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Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Jenine Lindsey, Interim General Counsel
Lisa Grant-Dawson, Chief Business Officer

Meeting Date October 25, 2023

Subject AB 1200 Disclosure and Tentative Agreement Between District and Building and Construction Trades Council of Alameda County – July 1, 2022 through June 30, 2026

Ask of the Board Approval by the Board of Education of the tentative agreement between the Oakland Unified School District (“OUSD” or “the District”) and the Building Construction & Trade Council (“BCTC”) pending compliance with Government Code section 3547.5, all applicable AB 1200 disclosure requirements, and all necessary follow-up actions as determined by the Alameda County Office of Education.

Background & Discussion BCTC represents OUSD’s skilled trade workers including carpenters, electricians, gardeners, laborers, painters, plumbers and steamfitters. The collective bargaining agreement between BCTC and OUSD (“CBA”) expired on June 30, 2021. The Parties reached the subject tentative agreement on June 29, 2023, which was subsequently ratified by BCTC members and covers the period July 1, 2022 through June 30, 2026. The tentative agreement between BCTC and OUSD is attached in its entirety.

Government Code 3547.5(a) states: “Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.” The Agreement, including all major provisions, is attached in its entirety.

AB 1200 (specifically Government Code section 3540.2) requires: “A school district that has a qualified or negative certification . . . shall allow the county office of education in which the school district is located at least 10 working days to review and comment on any proposed agreement made between the exclusive representative and the public school employer, or designated representatives of the employer, pursuant to this chapter. The school district shall provide the county superintendent of schools with all information relevant to yield an understanding of the financial impact of that agreement.” In response, “[t]he county superintendent of schools shall notify the school district, the county board of education, the district superintendent, the governing board of the school district, and each parent and teacher organization of the district within those 10 days if, in his or her opinion, the agreement reviewed pursuant to subdivision (a) would endanger the fiscal well-being of the school district.”

Fiscal Impact

For the estimated cost of the Tentative Agreement, see the AB 1200 Disclosure attached to this memo and included in the legislative file and the summary of cost below.

Summary of Projected Cost

Cost over current budget / MYP	Year 1	Year 2	Year 3	Cumulative cost over 3 years
One-time	878,758	45,500	-	924,258
On-going	595,909	1,107,187	282,192	1,985,288
Total	1,474,667	1,152,687	282,192	2,909,546

Attachment(s)

- Tentative Agreement between OUSD and BCTC (June 2023)
- AB 1200 Public Disclosure and Certification of Cost (October 2023))

Tentative Agreement
Between
Oakland Unified School District
and
Building, Construction and Trades Council
June 29, 2023

ARTICLE 5- WAGES

1. One-time Payments

Unit members actively employed by the District, and in good standing, at the time of ratification/approval of this agreement by the Board shall receive the following one-time:

- a. All unit members shall receive a one-time off schedule payment of \$4,000.

2. On-going Annual Salary Increases

The District accepts BCTC's proposal as to the following classifications:

A. Effective January 1, 2024, Step 2 of the salary ranges for the following classifications shall be increased by flat amounts shown below:

1. Plumber Helper/Laborer/Gardners -\$7,500 (Range 1 and Lead Range 4)
2. Roofer - \$2,800.00 (Range 12)
3. Equipment Operator- \$2,800.00 (and moved to Range 12)
4. Alarm/Telecom - \$6,850 (Range 16)

OUSD's Counter Proposal

B. Effective January 1, 2024, Step 2 of the salary schedule for range 10, range 13, and range 14 shall be increased by \$12,000 flat amount impacting the following classifications:

- a. Glazier - (Range 10)
- b. Painter - (Range14)
- c. Sheet Metal (moves to Range 13 which shall be increased per above)
- d. Locksmiths - (Range13)
- e. Carpenters- (Range13)

C. Effective January 1, 2024, Step 2 of the salary schedule for range 17, range 18, range 19, range 20 and range 21 shall be increased by \$15,000 flat amount impacting the following classifications:

- a. Plumber (Range 20)
- b. Steamfitter (Range 18)
- c. Heavy Equipment Mechanic (Range 19)
- d. Electricians (will move to Range 17)
- e. Leads for all of the above (if applicable) (Ranges 22, 26, 28 and 29)

2. 2024-25 School Year Salary Increases

- a. Effective January 1, 2025, the salary schedule ranges for all unit members shall be increased by 5%.

ARTICLE 8- SAFETY

ARTICLE 8. SAFETY CONDITIONS

- A. For the 2023-24 and 2024-25 School Years, the District shall pay or reimburse unit members for safety equipment as follows:
 - 1. For the 2023-24 school year unit members shall receive a \$2,800 one time off schedule payment in lieu of reimbursement for safety equipment.
 - 2. Over the course of the 2024-25 fiscal year, the District shall reimburse eligible full-time employees for the actual cost of safety footwear, resoling, and insoles not to exceed five hundred (**\$500**).

3. Unit members shall be eligible for reimbursement provided that:
 - a. The unit member follow the District's reimbursement policy (including the submission of receipts within the deadline for the fiscal year); and
 - b. Employees must provide a legible printed receipt that references the purchase or resoling of a work boot within forty-five **(45)** days of the end of the Fiscal year (June 30).

ARTICLE 25- Duration of the Agreement

This agreement shall remain in effect through June 30, 2026 and from year to year thereafter unless either party serves written notice of the desire to amend, modify or terminate this Agreement ninety **(90)** days prior to the first day of June 30, 2026, or prior to the first day of July of any subsequent year.

For Alameda County BCTC :


Edward Alvarez (Aug 9, 2023 15:33 PDT)

Eddie, Alvarez, Business Representative, BCTC


David A. Hunter (Aug 10, 2023 07:59 PDT)

David Hunter, Chief Steward, BCTC


For Oakland Unified School District:


MARC WHITE (Aug 16, 2023 13:31 PDT)

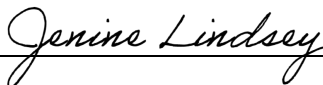
Mark White, Director Buildings & Grounds


Mark Cavalli (Aug 16, 2023 15:24 PDT)


Mark Cavali, Coordinator Buildings & Grounds


Gia White, Labor Coordinator

GIA WHITE (Aug 16, 2023 16:35 PDT)

Approved as to form:



Jenine Lindsey, Assistant General Counsel


Mike Hutchinson, President, Board of Education 10/26/2023


Kyla Johnson Trammell, Secretary, Board of Education 10/26/2023

Oakland Unified School District School District
Public Disclosure of Collective Bargaining Agreement

In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

CERTIFICATE OF AFFORDABILITY

Certification of the District's Ability to Afford the Costs of a Collective Bargaining Agreement

This disclosure document must be signed by the District Superintendent and Chief Business Official prior to public disclosure and included as part of the public disclosure documentation.

The District projects the total monetary cost of the settlement to be as follows:

For an ongoing cost, please show the ongoing cost in each year. For a one-time cost, only include the cost in the year impacted.

Cost over current budget / MYP	Year 1	Year 2	Year 3	Cumulative cost over 3 years
One-time	878,758	45,500	-	924,258
On-going	595,909	1,107,187	282,192	1,985,288
Total	1,474,667	1,152,687	282,192	2,909,546

Please check one of the following:

No budget revisions are necessary for the District to afford this settlement.

Budget revisions are necessary for the District to afford this settlement. These revisions are itemized below. The District's budget assumptions are attached, which become an integral part of this document.

Note that if the District does not adopt all of the revisions in the current fiscal year, the County Superintendent is required to issue a qualified or negative certification on the next Interim Report per Government Code (GC) 3547.5(c).

Indicate any changes from the latest board approved budget:

Budget Adjustment Categories	Change to Fund Balance Increase (Decrease)		
	Year 1	Year 2	Year 3
Revenues/Other Financing Sources			
Expenditures/Other Financing Uses			
Increased salary costs	1,474,667	1,152,687	282,192
Ending Fund Balance Increase (Decrease)	(1,474,667)	(1,152,687)	(282,192)

Please review the above and sign below:

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the Oakland Unified School District School District hereby certify that the District can meet the costs incurred under the Collective Bargaining

District Superintendent (Signature)

Date

Kyla Johnson Trammel

District Superintendent (Type Name)

Chief Business Official (Signature)

Date

Lisa Grant-Dawson

Chief Business Official (Type Name)

Oakland Unified School District **School District**
Public Disclosure of Collective Bargaining Agreement

In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

Certification of Board Action

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code 3547.5.

District Superintendent (or Designee)
(Signature)

10/25/2023

Date

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on 10/25/2023, took action to approve the proposed Agreement with the Building, Constructions and Trades Council Bargaining Unit.

President (or Clerk), Governing Board
(Signature)

10/25/2023

Date

Special Note: The Alameda County Office of Education reserves the right to ask any additional questions or request any additional information we feel is necessary to review the district properly under AB 1200, including a copy of the Tentative Agreement.

Name of District: Oakland Unified School District

Name of Bargaining Unit: Building, Constructions and Trades Council

Certificated or Classified: Classified

The proposed agreement covers the period beginning: 7/1/2023 and ending: 9/30/2027
 (date) (date)

The Governing Board will take action on: 10/25/2023
 (date)

Letter requested from Alameda County Office of Education? YES (indicate yes or no)

A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement 2023-24	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) 2023-24	Year 2 Increase/(Decrease) 2024-25	Year 3 Increase/(Decrease) 2025-26
1.	Salary Schedule (Including Step & Column)	\$ 123,605,332	\$ 419,625	\$ 779,654	\$ 198,713
			0.34%	0.63%	0.16%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ 618,800	\$ 45,500	\$ -
			0.50%	0.04%	0.00%
2a.	Description of Other Compensation (Listed on Line 2 above)		\$ -	\$ -	
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 45,293,537	\$ 436,242	\$ 327,533	\$ 83,479
			0.96%	0.72%	0.18%
4.	Health/Welfare Increases	\$ 32,194,481		\$ -	\$ -
			0.00%	0.00%	0.00%
5.	Total Cost of Negotiated Settlement (Add Items 1 through 4 to equal 5)	\$ 201,093,350	\$ 1,474,667	\$ 1,152,687	\$ 282,192
			0.73%	0.57%	0.14%
6.	Total number of represented Employees (Use FTEs)	91	91	91	91
7.	Total Compensation <u>Average</u> Cost per Employee	\$ 2,209,817	\$ 16,205	\$ 12,667	\$ 3,101

Name of District: **Oakland Unified School District**
 Name of Bargaining Unit: **Building, Constructions and Trades Council**
 The Governing Board will take action on: **10/25/2023**

D. Impact of Proposed Agreement on Current Year Operating Budget - UNRESTRICTED GENERAL FUND				
	Column 1	Column 2	Column 3	Column 4
Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Latest Board-Approved Budget Before Settlement 9/28/2023	Adjustments as a result of Settlement	Other Revisions due to Settlement and/or Other Unit Agreements	Total New Budget (Col 1+2+3)
Revenues				
LCCF Sources (8010-8099)	\$ 481,611,799	\$ -		\$ 481,611,799
Federal Revenue (8100-8299)	\$ -	\$ -		\$ -
Other State Revenue (8300-8599)	\$ 6,985,584	\$ -		\$ 6,985,584
Other Local Revenue (8600-8799)	\$ 7,418,547	\$ -		\$ 7,418,547
Total Revenues	\$ 496,015,930	\$ -	\$ -	\$ 496,015,930
Expenditures				
Certificated Salaries (1000-1999)	\$ 175,765,831	\$ -	\$ -	\$ 175,765,831
Classified Salaries (2000-2999)	\$ 55,703,454	\$ 50,355	\$ -	\$ 55,753,809
Employee Benefits (3000-3999)	\$ 109,453,011	\$ 52,349	\$ -	\$ 109,505,360
Books and Supplies (4000-4999)	\$ 36,994,054	\$ -	\$ -	\$ 36,994,054
Services & Operating Expenses (5000-5999)	\$ 41,129,582	\$ -	\$ -	\$ 41,129,582
Capital Outlay (6000-6599)	\$ 1,945,463	\$ -	\$ -	\$ 1,945,463
Other Outgo (7100-7299 & 7400-7499)	\$ 2,115,699	\$ -	\$ -	\$ 2,115,699
Direct Support/Indirect Cost (7300-7399)	\$ (8,332,810)	\$ -	\$ -	\$ (8,332,810)
Total Expenditures	\$ 414,774,284	\$ 102,704	\$ -	\$ 414,876,988
Operating Surplus (Deficit)	\$ 81,241,646	\$ (102,704)	\$ -	\$ 81,138,942
Other Sources and Transfers In (8910-8979)	\$ -	\$ -	\$ -	\$ -
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ (105,290,313)	\$ -	\$ -	\$ (105,290,313)
Current Year Increase (Decrease) In Fund Balance	\$ (24,048,668)	\$ (102,704)	\$ -	\$ (24,151,372)
Beginning Balance	\$ 118,353,704			\$ 118,353,704
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 94,305,037	\$ (102,704)	\$ -	\$ 94,202,333
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)				\$ -
Reserved for Economic Uncertainties (9789)	#REF!	#REF!	#REF!	#REF!
Designated Amounts (9775-9780)	\$ 37,748,507	\$ -	\$ -	\$ 37,748,507
Unappropriated Amounts (9790)	#REF!			#REF!
Comments (Major changes):				

Name of District: **Oakland Unified School District**

Name of Bargaining Unit: **Building, Constructions and Trades Council**

The Governing Board will take action on: **10/25/2023**

D. Impact of Proposed Agreement on Current Year Operating Budget - RESTRICTED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board- Approved Budget Before Settlement 9/28/2023	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 3,580,861	\$ -	\$ -	\$ 3,580,861
Federal Revenue (8100-8299)	\$ 130,867,937	\$ -	\$ -	\$ 130,867,937
Other State Revenue (8300-8599)	\$ 121,260,103	\$ -	\$ -	\$ 121,260,103
Other Local Revenue (8600-8799)	\$ 80,245,213	\$ -	\$ -	\$ 80,245,213
Total Revenues	\$ 335,954,114	\$ -	\$ -	\$ 335,954,114
Expenditures				
Certificated Salaries (1000-1999)	\$ 100,428,845	\$ -		\$ 100,428,845
Classified Salaries (2000-2999)	\$ 67,901,878	\$ 988,070		\$ 68,889,948
Employee Benefits (3000-3999)	\$ 111,082,478	\$ 383,893		\$ 111,466,371
Books and Supplies (4000-4999)	\$ 72,140,012	\$ -		\$ 72,140,012
Services & Operating Expenses (5000-5999)	\$ 119,469,241	\$ -		\$ 119,469,241
Capital Outlay (6000-6599)	\$ 4,564,741	\$ -		\$ 4,564,741
Other Outgo (7100-7299 & 7400-7499)	\$ 8,021,642	\$ -		\$ 8,021,642
Direct Support/Indirect Cost (7300-7399)	\$ 6,986,845	\$ -		\$ 6,986,845
Total Expenditures	\$ 490,595,682	\$ 1,371,963	\$ -	\$ 491,967,645
Operating Surplus (Deficit)	\$ (154,641,568)	\$ (1,371,963)		\$ (156,013,531)
Other Sources and Transfers In (8910-8979)		\$ -	\$ -	\$ -
Other Uses and Transfers Out (7610-7699)		\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 102,290,313	\$ -	\$ -	\$ 102,290,313
Current Year Increase (Decrease) In Fund Balance	\$ (52,351,255)	\$ (1,371,963)	\$ -	\$ (53,723,218)
Beginning Balance	\$ 164,766,888			\$ 164,766,888
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 112,415,633	\$ (1,371,963)	\$ -	\$ 111,043,670
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ 112,415,636	\$ 1,371,963	\$ -	\$ 113,787,599
Reserved for Economic Uncertainties (9789)				
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ (3)			\$ (2,743,930)
Comments (Major changes):				

Name of District: **Oakland Unified School District**

Name of Bargaining Unit: **Building, Constructions and Trades Council**

The Governing Board will take action on: **10/25/2023**

D. Impact of Proposed Agreement on Current Year Operating Budget - COMBINED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board- Approved Budget Before Settlement As of:	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 485,192,660	\$ -	\$ -	\$ 485,192,660
Federal Revenue (8100-8299)	\$ 130,867,937	\$ -	\$ -	\$ 130,867,937
Other State Revenue (8300-8599)	\$ 128,245,687	\$ -	\$ -	\$ 128,245,687
Other Local Revenue (8600-8799)	\$ 87,663,760	\$ -	\$ -	\$ 87,663,760
Total Revenues	\$ 831,970,044	\$ -	\$ -	\$ 831,970,044
Expenditures				
Certificated Salaries (1000-1999)	\$ 276,194,676	\$ -	\$ -	\$ 276,194,676
Classified Salaries (2000-2999)	\$ 123,605,332	\$ 1,038,425	\$ -	\$ 124,643,757
Employee Benefits (3000-3999)	\$ 220,535,489	\$ 436,242	\$ -	\$ 220,971,731
Books and Supplies (4000-4999)	\$ 109,134,066	\$ -	\$ -	\$ 109,134,066
Services & Operating Expenses (5000-5999)	\$ 160,598,823	\$ -	\$ -	\$ 160,598,823
Capital Outlay (6000-6599)	\$ 6,510,204	\$ -	\$ -	\$ 6,510,204
Other Outgo (7100-7299 & 7400-7499)	\$ 10,137,341	\$ -	\$ -	\$ 10,137,341
Direct Support/Indirect Cost (7300-7399)	\$ (1,345,965)	\$ -	\$ -	\$ (1,345,965)
Total Expenditures	\$ 905,369,966	\$ 1,474,667	\$ -	\$ 906,844,634
Operating Surplus (Deficit)	\$ (73,399,922)	\$ (1,474,667)	\$ -	\$ (74,874,590)
Other Sources and Transfers In (8910-8979)	\$ -	\$ -	\$ -	\$ -
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ (3,000,000)	\$ -	\$ -	\$ (3,000,000)
Current Year Increase (Decrease) In Fund Balance	\$ (76,399,923)	\$ (1,474,667)	\$ -	\$ (77,874,590)
Beginning Balance	\$ 283,120,592			\$ 283,120,592
Pr. Year Audit Adj./Restatements (9793-9795)	\$ -			\$ -
Current Year Ending Balance	\$ 206,720,670	\$ (1,474,667)	\$ -	\$ 205,246,002
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ 112,415,636	\$ 1,371,963	\$ -	\$ 113,787,599
Reserved for Economic Uncertainties (9789)	\$ 27,161,099	\$ 44,240	\$ -	\$ 27,205,339
Designated Amounts (9775-9780)	\$ 37,748,507	\$ -	\$ -	\$ 37,748,507
Unappropriated Amounts - Unrestricted (9790)	\$ 29,395,431			\$ 29,395,431
Unappropriated Amounts - Restricted (9790)	\$ (3)			\$ (3)
Unrestricted Reserves Percentage	6.25%			6.24%
Comments (Major changes):				

Name of District: **Oakland Unified School District**

Name of Bargaining Unit: **Building, Constructions and Trades Council**

The Governing Board will take action on: **10/25/2023**

E. Revised MYP Including the Effects of Collective Bargaining

	Year 1	Year 2	Year 3
	2023-24	2024-25	2025-26
Revenues			
LCFF Revenue Sources	485,192,660	486,662,346	491,245,192
Federal Revenue	130,867,937	59,406,442	61,130,441
Other State Revenue	128,245,687	149,859,626	153,752,742
Local Revenue	87,663,760	87,459,277	87,516,788
Other Financing Sources	0	0	0
Other Adjustments			
Total Revenue	831,970,044	783,387,692	793,645,163
Expenditures			
Certificated Salaries	276,194,676	276,194,676	258,197,794
Step & Column Adjustment		5,523,894	5,163,956
Settlement-Related Costs (+/-)		\$ -	0
Other Adjustments		(23,520,776)	(7,502,613)
Total Certificated Salaries	276,194,676	258,197,794	255,859,137
Classified Salaries	124,643,757	124,643,757	113,977,970
Step & Column Adjustment		1,869,656	1,709,670
Settlement-Related Costs (+/-)		\$ 779,654	198,713
Other Adjustments		(13,315,097)	0
Total Classified Salaries	124,643,757	113,977,970	115,886,352
Employee Benefits	220,971,731	229,006,756	237,844,444
Settlement-Related Costs (+/-)		327,533	83,479
Books & Supplies	109,134,066	66,833,768	68,164,412
Services, Other Operating Exp	160,598,823	144,263,177	147,773,851
Capital Outlay	6,510,204	1,656,559	1,656,559
Other Outgo (Excluding Transfers of Indirect Costs)	10,137,341	10,137,341	10,137,341
Other Outgo - Transfers of Indirect Costs	(1,345,965)	(1,345,965)	(1,345,965)
Other Financing Uses	0	0	0
Other Adjustments	3,000,000	3,000,000	3,000,000
Total Expenditures	909,844,634	826,054,932	839,059,610
Net Increase(Decrease) in Fund Balance	(77,874,590)	(42,667,240)	(45,414,447)
Beginning Fund Balance	283,120,592	205,246,003	162,578,763
Audit Adjustments/Restatements	0		
Ending Balance	205,246,003	162,578,763	117,164,316
Components of Ending Balance			
Revolving & Stores	150,000	150,000	150,000
Restricted Balance & Other Designations	151,536,106	91,590,565	63,544,204
Required Reserve	27,205,339	24,781,648	25,171,788
Unrestricted Balance (Incl Revolving)	26,354,558	46,056,550	28,298,324
ADA Assumption:			
Comments (Major changes):			

F. State Reserve Standard

1. Calculate State Required Minimum Reserve - Required Reserve for Economic Uncertainty (REU)

	Year 1	Year 2	Year 3
a. Total Expenditures including Transfers Out and Other Uses	909,844,634	826,054,932	839,059,610
b. Required Reserve Percentage (REU) for this District	3.00%	3.00%	3.00%
c. REU Amount:	\$ 27,295,339	\$ 24,781,648	\$ 25,171,788

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Unrestricted REU	\$ 27,205,339	\$ 24,781,648	\$ 25,171,788
b. General Fund Unrestricted Unassigned/Unappropriated	\$ 26,354,558	\$ 46,056,550	\$ 28,298,324
c. Special Reserve Fund 17- REU	\$ -	\$ -	\$ -
d. Special Reserve Fund 17- Unassigned/Unappropriated	\$ -	\$ -	\$ -
g. Total District Budgeted Unrestricted Reserves	\$ 53,559,897	\$ 70,838,198	\$ 53,470,112

3. Has the minimum state-required reserve been met? **Yes** **Yes** **Yes**

If NO, how do you plan to restore your reserves?

4. Is a retroactive payroll anticipated? If yes, please provide a cashflow with an estimated timeline of when this will impact the District's General Fund cash.

Name of District: **Oakland Unified School District**

Name of Bargaining Unit: **Building, Constructions and Trades Council**

The Governing Board will take action on: **10/25/2023**

B. Narrative Description of Agreement

8. **What was the negotiated percentage increase that was approved?** For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

There are level changes based on the job classifications on one salary schedule. Plumber Helper/Laborer/Gardners - \$7,500, Roofer \$2,800, Equipment Operator, \$2,800, and AlarmTelecom \$6,850. Additionally, Step 2, Range 10, 13, and 14 shall be increased by \$12,000.

9. **Were any additional steps, columns or ranges added to the schedules?**

(If yes, please explain.)

Yes, Article 5 B - Step 2 of the range 10, 13, and 14 shall increase to \$12,000 effective January 1, 2024. Yes, Article 5 C Step 2 of the range 17, 18, 19, 20, and 21 shall increase to \$15,000 effective January 1, 2024. Effective January 1, 2025.

10. **Please include additional comments and explanations as necessary.**

(If more room is necessary, please attach additional sheet.)

Unit members will receive a \$4,000 off schedule payment, and \$2,800 one time off schedule payment for 2023-24 and a one time of \$500 for 2024-25 to be reimbursed from A/P so no salary driven costs. Effective January 1, 2025 the salary ranges shall be increased by 5%.

11. **Proposed negotiated changes in non-compensation Items**

(e.g. class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

12. **What contingency language is included in the proposed agreement (e.g. reopeners, etc.)?**

13. **Identify other major provisions that do not directly affect the district's costs; such as binding arbitration, grievance procedures, etc.**

N/A

Name of District: **Oakland Unified School District**

Name of Bargaining Unit: **Building, Constructions and Trades Council**

The Governing Board will take action on: **10/25/2023**

C. Source of Funding for Proposed Agreement

14. Source of Funding for Proposed Agreement

A. If this is a one-time or off-schedule settlement, how will the cost of the proposed agreement be funded and when is the payment expected to be funded?

The Unrestricted General Fund supports 12% of the salaries and 88% is funded by ongoing major maintenance, which is funded by the Base. The one time payments in 2023-24 will be funded by ESSER III and in 2024-25, by the Base General Fund.

B. If this is not a one-time settlement, how will the ongoing cost of the proposed agreement be funded in the current and subsequent years (i.e., what will allow the district to afford this contract on an ongoing basis)?

The base will need to have enough of an allocation to fund the 2023-24 and 2024-25 increases, including the one time \$500 one time off schedule payment as ESSER III will have expired.

15. What are the Specific Impacts (Positive or Negative) on Instructional and Support Programs to Accommodate the Settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (e.g. counselors, librarians, custodial staff, etc.).

N/A

16. Will this agreement create, increase, or decrease deficit spending in the current or subsequent year(s)? "Deficit spending" is when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

Increase absent adjustments to the budget

17. Were "Other Adjustments" amount(s) entered in the multiyear projections (page 5) for 1st and 2nd subsequent fiscal years?

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent Year	\$ (33,835,873)	The Other adjustments are expenditure reductions in
2nd Subsequent Year	\$ (4,502,613)	

Additional Explanation (if necessary)

Reductions in staffing due to the expiry of one time resources, primarily ESSER Resources.

Specific Instructions for:

Public Disclosure of Collective Bargaining Agreement, Page 5

C. Source of Funding for Proposed Agreement:

Wording changed

Wording changed

LACOE #6

LACOE #7