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OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

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 District’s Re-Opener Proposals to the United Administrators of Oakland Schools (UAOS)**

Action Requested Conduct a Public Hearing on the District’s initial proposals (attached) for a re-opener to the District’s Agreement with the United Administrators of Oakland Schools (UAOS) effective June 8, 2016.

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

For the past six years, the Leadership Task Force (LTF), consisting of over 60 OUSD principals and administrators and UAOS leadership, have been developing an OUSD principal framework for high quality leadership for full service community schools. The LTF members used this framework to create evaluation tools and processes that empower principals to lead full-service community schools effectively and efficiently. The LTF group worked to refine and revise the tools and process, namely the Leadership Growth and Development System (LGDS) to bring to UAOS membership for negotiation and ratification.

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 District’s initial proposals (attached) for a re-opener to the District’s Agreement with the UAOS effective June 8, 2016.

Attachment District’s Initial Proposals for Re-Opener Negotiations

**NEGOTIATIONS
BETWEEN
OAKLAND UNIFIED SCHOOL DISTRICT ("District")
AND
UNITED ADMINISTRATORS OF OAKLAND SCHOOLS ("UAOS")
For Re-Opener Negotiations**

OAKLAND UNIFIED SCHOOL DISTRICT LIST OF INITIAL PROPOSALS

- Article 6 - Performance Evaluation
- Appendix 6.1- Certificated Performance Evaluation Form
- Appendix 6.2- Classified Performance Evaluation Form

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