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Board Cover Memorandum

To Board of Education

From Jenine Lindsey, General Counsel
Tara Gard, Chief Talent Officer
Jessica Cannon, Executive Director Early Learning

Meeting Date January 22, 2024

Subject Approval of Memorandum of Understanding (MOU) between Oakland Unified School District ("OUSD") and the United Administrators of Oakland Schools ("UAOS") - Early Learning Department Regarding Additional Compensation for Duties Beyond the Work Day 2024-25, 2025-26, and 2026-27 School Years

Ask of the Board Approval of Memorandum of Understanding (MOU) between Oakland Unified School District ("OUSD") and the United Administrators of Oakland Schools ("UAOS") - Early Learning Department Regarding Additional Compensation for Duties Beyond the Work Day 2024-25, 2025-26, and 2026-27 School Years

Background Approval of Memorandum of Understanding (MOU) between Oakland Unified School District ("OUSD") and the United Administrators of Oakland Schools ("UAOS") regarding unit members who volunteer for extended learning opportunities connected to new Early Childhood classes (PK and TK) on their campuses.

Discussion Effective July 1, 2024 through June 30, 2027 UAOS members within the classification of Principal and Community School Managers who voluntarily participate in Extended Learning Opportunities provided by the Early Childhood Department beyond their contractual hours shall be compensated accordingly:

- a. Upon completion of one (1) module consisting of eight (8) hours up to four (4) and thirty-two (32) hours.
 - i. Each module will consist of two-hour sessions throughout the School Year and four-hour sessions during the Summer.
- b. Compensation per module will be \$750.00. Each participant can receive up to \$3,000.00 per school year.

Fiscal Impact The agreements are within the District's financial ability to cover the anticipated costs.

Attachment(s)

- ECE-UAOS Stipends MOU 2024-2027

Memorandum of Understanding
between
the *United Administrators of Oakland Schools; the Oakland Education Association*
and the
Oakland Unified School District - Early Learning Department
Regarding Additional Compensation for Duties Beyond the Work Day
2024-25, 2025-26, and 2026-27 School Years

This Memorandum of Understanding (“MOU”) is entered into between the United Administrators of Oakland Schools, (“UAOS”) and the Oakland Unified School District (the “District”) collectively referred to (as the “Parties”). Regarding unit members who volunteer for extended learning opportunities connected to new Early Childhood classes (PK and TK) on their campuses.

WHEREAS, the Parties are committed to working together to ensuring that Elementary School principals have the skills, training, resources, and support to ensure quality, developmentally appropriate early childhood educational experiences for all the 3 and 4 year olds on their campuses

WHEREAS, grant funding from Measure AA, Oakland Children’s Initiative (OCI), and from the Alameda County EETD Grant has been awarded to the District;

THEREFORE, the Parties agree as follows:

1. Effective July 1, 2024 through June 30, 2027 UAOS members within the classification of Principal and Community School Managers who voluntarily participate in Extended Learning Opportunities provided by the Early Childhood Department beyond their contractual hours shall be compensated accordingly:
 - a. Upon completion of one (1) module consisting of eight (8) hours up to four (4) and thirty-two (32) hours.
 - i. Each module will consist of two-hour sessions throughout the School Year and four-hour sessions during the Summer.
 - b. Compensation per module will be \$750.00. Each participant can receive up to \$3,000.00 per school year.

In witness whereof, the parties hereto have executed this agreement this 9th day of January 2025.

This MOU shall expire in its entirety, without precedent, on June 30, 2027 and shall not be extended unless by mutual written agreement.

Moyra Contreras
Moyra Contreras (Jan 13, 2025 15:13 PST)
Moyra Contreras, UAOS Representative

Cary Kaufman
Cary Kaufman (Jan 13, 2025 15:47 PST)
Cary Kaufman, UAOS President

Jessica Cannon
Jessica Cannon (Jan 13, 2025 15:48 PST)
Jessica Cannon, Executive Director - Early Learning

Tara Gard
Tara Gard, Chief of Talent

Gia White
GIA WHITE (Jan 13, 2025 17:32 PST)
Gia White, Labor Coordinator