



# Alameda County Office of Education

Alysse Castro, Superintendent

May 22, 2024

Dr. Kyla Johnson-Trammell, Superintendent  
 Members of the Board of Education  
 Oakland Unified School District (OUSD)  
 1011 Union Street  
 Oakland, CA 94607

RE: Public Disclosure of the Collective Bargaining Agreement between OUSD and the United Administrators of Oakland (UAOS)

Dear Superintendent and Members of the Board,

On May 13, 2024, ACOE received a Public Disclosure of Collective Bargaining Agreement (CBA) and Tentative Agreement (TA) between OUSD and UAOS as required by Government Code Section 3547.5 and Assembly Bill (AB) 1200 (Statutes of 1991, Chapter 1213). The TA is scheduled to be approved by the District’s Governing Board (Board) on May 22, 2024 and includes:

- an ongoing salary schedule increase of 10% effective July 1, 2023;
- an additional 10.5% ongoing salary increase effective July 1, 2024;
- one-time off-the-salary schedule payment of \$5,000; and
- \$50 monthly cell phone stipend.

Per the Public Disclosure, the cumulative fiscal impact of this agreement is:

Description	2023-24	2024-25	2025-26	Cumulative Cost over 3 years
One-Time Fiscal Impact	\$2,118,750	\$254,250	\$254,250	\$2,627,250*
Ongoing Fiscal Impact	\$5,637,993	\$5,949,035	\$5,949,035	\$17,536,063
<b>Total Fiscal Impact</b>	<b>\$7,756,743</b>	<b>\$6,203,285</b>	<b>\$6,203,285</b>	<b>\$20,163,313</b>

*\*includes an ongoing portion of the cell phone stipend*

The ongoing fiscal impact of this agreement adds \$6.2M to the budget annually. The required budget adjustments to afford this agreement were already included in previously shared documents (specifically the AFSCME disclosure of March 2024 and ACOE analysis dated 4.5.2024), as below:

Required Budget Adjustments to date identified in the Public Disclosure Documents:

Description	2024-25	2025-26	2026-27
Combined “other adjustments” to Certificated & Classified staff	\$67,397,169	\$12,897,165	To Be Determined

As OUSD continues bargaining with additional employee groups, the budget picture will continue to shift. We reiterate that the fiscal impact of future TAs inevitably adds to the District's deficit spending and increases the need for additional trade-offs in the form of further budget adjustments.

To date, the Board has moved more quickly to approve new settlements (spend money) than it has to identify new budget adjustments (save money). To help the Board and the public stay oriented in a constantly shifting budget picture, below is a list of the CBAs approved over the past year with the associated added costs to this current year alone, followed by the upcoming milestones in fiscal oversight.

One Year impact of CBAs approved by the Board since June 2023:

Description	2023-24
OEA – June 2023	\$39,210,534
BCTC – October 2023	\$1,474,564
AFSCME/SEIU/UAOS, Conf – Dec. 2023	\$28,706,213
AFSCME – April 2024	\$281,910
UAOS – May 2024	\$7,756,743
<b>Running Total of One Year Fiscal Impact</b>	<b>\$77,429,964</b>

Below are the upcoming milestones in identifying and implementing the budget adjustments the Board has approved within the Public Disclosure documents, originally outlined in the June 27, 2023 OUSD-OEA AB1200 Approval Letter:

- Provide ACOE with a Board-approved detailed update on its list of Budget Adjustments by October 31, 2024;
- Share additional updates in ACOE's bi-weekly call to monitor the staff and Board's progress with strategic planning; and
- Present a public update to be provided by First Interim, with further public disclosure and formal Board Action required no later than February 2025, to ensure the District meets its obligations in the subsequent fiscal year.

If you have any questions or concerns regarding our review, please feel free to contact my office at (510) 670-4140.

In community,



Alysse Castro  
Alameda County Superintendent of Schools

cc: Lisa Grant-Dawson, Chief Business Official, Oakland USD  
Tony Thurmond, State Superintendent of Public Instruction, CDE  
Michael H. Fine, Fiscal Crisis and Management Assistance Team  
Luz Cázares, Fiscal Oversight Trustee  
Allan Garde, Associate Superintendent, Business Services, ACOE  
Shirene Moreira, Chief of District Business & Advisory Services, ACOE  
Joan Laursen, Director III, District Business & Advisory Services, ACOE  
Members of the Alameda County Board of Education (ACBOE)