

Board Office Use: <b>Legislative File Info.</b>	
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Enactment Number	26-1314
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 Service Employees International Union, Local 1021 (“SEIU” or “Local 1021”), 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 Service Employees International Union (“SEIU” or “Local 1021”)

**Background** Measure C was approved by Oakland voters to provide dedicated funding for early childhood education, including investments in the compensation and retention of the early childhood workforce who provide critical care and educational services to young children and families in the Oakland Unified School District

**Discussion** The purpose of this MOU is to establish a process and structure for dispersing Measure C one time stipends to the OUSD Early Childhood workforce.

The District intends to compensate SEIU and the Oakland Education Association (OEA) equally using the allotted Measure C funds.

The Parties agree as follows:

1. Instructional Assistants and Instructional Assistant (Bilingual) employed by the District at the time of execution of this Agreement shall receive a one-time off schedule payment of \$2,250.00.
2. The District will make reasonable efforts to disburse payments on or before July 15, 2026.

The parties acknowledge this MOU is not precedential and is intended for the specific circumstances and during the specific time in which it is approved.

**Fiscal Impact**      One-time off schedule payment of \$2,250.00.

**Attachment(s)**

- SEIU Measure C Stipend

~~DRAFT~~ - MEMORANDUM OF UNDERSTANDING

Between  
Oakland Unified School District  
and  
Service Employees International Union (SEIU)

This Memorandum of Understanding ("MOU") is entered into by and between the Oakland Unified School District ("District") and Service Employees International Union (SEIU) ("Union"), collectively referred to as "the Parties," and shall be effective upon full execution by both Parties.

WHEREAS, Measure C was approved by Oakland voters to provide dedicated funding for early childhood education, including investments in the compensation and retention of the early childhood workforce who provide critical care and educational services to young children and families in the Oakland Unified School District; and

WHEREAS, the purpose of this MOU is to establish a process and structure for dispersing Measure C one time stipends to the OUSD Early Childhood workforce.

WHEREAS, the District intends to compensate SEIU and the Oakland Education Association (OEA) equally using the allotted Measure C funds.

The Parties agree as follows:

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In witness whereof the parties hereto have executed this agreement effective as

**OAKLAND EDUCATION ASSOCIATION**

*Tid Bb*  
\_\_\_\_\_

President, SEIU

**OAKLAND UNIFIED SCHOOL DISTRICT**

*Jessica Cannon*  
\_\_\_\_\_

Jessica Cannon, Executive Director, Early Learning

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

Approved as to Form

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

By: *Jenine Lindsey*  
\_\_\_\_\_

Jenine Lindsey, General Counsel

*Phoebe Ngwu*  
Vice President, SEIU  
*Aliza W.* For Cat Joseph  
SECRETARY, SEIU  
*Carlos Gabriel*  
Field REP, SEIU

*Gina White - LMER coord.*  
*Aliza*

KK

## ATTACHMENT A

Last name	First name	Site
MARROW-BURNS,	MARTA	Kaiser
PEREZ,	PERLA	Garfield
POOLE,	MALACHI	Highland CDC
RIVERA MORALES	CICLALY	Allendale
SOLIS,	MEYBOL	Garfield
XIONG,	ZEQIONG	Yuk Yau CDC
ALVAREZ-THUMA	JULIANA	Harriet Tubman CDC
ARCINIEGA,	MAR	MLK
ARIAS,	CLAUDIA	Harriet Tubman CDC
ARIAS,	ROSA	Harriet Tubman CDC
AVILA,	VERONICA	Acorn Woodland CDC
AYALA-LEYVA,	JANNITZY	Arroyo Viejo
BAKER,	JAI	Highland CDC
BOLDEN,	DONNA	Emerson CDC
BRADLEY,	MARLA	Emerson CDC
BUI,	MAI	Manzanita CDC
CAM,	NGA	Yuk Yau CDC
CANALES BRIZUELA	LESBIA	Stonehurst CDC
CASTRO,	ELENA	Jefferson CDC
CERVANTES,	ARLYN	Centro CDC
CHAI,	ANNA	United Nation CDC
CHEN,	XIAO	International CDC
CHEN,	YAN	Centro CDC
CHUN BERNARDO	MABEL	Laurel CDC
CLEVELAND-JORD	DENISE	Lockwood CDC
CORIA,	ANGELICA	Arroyo Viejo
CORTEZ,	TERESA	Stonehurst CDC
CRUZ,	CARMEN	Arroyo Viejo
DANIELS,	RAYVEN	Jefferson CDC

ATTACHMENT A

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WHEREAS, the purpose of this MOU is to establish a process and structure for dispersing Measure C one time stipends to the OUSD Early Childhood workforce.

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**OAKLAND EDUCATION ASSOCIATION**

**OAKLAND UNIFIED SCHOOL DISTRICT**

  
\_\_\_\_\_  
President, SEIU

  
\_\_\_\_\_  
Jessica Cannon, Executive Director, Early Learning  
6/25/2026  
Approved as to Form Jennifer Brouhard, President, BOE

  
Thibe Ngwu  
Vice President, SEIU  
  
SECRETARY, SEIU  
For Cat Joseph  
CG  
  
Carlos Gabriel  
Field Rep, SEIU

  
\_\_\_\_\_  
Denise G. Saddler, EdD, Interim Superintendent and  
Interim Secretary, Board of Education  
6/25/2026  
By:   
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Jenine Lindsey, General Counsel  
Gina White - LMER coord.  
