

<b>Board Office Use: Legislative File Info.</b>	
File ID Number	16-1153
Introduction Date	6/8/16
Enactment Number	
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**LABOR MANAGEMENT & EMPLOYEE RELATIONS**

# Memo

**To** Board of Education

**From** Jacqueline P. Minor, Co-General Counsel  
Marion McWilliams, Co-General Counsel

**Board Meeting Date** June 8, 2016

**Subject** **“Sunshining” of the California School Employees Association (CSEA) Oakland Chapter 1 Initial Proposals to the District**

**Action Requested** Conduct a Public Hearing on the California School Employees Association (CSEA) Oakland Chapter 1 initial proposals (attached) for the 2016-2019 Successor Agreement with the District.

**Summary** Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and CSEA 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 California School Employees Association (CSEA) Oakland Chapter 1 initial proposals (attached) for the 2016-2019 Successor Agreement with the District.

**Attachments**

- CSEA’s Initial Proposals



**California  
School  
Employees  
Association**

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May 16, 2016

**VIA Electronic and US Mail**

Antwan.wilson@ousd.k12.ca.us

Antwan Wilson, Superintendent  
Oakland Unified School District  
1000 Broadway, Suite 680  
Oakland, CA 94607-4033

Re: INITIAL PROPOSAL FOR 2016-2019 SUCCESSOR AGREEMENT

Dear Mr. Wilson:

The California School Employees Association and its Oakland Chapter No. 1 (CSEA) hereby submit their initial proposal for the 2016-2019 successor agreement for sunshine pursuant to the Educational Employment Relations Act Article 8, Public Notice 3547.

CSEA proposes to amend the following articles:

**ARTICLE 5/APPENDIX A - SALARY COMPENSATION**, to ensure that bargaining unit members receive a fair and equitable increase in salary to a level that is comparable to similarly situated officers' pay, improve longevity incentives, and to establish additional steps on the salary scale.

**ARTICLE 6 - HOURS OF EMPLOYMENT**, to create a more appropriate and desirable work shifts. Additionally, CSEA proposes to create a fair procedure for the posting of work schedules and the assignment of additional shifts.

CSEA reserves the right to propose other amendments during negotiations. CSEA looks forward to respectful and productive negotiations with the District.

Sincerely,  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Ryan H. Apperson  
Labor Relations Representative

RA/me

Cc: Gene Lombardi, Chapter President 1; Jenine Lindsey; Jeff Godown; Karen Keegan, Regional Representative 9; Marcos Gonzalez, Area C Director; Gabriela Echevarria, Field Director; Chapter 1 File