


OAKLAND UNIFIED SCHOOL DISTRICT
Office of the Superintendent

LEGISLATIVE FILE
File ID No. 09-1941
Introduction Date 9-14-09
Enactment No. _____
Enactment Date _____

September 23, 2009

TO: Board of Education

FROM: Jacqueline P. Minor, General Counsel 
Troy Christmas, Director, LMER

RE: **"Sunshining" of District's Initial Proposals to the United Administrators of Oakland Schools (UAOS)**

ACTION REQUESTED

Conduct a Public Hearing on the District's initial proposals (attached) for a full successor Agreement, effective July 1, 2009, with the United Administrators of Oakland Schools.

BACKGROUND

Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and UAOS 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 a full successor Agreement, effective July 1, 2009, with the United Administrators of Oakland Schools.

Attachment: District's Initial Proposals

**NEGOTIATIONS
BETWEEN
OAKLAND UNIFIED SCHOOL DISTRICT ("District")
AND
UNITED ADMINISTRATORS OF OAKLAND SCHOOLS ("UAOS")
FOR A FULL
SUCCESSOR AGREEMENT**

OAKLAND SCHOOLS DISTRICT LIST OF INITIAL PROPOSALS

September 23, 2009

As you may know, the Oakland Unified School District (District) and the United Administrators of Oakland Schools (UAOS) have been involved in Re-Opener negotiations on a very limited number of issues, specifically on UAOS Article 12: Salary Compensation and Article 6: Performance Evaluation & related Appendix 6.1 (Certificated P.E. Form) & Appendix 6.2 (Classified P.E. Form). The District and the UAOS will begin negotiations for a full Successor Agreement in September 2009 and, as such, both parties shall be expanding the scope of negotiations to include additional articles beyond those currently being discussed in the re-opener phase, and have agreed to close the re-opener. The parties have agreed to incorporate all tentative agreements (TAs) or Side Letters of Agreement already jointly agreed to during the re-opener negotiations, if any, into the upcoming negotiations for a Successor Agreement.

The current agreement between the Oakland Unified School District (District) and the United Administrators of Oakland Schools (UAOS) expired on June 30, 2009. In preparations for upcoming negotiations for a full Successor Agreement, the District submits the following Articles for proposed changes to the existing Agreement with the UAOS effective July 1, 2009.

Article 4 - Hours of Work and related Appendices 4.1 through 4.3.2

Article 6 - Performance Evaluation and related Appendices 6.1 and 6.2

Article 12 - Salary Compensation

Article 17 - Duration

The District requests the right to be notified and have discussion prior to any additions, deletions, modifications, or amendments of these initial proposals (IPs).