

Board Office Use: Legislative File Info.	
File ID Number	25-0128
Introduction Date	1/22/24
Enactment Number	
Enactment Date	



Board Cover Memorandum

To Board of Education

From Jenine Lindsey, General Counsel
Tara Gard, Chief Talent Officer

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") - Regarding Additional Compensation for Duties Beyond the Work Day (Principal Advisory Committee and Instructional Leadership Team Professional Development) 2024-25 and 2025-26 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") - Regarding Additional Compensation for Duties Beyond the Work Day (Principal Advisory Committee and Instructional Leadership Team Professional Development) 2024-25 and 2025-26 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 are committed to working together to support the safety and wellbeing of students and staff; in participation of Principal Advisory Committee and Professional Learning opportunities.

Discussion Effective July 1, 2024 through June 30, 2026 unit members appointed to perform additional duties beyond their scope of work shall be compensated as follows:

- a) Principal Advisory Committee (PAC)
 - i) Stipend of \$2,500 per year, or up to twelve (12) Principals to participate in the Principal Advisory Committee.
 - ii) Stipend is to be paid at the end of each semester in the amount of \$1,250.00.
- b) ILT Retreat
 - i) Stipend of \$1,000 for certificated staff to participate in Professional Development opportunities for Instructional Leadership Teams.

ii) Stipend will be paid upon completion of Retreat each January and June of the current fiscal year.

c) Sporting Events Stipend

i) Sporting events that last between one (1) to (3) that certificated staff that provide coverage shall be given a stipend of \$250 per event.

ii) Sporting events that last over four (4) hours that certificated staff that provide coverage shall be given a stipend of \$500 per event.

d) Expanded Learning Stipend

i) Any activities that occur outside of the contracted time for UAOS Administrators and provide support for Expanded Learning Programs shall be given a stipend as follows:

1) \$250 for up to three (3) hours.

2) \$450 for 3-5 hours.

3) A maximum of \$650 for events that are five (5) hours and beyond.

e) Additional Professional Development

i) UAOS Administrators are eligible to participate and be compensated for any Professional Development Session that is available for District Staff and where a stipend is paid upon participation.

Fiscal Impact

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

Attachment(s)

- PAC-UAOS Stipends MOU 2024-2026

Memorandum of Understanding
between
the *United Administrators of Oakland Schools*;
and the
Oakland Unified School District

Regarding Additional Compensation for Duties Beyond the Work Day (Principal Advisory Committee and Instructional Leadership Team Professional Development)

2024-25 and 2025-26 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 appointed to participate in the following:

WHEREAS, the Parties are committed to working together to support the safety and wellbeing of students and staff; in participation of Principal Advisory Committee and Professional Learning opportunities.

WHEREAS, grant funding from various community partners has been awarded to the District

THEREFORE, the Parties agree as follows:

1. Effective July 1, 2024 through June 30, 2026 unit members appointed to perform additional duties beyond their scope of work shall be compensated as follows:
 - a) **Principal Advisory Committee (PAC)**
 - i) Stipend of \$2,500 per year, or up to twelve **(12)** Principals to participate in the Principal Advisory Committee.
 - ii) Stipend is to be paid at the end of each semester in the amount of \$1,250.00.
 - b) **ILT Retreat**
 - i) Stipend of \$1,000 for certificated staff to participate in Professional Development opportunities for Instructional Leadership Teams.
 - ii) Stipend will be paid upon completion of Retreat each January and June of the current fiscal year.
 - c) **Sporting Events Stipend**
 - i) Sporting events that last between one **(1)** to **(3)** that certificated staff that provide coverage shall be given a stipend of \$250 per event.

- ii) Sporting events that last over four (4) hours that certificated staff that provide coverage shall be given a stipend of \$500 per event.

d) Expanded Learning Stipend

- i) Any activities that occur outside of the contracted time for UAOS Administrators and provide support for Expanded Learning Programs shall be given a stipend as follows:
 - 1) \$250 for up to three (3) hours.
 - 2) \$450 for 3-5 hours.
 - 3) A maximum of \$650 for events that are five (5) hours and beyond.

e) Additional Professional Development

- i) UAOS Administrators are eligible to participate and be compensated for any Professional Development Session that is available for District Staff and where a stipend is paid upon participation.

In witness whereof, the parties hereto have executed this agreement this 10th day of January 2025.

Moyra Contreras
Moyra Contreras (Jan 13, 2025 13:58 PST)

Moyra Contreras, UAOS Representative

Cary Kaufman
Cary Kaufman (Jan 13, 2025 14:28 PST)

Cary Kaufman, UAOS President

Gia White
GIA WHITE (Jan 13, 2025 14:44 PST)

Gia White, Labor Coordinator

Tara Gard

Tara Gard, Chief of Talent