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

Board Cover Memorandum

To Board of Education

From Cary Kaufman, President
Moyra Contreras, Executive Director
United Administrators of Oakland Schools

Meeting Date August 27, 2025

Subject United Administrators of Oakland Schools (“UAOS”) Sunshine- Reopener Negotiations (Public Hearing)

Ask of the Board Conduct a Public Hearing on UAOS’s Sunshine for 2025-26 Reopener Negotiations.

Background UAOS is reopening Article 12 to ensure that OUSD maintains a competitive salary schedule that supports the recruitment and retention of high-quality administrators.

Discussion Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and UAOS may begin reopener negotiations, the parties are required to present initial proposals for public review and comments. This process is often referred to as “sunshining.”

Fiscal Impact Any tentative agreement will be within the District’s financial ability to cover anticipated costs.

Attachment(s)

- UAOS Sunshine Proposal for Fiscal Year 2025–26



United Administrators of Oakland Schools
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August 18, 2025

Via Email and Hand Delivery

Ms. Jenine Lindsey
General Counsel
Oakland Unified School District
1011 Union Street Oakland, CA 94607

UAOS Sunshine Proposal for Fiscal Year 2025–26

Consistent with the current UAOS Collective Bargaining Agreement (CBA), which is in effect from July 1, 2023 through June 30, 2026, the United Administrators of Oakland Schools (UAOS) hereby provides notice of the following item for reopener negotiations with the Oakland Unified School District (OUSD) for the 2025–26 school year:

Article 12: Salary Compensation

- **Section 12.1.1(C): The parties agree to a reopener on wages for the 2025–2026 school year.**

UAOS is reopening Article 12 to ensure that OUSD maintains a competitive salary schedule that supports the recruitment and retention of high-quality administrators.

We look forward to engaging in good-faith negotiations with OUSD on this matter.

Sincerely,

Cary Kaufman

Cary Kaufman (Aug 18, 2025 14:28:03 PDT)

Cary Kaufman
President, United Administrators of Oakland Schools

cc: Edgar Rakestraw, Executive Assistant and Parliamentarian to the OUSD Board
Ronald Morris Jr., Office Manager
Labor Management and Employee Relations (LMER)