

Tentative Agreement
between the
United Administrators of Oakland Schools
and the
Oakland Unified School District

This tentative Agreement (“Agreement”) is entered into between the United Administrators of Oakland Schools (“UAOS”) and the Oakland Unified School District (the “District” or “OUSD”).

ARTICLE 12 COMPENSATION

12.1.1 Bonuses

Unit members employed by the District at the time of ratification/approval of this agreement by the Board of Education shall receive the following one-time bonuses:

- A. A one-time bonus equal to 3% of base annual salary (as of the date of Board ratification/approval).**
- B. A one-time bonus equal to 3% of unit member base annual earnings between January 1, 2019 and December 31, 2019.**

12.1.2 Ongoing Salary Increase Effective 2019-20

Compensation for Unit Members Retiring by June 30, 2020

- A. Unit members employed by the District at the time of ratification of this agreement by UAOS and retiring on or before June 30, 2020 shall receive a 5% increase effective January 1, 2020. Such unit members must submit the required separation form and retirement information to Human Resources and PERS and/or STRS on or before June 1, 2020.**

Compensation for Other Unit Members (non-retirees)

- A. Ongoing Compensation: Unit members who remain employed by the District as of July 1, 2020 shall receive a 5% salary increase effective July 1, 2020.**
- B. Additional Bonus: All unit members employed by the District at the time of ratification of this Agreement by the UAOS (and not a retiree receiving compensation per Section A above), shall receive a one-time bonus equal to 5% of unit member base annual earnings between January 1, 2020 and June 30, 2020.**
- C. Longevity Pay: Effective July 1, 2020, longevity pay to unit members shall be increased as follows:**
 - a. 20 years- \$1300.**
 - b. 25 years of service- \$2600.**

12.1.3 Bilingual Stipend for Designated Sargeants

Unit member Sargeants designated by the Police Department Chief to provide translation services as needed, shall receive a \$45.00 stipend per month.

12.1.4 **The parties agree to a reopener on compensation for the 2020-21 School Year**

- A. **For the 2020-21 school year, the parties agree to set a date to reopen negotiations on or before February 1, 2021 (post the California Department of Education's Fiscal Update).**
- B. **The parties agree to convene joint study committees to review the following areas to make recommendations to inform negotiations:**
1. **The scale for pay rate for small, medium, large schools and Principals serving two schools which equals an enrollment of a medium or large school.**
 2. **Differential pay for supervising unit members as compared to supervised staff- including, Early Childhood Development Department Administrators, Assistant Principals/Principals and other supervising administrators.**

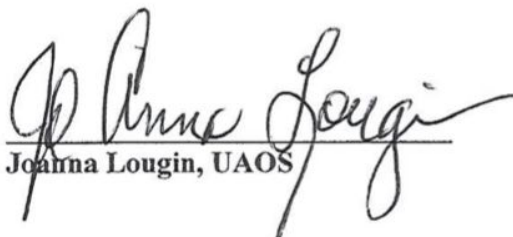
ARTICLE 5 VACATION AND NON WORK DAYS

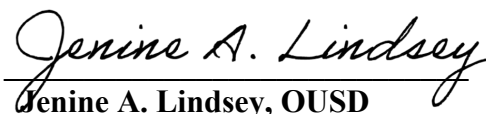
5.1.1.7 Vacation days shall not be carried over to the next fiscal year except upon written approval of the unit member's immediate supervisor.

1. **Employees with more than 50 days: Unit members with an excess of fifty (50) days of vacation, shall have vacation accrual suspended until vacation balances fall below twenty-five (25 days).**
2. **Effective July 1, 2021, a unit member shall not accrue an excess of twenty-five days of vacation (new vacation accrual for each year shall be adjusted to ensure that a unit member does not accrue in excess of twenty-five (25) days).** A classified unit member shall not be paid for working additional days in a fiscal year unless such additional days are requested in advance and approved in writing by the unit member's immediate supervisor and the Superintendent or designee.

DURATION

This Agreement shall become **effective July 1, 2019 and shall remain in full force and effect until June 30, 2022** and from year to year thereafter unless either party submits written notice of desire to amend, modify or terminate this Agreement ninety (90) days prior to July 1 of any subsequent year.


Joanna Lougin, UAOS


Jenine A. Lindsey, OUSD