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**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Memo

To Board of Education

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

Board Meeting Date December 7, 2017

Subject Resolution No. 1718-0031 - Voluntary Salary Donations to the District by Unrepresented Confidential Employees

Action Requested Adoption by the Board of Education of Resolution No. 1718-0031– Acceptance of Voluntary Donations (either salary deductions or furlough days) by Unrepresented Confidential Employees for the period of January 1, 2018 through June 30, 2018.

Background In order to address financial challenges for this 2017-18 fiscal year, Oakland Unified School District ("District") must undergo mid-year budget adjustments.

Discussion On November 3, 2017, the District's Advisory Team, who are unrepresented confidential employees, agreed to voluntarily donate a portion of their salary to support mid-year budget adjustments needed to reduce 2017-2018 costs.

Recommendation Adoption by the Board of Education of Resolution No. 1718-0031– Acceptance of Voluntary Donations (either salary deductions or furlough days) by Unrepresented Confidential Employees for the period of January 1, 2018 through June 30, 2018.

Fiscal Impact An estimated cost savings of \$120,756.33 to the District

Attachments Resolution No. 1718-0031

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
RESOLUTION 1718-0031**

**AUTHORIZATION FOR THE SUPERINTENDENT OF OAKLAND UNIFIED SCHOOL
DISTRICT TO ACCEPT VOLUNTARY SALARY DONATIONS AND VOLUNTARY
FURLOUGH DAY DONATIONS FOR FISCAL YEAR 2017-2018 BY
CONFIDENTIAL NON-REPRESENTED MANAGEMENT EMPLOYEES OF THE
DISTRICT**

WHEREAS, in order to address financial challenges for the 2017-18 fiscal year, the District must undergo mid-year budget adjustments; and

WHEREAS, mid-year budget adjustments of the magnitude required to ensure fiscal vitality will have a significant impact on District; and

WHEREAS, District employees who are leaders and managers in the District, must also sacrifice for the benefit of Oakland's children and the City's future; and

WHEREAS, the vast majority of employees who are leaders and managers in the District's Advisory Committee, who are unrepresented, confidential employees, have voluntarily agreed to donate a portion of their salary and/or donate salary via furlough days; and

WHEREAS, as of November 30, 2017, the collective aggregate total amount of savings generated by the donations is an estimated \$120,756.33; and

WHEREAS, since the above stated date, other confidential employees have expressed an interest in donating a portion of their salary and/or donating salary via furlough days, therefore, additional savings is anticipated; and

WHEREAS, the Superintendent is recommending that the District accept voluntary furloughs and/or portions of salaries voluntarily donated by certain confidential management who are also non-represented employees as provided below; and

WHEREAS, any voluntary furlough days will be taken according to a calendar developed by the Labor Management and Employee Relations, Payroll and Legal Departments; and

WHEREAS, the Board regrets that such measures are necessary, but in view of the budget cuts and revenue shortfall, the furloughs and donations of salaries will mitigate even more job losses in the District.

NOW THEREFORE BE IT RESOLVED, that the Board of Education of the Oakland Unified School District authorizes the Superintendent to accept the Voluntary Donations

of salary and/or furlough days by confidential non-represented management employees of the District, consistent with the following principles:

Principle 1: No paid leave, including compensatory time or other personal paid leave, may be used on or in lieu of a furlough day or as a substitution for donation of salary.

Principle 2: Employees can not be required to work in their areas or perform official duties during a furlough day.

Principle 3: All donations are voluntary and non-mandatory in nature.

Principle 4: The donation of salary and/or furlough shall be accepted and implemented during the period of January 1, 2018 through June 30, 2018.

PASSED AND ADOPTED by the Governing Board of the Oakland Unified School District this 13th day of December, 2017; by the following vote, to wit:

AYES: Jody London, Shanthi Gonzales, Aimee Eng, Vice President Nina Senn, President James Harris

NOES: None

ABSTAINED: Jumoke Hinton Hodge, Roseann Torres

ABSENT: None

CERTIFICATION

I, Kyla Johnson-Trammell, Superintendent and Secretary of the Governing Board of the Oakland Unified School District, Alameda County, State of California, do hereby certify that the foregoing Resolution was duly approved and adopted by the Governing Board of said District at a meeting thereof held on the 13th day of December, 2017 with a copy of such Resolution being on file in the Office of the Governing Board of said District.



Kyla Johnson-Trammell, Superintendent and Secretary, Governing Board

Attachment