

TENTATIVE AGREEMENT
Concerning Compensation and an Extension of the Collective
Bargaining Agreement for fiscal 2023-2024
between the
Service Employees International Union Local 1021
and the
Oakland Unified School District

This Side Letter of Agreement (“Agreement”) is entered into between the Service Employees International Union Local 1021 representing Oakland School Employees Association or OSEA and Oakland Child Development Paraprofessional Association or OCDPA (“the Union”) and the Oakland Unified School District (“the District”) to resolve all reopeners to the collective bargaining agreement between the parties (“CBA”).

Compensation

1. One Time Compensation:

- a. For the 2023-24 school year, in addition to the on-going salary increase unit members received effective September 2023 pursuant to the collectively negotiated agreement between the District and SEIU, unit members shall receive one-time compensation as follows:
 - i. Unit members employed by the District at the time of ratification of this Agreement by the Board of Education shall receive a one-time off schedule payments as follows:
 1. **\$6,000.00 for unit members who are .5 FTE or above.**
 2. **\$3,000.00 for unit members who are less than .5 FTE.**
 - ii. All compensation included in this section is contingent upon a determination by the Alameda County Office of Education that the combined financial impact of all tentative agreements with OUSD labor partners reached in the 2023-2024 school year do not endanger the fiscal well-being of the District.

Duration of the Agreement (Article 50- Extension of the CBA)

1. The CBA, including all provisions of this Agreement, shall be extended through October 31, 2024. All Articles and provisions of the CBA between the Parties not addressed in this tentative agreement shall remain in effect.
2. Nothing in this Agreement shall prevent the Parties from continuing negotiations or returning to the table to negotiate amendments to provisions in the CBA on items other than retroactive monetary increases for the 2022-23 and 2023-24 school year.
3. Any provisions of the CBA inconsistent with this Side Letter Agreement shall be deemed modified henceforth. All components of the current CBA between

Service Employees International Union and the District not addressed by the terms of this Agreement shall remain in full effect.

In witness whereof the parties hereto have executed this agreement this _____ day of December, 2023.

**Service Employees International Union Local 1021
DISTRICT**

OAKLAND UNIFIED SCHOOL

By: Phyllis COPES
Phyllis COPES (Dec 7, 2023 11:07 PST)

By: GIA WHITE
GIA WHITE (Dec 7, 2023 11:30 PST)

By: Andre Spearman
Andre Spearman (Dec 7, 2023 11:29 PST)

By: _____












SEIU Proposal December 2023

Final Audit Report

2023-12-07


Created:	2023-12-07
By:	Ronald Morris (ronald.morrisjr@ousd.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA7RwJpGTRxC9Zp9Kjho3yQOdfzADqZEeT

"SEIU Proposal December 2023" History

-  Document created by Ronald Morris (ronald.morrisjr@ousd.org)
2023-12-07 - 5:18:09 PM GMT- IP address: 104.192.9.100
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2023-12-07 - 5:19:01 PM GMT
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2023-12-07 - 7:06:43 PM GMT- IP address: 66.249.84.68
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2023-12-07 - 7:07:23 PM GMT- IP address: 104.192.9.109
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Signature Date: 2023-12-07 - 7:07:25 PM GMT - Time Source: server- IP address: 104.192.9.109
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2023-12-07 - 7:29:38 PM GMT- IP address: 107.77.211.131
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Signature Date: 2023-12-07 - 7:29:40 PM GMT - Time Source: server- IP address: 107.77.211.131
-  Document emailed to GIA WHITE (gia.white@ousd.org) for signature
2023-12-07 - 7:29:42 PM GMT
-  Email viewed by GIA WHITE (gia.white@ousd.org)
2023-12-07 - 7:30:40 PM GMT- IP address: 66.249.88.3

 Document e-signed by GIA WHITE (gia.white@ousd.org)

Signature Date: 2023-12-07 - 7:30:55 PM GMT - Time Source: server- IP address: 76.214.237.40

 Agreement completed.

2023-12-07 - 7:30:55 PM GMT