will be within the District’s financial ability to cover the anticipated costs.

Recommendation: Conduct a Public Hearing on the District’s initial proposals (attached) for successor agreement with California School Employees Association (CSEA) Oakland Chapter 1.

Attachment: District’s Initial Proposals

**Oakland Unified School District “Sunshining” of Articles for
Negotiation of Successor Contract with
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (“CSEA”) OAKLAND 1**

September 14, 2016

THE DISTRICT hereby submits initial proposals for the 2016-19 agreement for sunshine pursuant to the Educational Employment Relations Act (“EERA”) Section 3547. The District proposes the following modifications:

Compensation

Article 5

- **Support Recruitment and Retention.** Increase compensation to support recruitment and retention of high quality talent consistent with Pathway to Excellence Priority #1 Effective Talent Programs

Hours of Employment

Article 6

- **Create flexible scheduling.** Expand shift variations to ensure that unit members are available to meet the unique needs of each thriving community school.

Evaluations

Article 14

- **Quality Feedback and Support.** Cultivate a culture of professional learning supported by constructive feedback through an improved evaluation process piloted as a precursor to replacing the existing evaluation tool.

Term of the Agreement

Article 22

- Revise dates for new term of agreement