

Board Office Use: Legislative File Info.	
File ID Number	23-2780
Introduction Date	12/13/23
Enactment Number	23-2167
Enactment Date	12/14/2023 CJH



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

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 December 13, 2023

Subject Resolution No. 2324-0067- One-time Salary Adjustment For Employees Who are Full-Time Equivalent Confidential, Unrepresented and Employees with Employment Contracts

Ask of the Board Approval by the Board of Education of Resolution No. 2324-0067- One-time Salary Adjustment For Full-Time Equivalent Employees Who are Confidential, Unrepresented and Employees with Employment Contracts.

Background & Discussion In order to maintain a consistent compensation structure District-wide as well as acknowledge the work and commitment of all employees of the District, including employees who are confidential, unrepresented, and confidential employees with employment contracts. Therefore, the Superintendent recommends a one-time off schedule payment of \$10,000 for Employees Who are Confidential, Unrepresented and Employees with Employment Contracts.

Fiscal Impact The salary adjustments provided for in this Resolution are within the District's financial ability to cover the anticipated costs. The total fiscal impact is a one time cost of approximately \$1,821,400 from the general fund.

Attachment(s) Resolution No. 2324-0067- One-time payment For Employees Who are Full-time Equivalent Confidential, Unrepresented and Employees with Employment Contracts.

**RESOLUTION OF THE
BOARD OF EDUCATION
OAKLAND UNIFIED SCHOOL DISTRICT**

RESOLUTION NO. 2324-0067

One-time Salary Adjustment for 2022-2023 and 2023-2024 School Years

**FOR UNREPRESENTED EMPLOYEES, CONFIDENTIAL EMPLOYEES, AND EMPLOYEES WITH
EMPLOYMENT CONTRACTS**

WHEREAS, the District has reached collectively bargained agreements (“Agreements”) to provide additional compensation to employees during the 2022-2023 and/or the 2023-24 school year;

WHEREAS, the Agreements provide one time compensation to all unions representing District employees: AFSCME, BCTC, SEIU (OSEA & OCDPA), Teamsters and UAOS;

WHEREAS, there is a need to maintain a consistent compensation structure District-wide for continuity within the organization;

WHEREAS, there is a need to acknowledge the unprecedented work and commitment of all employees of the District;

WHEREAS, one-time pay adjustments for bargaining units and unrepresented employees, confidential employees, and employees with employment contracts shall be included in the District’s budget assumptions upon Board approval as the necessary tentative agreements and/or resolutions such as this one; and

NOW THEREFORE, BE IT RESOLVED THAT, the Board of Education of the Oakland Unified School District does hereby grant full time equivalent unrepresented, confidential employees, and employees with employment contracts actively employed by the District as of the date of Board approval of this resolution, a one-time off schedule payment of \$10,000.00;

Passed by the following vote:

PREFERENTIAL AYE: Vida Mendoza - Student Director

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Benjamin "Sam" Davis, Jennifer Brouhard, VanCedric Williams, Jorge Lerma, Valarie Bachelor, Vice President Clifford Thompson, President Mike Hutchinson

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Anevay Cruz - Student Director

CERTIFICATION

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Governing Board of the Oakland Unified School District held on December 13, 2023.

OAKLAND UNIFIED SCHOOL DISTRICT

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By:	



12/15/2023

Mike Hutchinson
President, Board of Education



12/15/2023

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education