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Introduction Date	12/14/16
Enactment Number	16-1973
Enactment Date	12-14-16



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

LABOR MANAGEMENT & EMPLOYEE RELATIONS

Memo

To Board of Education

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

Board Meeting Date December 14, 2016

Subject **Approval of Tentative Agreement (TA) between Service Employees International Union Local 1021 ("SEIU Local 1021") and Oakland Unified School District ("the District")**

Action Requested Approval by the Board of Education of Tentative Agreement, on reopener negotiations, as Agreement between the District and SEIU Local 1021 for the period of July 1, 2016 through June 30, 2017.

Summary On November 28, 2016, the negotiating teams for the District and Oakland School Employees Association (OSEA)-SEIU, Local 1021 and Oakland Child Development Paraprofessional Association (OCDPA)-SEIU Local 1021, representing classified employee classifications in the District reached a tentative agreement on compensation.

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

Recommendation Approval of Tentative Agreement, on reopener negotiations, as Agreement between the District and SEIU Local 1021 for the period of July 1, 2016 through June 30, 2017.

Attachments -Tentative Agreement

WAGES (SEIU Local 1021- OCDPA/OSEA)

1. **One-time off the schedule bonus payments as follows:**
 - a. A bonus payment equal to 3.07% of base salary earnings between July 1, 2016 through December 1, 2016.
 - b. A bonus payment equal 3.40% of base salary earnings in January and February of 2017.
2. **On-going Salary Increase:** Effective March 1, 2017 an on-going increase of **3.40%** to all salary schedules.
3. **One Time Bonus Increase:** One-time bonus **1.25%** of annual base salary as of December 1, 2016.
4. If any represented/unrepresented employee group and/or bargaining unit receives an on-going wage increase greater than 3.40% during Fiscal Year 2016-2017, the District agrees to negotiate a wage increase for the OCDPA/OSEA-Service Employees International, Union, Local 1021 represented bargaining unit employees.
5. **Clerical Mentor Stipend:** Effective January 1, 2017, the District shall implement a clerical mentor program as follows:
 - a) Up to eight clerical support staff employees shall be selected to provide trainings (peer to peer support) to other permanent and/or substitute clerical staff employees.
 - b) The term of the clerical mentorship shall be one year (clerical staff may apply annually).
 - c) Each mentor shall receive a \$6,000 stipend annually (\$3,000. payable twice a year in December and June).
 - d) Each fiscal year, the parties shall meet and confer regarding the criteria for clerical mentors prior to implementation.

For SEIU Local 1021

Bettie Reed-Smith
Kaden Kratzer
Shylis Lopez
Keta Bailey

For the District

James Harris
Antwan Wilson
James Harris
President, Board of Education
Antwan Wilson
Secretary, Board of Education

Tentative Agreement Between
SEIU Local 1021 and Oakland Unified School District
Regarding the Reclassification of Occupational Therapist ("OT") and Physical Therapist ("PT")

RECLASSIFICATION OF OCCUPATIONAL THERAPIST AND PHYSICAL THERAPIST

1. For the 2016-17 school year, the parties agree to a reclassification of the occupational therapist and physical therapist positions as follows:
 - i. All employees holding a masters degree or doctorate degree shall be placed at range 65 on the WTCL Salary Schedule effective September 1, 2016.
 - ii. All employees holding a bachelors degree shall be placed at range 64 on the WTCL salary schedule effective September 1, 2016.
 - iii. Grandfathering: All incumbents as of the date of execution of this agreement shall be placed at range 65 on the WTCL Salary Schedule effective September 1, 2016.
 - iv. A one-time off the salary schedule payment of \$2,500.00 to all full time OT and PT unit members
 - v. The one-time off the salary schedule payment shall be prorated for part time OT and PT unit members.

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