

Board Office Use: Legislative File Info.	
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Introduction Date	2/22/2017
Enactment Number	
Enactment Date	

LABOR MANAGEMENT & EMPLOYEE RELATIONS

Memo

To Board of Education

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

Board Meeting Date February 22, 2017

Subject **Approval of Tentative Agreement (TA) between Buildings and Construction Trade Counsel of Alameda County ("BCTC") and Oakland Unified School District ("the District")**

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

Summary On January 10, 2017, the negotiating teams for the District and Buildings and Construction Trade Counsel of Alameda County ("BCTC"), representing employees in the Buildings and Grounds Crafts, reached a tentative agreement on compensation as follows: a one-time bonus payment equal to 3.07% of base salary earnings between July 1, 2016 through December 1, 2016; a bonus payment equal to 3.40% of base salary earning in January and February of 2017; an on-going salary increase of 3.40% effective March 1, 2017; and a one-time bonus equal to 1.25% of annual base salary as of December 1, 2016.

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

Recommendation Approval by the Board of Education of Tentative Agreement, as Agreement between the District and BCTC on reopener negotiations and compensation for the period of July 1, 2016 through June 30, 2017.

Attachments

- Tentative Agreement

District's Packaged Proposal to BCTC
Date:
(Re-opener Negotiations)

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ARTICLE 5- COMPENSATION

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 BTC represented bargaining unit employees.

For the BCTC:

C. Teruon-GARRETT
BUSINESS REPRESENTATIVE
1-10-17

Dal A. HART
Chief Steward
1-10/17

For the DISTRICT:

James R. Lister
A. L. Lister
Charles Lister