

Board Office Use: <b>Legislative File Info.</b>	
File ID Number	26-1571
Introduction Date	6/24/26
Enactment Number	26-1315
Enactment Date	6/24/2026 os



# Board Cover Memorandum

**To** Board of Education

**From** Denise Saddler, Interim Superintendent  
Jenine Lindsey, General Counsel  
Jessica Cannon, Executive Director of Early Learning

**Meeting Date** June 24, 2026

**Subject** Approval by the Board of Education of a Memorandum of Understanding (“MOU”) between the Oakland Unified School District (“District” or “OUSD”) and the Oakland Education Association (“OEA”), regarding the implementation and payment of the Measure C stipend.

**Ask of the Board** Approval by the Board of Education of a Memorandum of Understanding (“MOU”) between the Oakland Unified School District (“District” or “OUSD”) and the Oakland Education Association (“OEA”)

**Background** The purpose of this MOU is to establish the eligibility criteria, structure, and process for distributing one-time Measure C stipends to eligible members of the OUSD Early Childhood Education workforce.

**Discussion** The following OEA-represented employees are covered under this MOU: CDC Teachers and State Preschool (PK) Teachers, comprising approximately sixty-seven (67) employees, as identified in Attachment A (incorporated herein by reference).

To receive a stipend, an employee must be employed in a qualifying position as of April 1, 2026, and meet the applicable service requirement below:

A. Full Stipend. Employees who have completed at least six (6) months of continuous service in a qualifying position as of April 1, 2026, shall be eligible to receive the full stipend. (Approximately 65 employees)

B. Half Stipend. Employees who have completed at least three (3) months, but fewer than six (6) months, of continuous service in a qualifying position as of April 1, 2026, shall be eligible to receive one-half (1/2) of the stipend. (Approximately 2 employees)

**Fiscal Impact** The full stipend amount is \$2,250 per eligible employee, pro-rated as set forth in Section above.

- Attachment(s)**
- OEA Measure C Stipend

# MEMORANDUM OF UNDERSTANDING

Between

Oakland Unified School District

and

Oakland Education Association (OEA)

This Memorandum of Understanding ("MOU") is entered into by and between the **Oakland Unified School District** ("District") and the **Oakland Education Association** ("OEA" or "Union"), collectively referred to as the "Parties." This MOU shall become effective upon full execution by both Parties.

## I. PURPOSE

The purpose of this MOU is to establish the eligibility criteria, structure, and process for distributing one-time Measure C stipends to eligible members of the OUSD Early Childhood Education workforce.

## II. ELIGIBILITY

The following OEA-represented employees are covered under this MOU: CDC Teachers and State Preschool (PK) Teachers, comprising approximately sixty-seven (67) employees, as identified in Attachment A (incorporated herein by reference).

To receive a stipend, an employee must be employed in a qualifying position as of April 1, 2026, and meet the applicable service requirement below:

A. Full Stipend. Employees who have completed at least six (6) months of continuous service in a qualifying position as of April 1, 2026, shall be eligible to receive the full stipend. (*Approximately 65 employees*)

B. Half Stipend. Employees who have completed at least three (3) months, but fewer than six (6) months, of continuous service in a qualifying position as of April 1, 2026, shall be eligible to receive one-half (1/2) of the stipend. (*Approximately 2 employees*)

## III. STIPEND AMOUNT

The full stipend amount is \$2,250 per eligible employee, pro-rated as set forth in Section II above.

## IV. NON-PRECEDENTIAL

The Parties expressly agree that this MOU is non-precedential and shall not be cited, relied upon, or used as a basis for any future negotiations, grievances, or claims by either Party.

**IN WITNESS WHEREOF**, the Parties have executed this MOU as of the dates set forth below.

**OAKLAND EDUCATION ASSOCIATION**

**OAKLAND UNIFIED SCHOOL DISTRICT**



Kampala Taiz-Rancifer (May 22, 2026 12:21:46 PDT)



Jessica Cannon (May 22, 2026 15:57:45 PDT)

**Approved as to Form**

By: Jenine Lindsey

Jenine Lindsey, General Counsel

Jennifer Brouhard 6/25/2026  
 Jennifer Brouhard, President, BOE

Denise G. Saddler 6/25/2026  
 Denise G. Saddler, EdD, Interim Superintendent and  
 Interim Secretary, Board of Education

**ATTACHMENT A**

Last name	First name	Site
JACK-KNOCKUM,	DIONNE	Emerson CDC
NEOU,	SAKUNN	Lockwood CDC
ADELAJA,	BOLANLE	Manzanita CDC
ARID,	MARIA	Stonehurst CDC
AXTLE,	MARIA	ECE
AZAMAR DE	NANCY	Laurel CDC
BROWN,	SOPHIA	Laurel CDC
CHAN,	PO YIN	Acorn Woodland CDC
CHEN,	JESSICA	United Nation CDC
CHOI	KAREN	Reach
CORNEJO	VERONICA	Jefferson CDC
CORONA,	MARIBEL	Bridges
COVINGTON	ALFREDA	Garfield
DE VILLE	NGA	Yuk Yau CDC
DEA,	CANDICE	Yuk Yau CDC
DIAZ DE Z	REYNA	Lockwood STEAM
DO,	ANNIE	Bella Vista CDC
ELSEIDY	NAGLA	MLK
FAEZ,	KATHY	Bella Vista CDC
FENG,	IRIS	Manzanita CDC
FLORES LOPEZ	MARIA	ECE
GARCIA,	IVONNE	Brookfield
GONZALEZ,	ANGELICA	Highland CDC
GRIFFIN,	ANASTASIA	Jefferson CDC
HANCOCK,	ROXANE	Manzanita CDC
HERNANDEZ,	ERIKA	Centro CDC
HILL,	THERESA	United Nation CDC
HOSICK-FARWELL	MARANATHA	ECE

HOWARD	OWITA	Emerson CDC
HUDSON	GAYLYNNE	Sankofa
JACKSON,	JACQUELINE	Harriet Tubman CDC
JEFF,	DOLORES	Hintil CDC
JONES,	MYEISHA	Arroyo Viejo
LESSIN	MARI	United Nation CDC
LORA,	ANA	Jefferson CDC
LYNCH,	LOTTIE	OAK
LYONS-SUMLER,	SONYA	Fruitvale
MARTINEZ	IRENE	Stonehurst CDC
MATTHEWS,	JUANITA	Emerson CDC
MATTHEWS,	LISA	Laurel CDC
MEADOWS,	MICHELLE	United Nation CDC
MILLS,	ANNE	Kaiser
MURRAY,	CHERYL	Laurel CDC
OLLERO,	AUDREY	Lockwood CDC
ORELLANA,	BLANCA	Centro CDC
PADILLA	VERONICA	Bella Vista CDC
PFEIFFER,	LYNN	Arroyo Viejo
POTEAT,	DUANE	Harriet Tubman CDC
POWELL,	LUTHER	Yuk Yau CDC
RAY,	NOVA	Centro CDC
RODRIGUEZ,	DANELA	Kaiser
SCARBROUGH,	ABIKALIAH	Bella Vista CDC
SHINGLETON,	BARBARA	Lockwood CDC
SIEN,	LILY	United Nation CDC
SMITH,	SHARON	United Nation CDC
TU,	LIEN	Prescott
VALDIVIA FLORES	CINTYA	International CDC
WALKER,	SHANNON	Manzanita CDC
WANG,	YANQIU	ECE
WARREN-MORDEC	HOLLY	International CDC
WHITE,	TARYA	Burbank
WILLINGHAM,	PRISCILLA	Yuk Yau CDC
WILSON,	PAMELA	International CDC
WRIGHT,	ANNETT	United Nation CDC
YOUMAGUL,	NITAYANE	Stonehurst CDC
ZAMORA DIAZ	ADZIRY	Arroyo Viejo
ZUNIGA DE MARTINEZ	MARIA	Acorn Woodland CDC