

| Board Office Use: Legislative File Info. |                    |
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| File ID Number                           | 16-2234            |
| Introduction Date                        | 11-15-16           |
| Enactment Number                         |                    |
| Enactment Date                           | 11-15-16 <i>lf</i> |



OAKLAND UNIFIED  
SCHOOL DISTRICT

*Community Schools, Thriving Students*

**To** Board of Education

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

**Board Meeting Date** November 15, 2016

**Subject** “Sunshining” of the District’s Initial Proposals (IPs) to the American Federation of State, County and Municipal Employees (AFSCME), Local 257

**Action Requested:** Conduct a Public Hearing on the District’s initial proposals (attached) for a full Successor Agreement, effective July 1, 2017.

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

**Recommendation:** Conduct a Public Hearing on the District’s initial proposals (attached) for a full Successor Agreement, effective July 1, 2017.

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

**Attachments:** District’s Initial Proposals

**PUBLIC SUNSHINING**

**SUCCESSOR NEGOTIATIONS  
BETWEEN**

**THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES LOCAL  
257 ("AFSCME")**

**AND**

**THE OAKLAND UNIFIED SCHOOL DISTRICT ("the District")**

**NOVEMBER 9, 2016**

The District recognizes that the Collective Bargaining Agreement ("CBA") between AFSCME and the District expires June 30, 2017 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the District will consider any issue that is within scope for inclusion in a successor contract. Specifically, the District is prepared to negotiate in good faith with the union on the following subjects:

- |               |  |
|---------------|--|
| ▪ ARTICLE 1   | Recognition                                |
| ▪ ARTICLE 2   | Definitions                                |
| ▪ ARTICLE 3   | Non-Discrimination                         |
| ▪ ARTICLE 4   | Organizational Security                    |
| ▪ ARTICLE 5   | Dues Deduction                             |
| ▪ ARTICLE 6   | District Rights                            |
| ▪ ARTICLE 7   | Assignments/Promotions/Transfers/Vacancies |
| ▪ ARTICLE 8   | Layoffs                                    |
| ▪ ARTICLE 9   | Hours of Employment                        |
| ▪ ARTICLE 10  | Leaves of Absence                          |
| ▪ ARTICLE 12  | Retirement and Annuity Plans               |
| ▪ ARTICLE 13  | Compensation                               |
| ▪ ARTICLE 14  | Performance Evaluations                    |
| ▪ ARTICLE 15  | Personnel Files                            |
| ▪ ARTICLE 16  | Grievance Procedure                        |
| ▪ ARTICLE 17  | Grievance Arbitration and Appeal Procedure |
| ▪ ARTICLE 18  | Union Rights                               |
| ▪ ARTICLE 19  | Safety and Training                        |
| ▪ ARTICLE 20  | Contracting Work Out                       |
| ▪ ARTICLE 21  | Working Out of Classification              |
| ▪ ARTICLE 22  | Other Provisions of Agreement              |
| ▪ ARTICLE 24  | Scope of Agreement                         |
| ▪ ARTICLE 25  | Severability Provisions                    |
| ▪ ARTICLE 26  | Paraeducator to Special Education          |
| ▪ ARTICLE 27  | Civic Center                               |
| ▪ ARTICLE 28  | Summer School                              |
| ▪ ARTICLE 29  | Duration of Agreement                      |
| ▪ ATTACHMENTS | A1- A15                                    |

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