

Board Office Use: Legislative File Info.	
File ID Number	22-0161
Introduction Date	01-26-2022
Enactment Number	22-0154
Enactment Date	1-26-2022 CJH



Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Chief Talent Officer

Meeting Date January 26, 2022

Subject Classified Reduction in Force Due to Lack of Funds and/or Lack of Work - 2022-2023 Fiscal Year.

Ask of the Board Adoption by the Board of Education of Resolution No. 2122-0122- Classified Employees Reduction in Force Due to Lack of Funds and/or Lack of Work (2022/23 Fiscal Year)

Background Each year, the District undergoes a process of reviewing available position and budget information and engaging with school sites and department leaders to identifying staffing needs for the upcoming school year.

The Education Code requires Board action in order to implement a reduction or elimination of classified positions on the basis of lack of funds or lack of work. Through the budget development process, and based on budget decreases and/or reduction in sites/departments and modification of work to align to the District's priorities, sites and departments have indicated a need to reduce certain authorized classified positions.

Under state law, particularly Education Code sections 45114, 45115, 45117, 45298, and 45308, school districts must provide not less than 60 days notice to classified employees of a reduction or layoff. Education Code section 8366 permits school districts to provide notice of layoff to child development permit teachers at any time during the school year. The notice includes the effective date, displacement rights, if any, and reemployment rights. Although employees affected by the reduction or elimination of positions will receive layoff notices, some may retain District employment by being reassigned as permitted by the Education Code.

Discussion Based on projected staffing needs from the budget development process with sites and departments as well as projected revenue for Fiscal Year 2022-2023, it is necessary to reduce and/or eliminate certain classified positions due to lack of funds and/or lack of work due, at least in part, to declining enrollment and/or uncertain grant funding. Budget development also resulted in school sites' and departments' determination that certain other classified areas should be increased. This Resolution contains the decreases,

increases, and overall net effect for authorized classified positions affected for the 2022-2023 fiscal year.

District staff will meet with representatives of the appropriate collective bargaining units to discuss the impact of the layoffs and to identify and create a plan of action to utilize available resources for the affected employees.

Exhibit A lists the positions that will be reduced, eliminated, or added. The total net effect of this Resolution is to decrease the overall number of authorized classified positions by -63.80 FTE. The District will continue to try and identify alternative solutions for minimal impact on employees of the District. As decisions are made regarding the District's budget for 2022- 23, additional funding may become available, new positions may be identified, and/or positions that were reduced or eliminated may be increased or reinstated.

Fiscal Impact

Budget changes needed to assist in addressing the District's declining enrollment, the elimination of certain funds, the District's fiscal health, and staffing needs. For the 2022-2023 fiscal year, there will be savings of salary and benefits for positions no longer funded.

Attachment(s)

- Exhibit A: Central Office Classified Layoff Detail

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2122-0122**

- Classified Employees Reduction in Force Due to Lack of Funds and/or
Lack of Work 2022-2023 Fiscal Year -

WHEREAS, the Oakland Unified School District (“District” or “OUSD”), impacted by declining enrollment due to impacts of COVID-19 and facing increased costs, must reduce its expenses in Fiscal Year 2022-2023 to ensure that expenditures are aligned with the needs of students and staff;

WHEREAS, the primary mission of the District is to educate its early childhood and K-12 pupils with the annual resources, revenues at its disposal;

WHEREAS, for Fiscal Year 2022-2023, it is necessary for the District to streamline, reorganize, reduce and/or eliminate positions, in whole or in part; and

WHEREAS, Education Code sections 45101, 45114, 45117, 45298 and 45308 require action by the Board of Education if services for classified staff are, in good faith, to be reduced or eliminated in order to permit the layoff of classified employees due to lack of funds and/or program need.

NOW, THEREFORE, BE IT RESOLVED, the Board of Education (“Board”) hereby determines that the following particular kinds of classified services or positions, detailed in Exhibit A (attached and incorporated herein by reference), shall be and hereby are eliminated and reduced due to lack of funds and/or lack of work;

BE IT FURTHER RESOLVED, the Board authorizes the Superintendent or her designee to: (1) send appropriate notices to all classified employees whose positions are lost, reduced, or otherwise impacted by the foregoing elimination of positions, and (2) take all proper steps pursuant to Education Code sections 45117 and 45308 to reduce and/or eliminate said positions; and

BE IT FURTHER RESOLVED, the Board, in approving this Resolution, intends that the position results labeled in the column “FTE Change” be achieved.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Aimee Eng, Shanthi Gonzales, Clifford Thompson, Vice President Benjamin "Sam" Davis, President Gary Yee

NOES: VanCedric Williams, Mike Hutchinson

ABSTAINED: None

RECUSE: None

ABSENT: Student Director Samantha Pal, Student Director Natalie Gallegos Chavez

CERTIFICATION

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held on January 26, 2022.

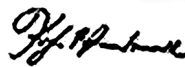
Legislative File	
File ID Number:	22-0161
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By:	

OAKLAND UNIFIED SCHOOL DISTRICT



1-27-2022

Gary Yee
President, Board of Education



1-27-2022

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education

Exhibit A: Central Office Classified Layoff Detail

Position #	Funding Site Location	Position	21-22 FTE	22-23 FTE	FTE Change	Position Status	Union	Job Category
7250	901 - Chief of Staff	Mgr Publications	1.00	0.00	(1.00)	Vacancy	Confidential	Classified Confidential Management
7556	905 - Office Of Sr. Business Officer	Financial Accountant I	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
3970	905 - Office Of Sr. Business Officer	Financial Accountant II	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
708	905 - Office Of Sr. Business Officer	Receptionist	0.80	0.00	(0.80)	Filled	SEIU	Clerical
564	907 - Student Assignment	Student Assignment Counselor	1.00	0.00	(1.00)	Filled	SEIU	Clerical
1873	907 - Student Assignment	Student Assignment Counselor	1.00	0.00	(1.00)	Filled	SEIU	Clerical
6717	909 - Academics and Instruction	Program Manager Classified	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
4726	910 - Early Childhood Development	Early Literacy Reading Tutor	0.20	0.00	(0.20)	Vacancy	SEIU	Clerical
5265	910 - Early Childhood Development	Early Literacy Reading Tutor	0.40	0.00	(0.40)	Filled	SEIU	Clerical
6630	910 - Early Childhood Development	Specialist Enrollment ECE*	1.00	0.00	(1.00)	Vacancy	SEIU	Clerical
6631	910 - Early Childhood Development	Specialist Enrollment ECE*	1.00	0.00	(1.00)	Filled	SEIU	Clerical
6632	910 - Early Childhood Development	Specialist Enrollment ECE*	1.00	0.00	(1.00)	Filled	SEIU	Clerical
1607	912 - Linked Learning	Administrative Assistant I**	1.00	0.00	(1.00)	Vacancy	SEIU	Clerical
3153	912 - Linked Learning	Coordinator Business to School**	0.80	0.00	(0.80)	Filled	UAOS	Classified Management
11	912 - Linked Learning	Coordinator Work-Base Learning**	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
4034	912 - Linked Learning	Coordinatr Career/College Path**	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
7378	912 - Linked Learning	Spec College/Career Readiness	0.50	0.00	(0.50)	Filled	SEIU	Clerical
4366	922 - Comm. Schools & Student Serv / 901	Clinic Liaison*	1.00	0.00	(1.00)	Filled	SEIU	Clerical
479	922 - Comm. Schools & Student Serv	Coord Attendance Discipline	1.00	0.00	(1.00)	Vacancy	UAOS	Classified Management
7207	922 - Comm. Schools & Student Serv	Liaison, Network Attendance	1.00	0.00	(1.00)	Filled	SEIU	Clerical
7208	922 - Comm. Schools & Student Serv	Liaison, Network Attendance	1.00	0.00	(1.00)	Filled	SEIU	Clerical
7209	922 - Comm. Schools & Student Serv	Liaison, Network Attendance	1.00	0.00	(1.00)	Filled	SEIU	Clerical
7210	922 - Comm. Schools & Student Serv	Liaison, Network Attendance	1.00	0.00	(1.00)	Filled	SEIU	Clerical
7211	922 - Comm. Schools & Student Serv	Liaison, Network Attendance	1.00	0.00	(1.00)	Filled	SEIU	Clerical
3863	922 - Comm. Schools & Student Serv	Pos Behav Supp Sys Coach	1.00	0.00	(1.00)	Filled	SEIU	Clerical
7181	922 - Comm. Schools & Student Serv	Pos Behav Supp Sys Coach	1.00	0.00	(1.00)	Filled	SEIU	Clerical
8245	922 - Comm. Schools & Student Serv	Pos Behav Supp Sys Coach	1.00	0.00	(1.00)	Filled	SEIU	Clerical
7332	922 - Comm. Schools & Student Serv	Prog Assist McKinney Vento	0.80	0.00	(0.80)	Filled	SEIU	Clerical
3998	922 - Comm. Schools & Student Serv	Program Mgr Behavioral Health	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
4003	922 - Comm. Schools & Student Serv	Program Mgr Behavioral Health	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
8894	922 - Comm. Schools & Student Serv	Program Mgr Behavioral Health	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
7813	922 - Comm. Schools & Student Serv	Program Mgr Community School	0.25	0.00	(0.25)	Filled	UAOS	Classified Management
7855	922 - Comm. Schools & Student Serv	Program Mgr Community School	0.25	0.00	(0.25)	Filled	UAOS	Classified Management
7870	922 - Comm. Schools & Student Serv	Program Mgr Community School	0.25	0.00	(0.25)	Filled	UAOS	Classified Management
7885	922 - Comm. Schools & Student Serv	Program Mgr Community School	0.25	0.00	(0.25)	Filled	UAOS	Classified Management
7904	922 - Comm. Schools & Student Serv	Program Mgr Community School	0.25	0.00	(0.25)	Filled	UAOS	Classified Management
7934	922 - Comm. Schools & Student Serv	Program Mgr Community School	0.25	0.00	(0.25)	Filled	UAOS	Classified Management
8589	922 - Comm. Schools & Student Serv	Program Mgr Community School	0.15	0.00	(0.15)	Filled	UAOS	Classified Management
3046	922 - Comm. Schools & Student Serv	Program Mgr HIV/STD Prevention*	1.00	0.00	(1.00)	Vacancy	UAOS	Classified Management
2084	922 - Comm. Schools & Student Serv	Program Specialist-Health Educ*	1.00	0.00	(1.00)	Vacancy	UAOS	Classified Management
8216	922 - Comm. Schools & Student Serv	Restorative Justic Facilitator	0.50	0.00	(0.50)	Filled	SEIU	Clerical
8099	922 - Comm. Schools & Student Serv	Restorative Justic Facilitator	0.50	0.00	(0.50)	Filled	SEIU	Clerical
8133	922 - Comm. Schools & Student Serv	Restorative Justic Facilitator	0.50	0.00	(0.50)	Filled	SEIU	Clerical
8062	922 - Comm. Schools & Student Serv	Restorative Justic Facilitator**	0.50	0.00	(0.50)	Filled	SEIU	Clerical
8136	922 - Comm. Schools & Student Serv	Restorative Justic Facilitator**	0.50	0.00	(0.50)	Filled	SEIU	Clerical
8152	922 - Comm. Schools & Student Serv	Restorative Justic Facilitator**	0.50	0.00	(0.50)	Filled	SEIU	Clerical
8216	922 - Comm. Schools & Student Serv	Restorative Justic Facilitator**	0.50	0.00	(0.50)	Filled	SEIU	Clerical
4543	922 - Comm. Schools & Student Serv	Spec Homeless Youth Prog*	1.00	0.00	(1.00)	Filled	SEIU	Clerical
4850	922 - Comm. Schools & Student Serv	Specialist Wellness**	0.35	0.00	(0.35)	Filled	SEIU	Clerical
8157	929 - Office Of Equity	Spec Target Stud Grp Intervent	1.00	0.00	(1.00)	Filled	SEIU	Clerical
8436	929 - Office Of Equity	Spec Target Stud Grp Intervent	1.00	0.00	(1.00)	Filled	SEIU	Clerical
6767	942 - Labor Relations	Labor Relations Analyst III	1.00	0.00	(1.00)	Vacancy	Confidential	Classified Confidential Management
7321	944 - Human Resources Services, Supp	Associate Talent Development**	1.00	0.00	(1.00)	Filled	Confidential	Classified Confidential Management
7433	944 - Human Resources Services, Supp	Coordinator, Residency	1.00	0.00	(1.00)	Filled	Confidential	Classified Confidential Management
7486	944 - Human Resources Services, Supp	Director HR Operations	1.00	0.00	(1.00)	Filled	Confidential	Classified Confidential Management
506	944 - Human Resources Services, Supp	Manager Substitute Services	1.00	0.00	(1.00)	Filled	Confidential	Classified Confidential Management
1651	946 - Legal Counsel	Assistant General Counsel	1.00	0.00	(1.00)	Vacancy	Confidential	Classified Confidential Management
2430	948 - Research Assessment & Data	Coord State/Local Assessment	1.00	0.00	(1.00)	Vacancy	UAOS	Classified Management
2785	948 - Research Assessment & Data	Director State/Loc Assessments	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
7922	954 - Eng Lang Lrnrr/multilingual Ach	Prog Mgr Newcomer & Refugee**	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
7379	965 - Middle School Network	Mgr Publications**	1.00	0.00	(1.00)	Filled	Confidential	Classified Confidential Management
3811	986 - Technology Services	Specialist School Technology	1.00	0.00	(1.00)	Filled	SEIU	Tech Serv
944	987 - Risk Management	Financial Accountant III	1.00	0.00	(1.00)	Vacancy	UAOS	Classified Management
627	988 - Buildings & Grounds	Financial Accountant II	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
7329	991 - Food Services	Coordinator, Nutrition Svcs	1.00	0.00	(1.00)	Filled	UAOS	Classified Management
8609	991 - Food Services	Director Nutrition Services	1.00	0.00	(1.00)	Vacancy	UAOS	Classified Management
330	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
1103	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
1425	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
1876	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
2708	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
2896	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
3891	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
3905	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
3908	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
5069	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service

Position #	Funding Site Location	Position	21-22 FTE	22-23 FTE	FTE Change	Position Status	Union	Job Category
5301	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
5302	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
5303	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
7928	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
8441	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
8450	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
8451	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
8452	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
8458	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
8459	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
8465	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
8469	991 - Food Services	Food Service Assistant I	0.40	0.00	(0.40)	Vacancy	AFSCME	Food Service
7967	991 - Food Services	Sanitation Utility Technician*	1.00	0.00	(1.00)	Filled	AFSCME	Sanitation Utility Technician

63.80 **(63.80)**

*These positions are eliminations however the department will request a subsequent added position if one-time funding becomes available

**These positions are currently funded with grant funds. If the grant becomes available in the 2022-23 school year the positions will be restored.

