



OAKLAND UNIFIED  
SCHOOL DISTRICT

*Community Schools, Thriving Students*

# Budget & Finance Committee

## Budget Prioritization Update



February 3, 2020

# Leaning Into Our Mission

**At OUSD we  
serve the  
whole child.**

**"Action without vision  
is only passing time,  
Vision without action  
is merely day dreaming,  
But vision with action  
can change the World."**

**Nelson Mandela**



Inspiring Height

## Mission

Oakland Unified School District (OUSD) will build a Full-Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers, every day.

## Vision

All OUSD students will find joy in their academic experience while graduating with the skills to ensure they are caring, competent, fully-informed, critical thinkers who are prepared for college, career, and community success.



# Where We Are

**There is a statewide challenge regarding the cost/funding of K-12 education, AND we must improve our local financial standing.**

## Local Challenges

- Flat/Declining enrollment
- High cost of living
- Operational inefficiencies impacting cost & quality
- Financial management

## Statewide Challenges

- Mandatory contributions to the state retirement system that continue to increase
- Special education costs outpace state funding each year
- Inadequate funding to K-12 schools for the foreseeable future and a possible recession

# Making Hard Decisions to Provide a Stable Environment for Current and Future Students

---



**We will not leave tough decisions  
for the next generation.**



# Protecting Investments in Whole Child Supports

---



**We stand in our Mission through protecting investments to early literacy, academic counseling, art and music teachers, libraries, and sports.**

**All students should graduate with the option of college.**

# Prioritization Grounded in LCAP Goals

---



All students graduate college, career, and community ready.



Focal Students demonstrate accelerated growth to close our equity gap.



Students and families are welcomed, safe, healthy, and engaged.



All staff are high quality, providing optimal service to our students, families, and staff.

# Focus on: Student Priorities

---





# Budget Prioritization Update: Current Best Thinking



# Oakland Unified School District

# Budget Prioritization Best Thinking - \$

Three ways of meeting our target reductions to the general fund:

## Efficiencies

Lowers cost with similar outcome

## Reductions

Eliminates cost and lessens programs/services

## Funding Shifts

Moves cost placing budget pressure elsewhere

# Budget Prioritization Best Thinking - \$

## Current Progress Towards \$21.5M in Budget Changes for FY 2020/21



Additional savings and strategies needed to meet our target.



# School Site Budget Changes

Current	Proposed	Impact/Offsets	Savings
Discretionary funds are allocated by school grade span type	Allocate discretionary funds to schools by grade level rather than school type	<b>Impact:</b> Some schools will experience an increase others will feel a decrease <b>Offset:</b> N/A	\$7,000
Discretionary funds allocated to schools totals \$6M	Reduce school site discretionary allocation by 50% to equal \$3M	<b>Impact:</b> Schools will able to afford half of the supplies and/or staff etc. from last year. <b>Offset:</b> Purchase supplies centrally, allowing for reduction in costs. Use restricted funds to support priorities.	\$3M
Enrollment continues at site without regard to class size.	Adjust Enrollment Process of Ele. Schools by projecting according to enrollment caps by school.	<b>Impact:</b> Some students will be redirected to other schools in order to maintain sustainable class sizes.	\$400,000



# School Site Budget Changes

Current	Proposed	Impact/Offsets	Savings
Assistant principal allocations to schools based on number of students at a school site	Shift to allocation of assistant principals based student need (LCAP groups, SPED, etc.)	Overall reduction of assistant principals to school sites	\$1.3M
Every school is allocated clerical support based on number of students at a school site	Shift allocations of clerical support to school sites based on student need (LCAP groups, SPED, etc.)	Some school sites will have fewer clerical positions than the current allocation (all schools will have some clerical support)	\$1.5M

# Central Office Budget Changes

Division

Depts.

Reductions:  
FTE and % of  
overall FTE in  
Division

<b>Superintendent</b> <ul style="list-style-type: none"><li>• Board Office</li><li>• Communications</li><li>• Continuous School Improvement (Innovation Office)</li><li>• Legal Counsel</li><li>• Police</li><li>• Chief of Staff<ul style="list-style-type: none"><li>• Student Assignment</li><li>• Charter Office</li></ul></li></ul> <p>~ 6 FTE   ~4%</p>	<b>Academics</b> <ul style="list-style-type: none"><li>• Academic Innovation</li><li>• Community Schools &amp; Student Services</li><li>• English Language Learner &amp; Multilingual Achievement</li><li>• Health Services</li><li>• High School &amp; Linked Learning, and Counseling</li><li>• Oakland Athletic League</li><li>• Office of Equity</li><li>• Research Assessment &amp; Data</li><li>• Special Education</li><li>• Early Childhood</li><li>• Network Offices</li></ul> <p>~ 28 FTE   ~4%</p>	<b>Talent</b> <ul style="list-style-type: none"><li>• Operations</li><li>• Recruitment &amp; Retention</li><li>• New Teacher Support &amp; Peer Assistance</li><li>• Employee Growth &amp; Development</li></ul> <p>~ 7 FTE   ~17%</p>	<b>Business and Operations</b> <ul style="list-style-type: none"><li>• Accounting &amp; Budget</li><li>• Accounts Payable</li><li>• Payroll</li><li>• Building &amp; Grounds</li><li>• Facilities Planning</li><li>• Custodial Services</li><li>• Procurement &amp; Distribution</li><li>• Technology</li><li>• Printing &amp; Mail</li><li>• State &amp; Federal Programs</li><li>• Transportation</li><li>• Warehouse</li><li>• Systems &amp; Services</li><li>• Risk Management</li></ul> <p>~ 27 FTE   ~5%</p>
---	---	--	--

# Superintendent (~6 FTE)

All changes will be consistent with labor agreements.

## Impact (Offsets)

reduced management for communications (scope of work reduced to include only crisis management and baseline employee communications)

shift investment in management for the Innovation office to create more support for school site design teams

reduced administrative support for Superintendent office

reduced police support

shift facilities legal services to restricted funds

reduce discretionary funds for board office

reduce administrative support for board office (scope of work reduced)

## Impact (Offsets)

reduced management of Academic Innovation Office. Depart from subject specific management to grade span management of academic programs.

reduced management support for instructional technology (scope of work reduced and redistributed)

reduced management support for library services

reduced administrative support for Academic Innovation Office, split with another office.

reduced management and reduced scope of work to English Language Learner and Multilingual Achievement Office.

# Academics (~28 FTE) p.2

All changes will be consistent with labor agreements.

## Impact (Offsets)

reduced management for research, data and assessment (scope of work reduced)

reduced management of Restorative Justice programs to support school site positions

reduced management of behavioral health support for PBIS

reduced management of discipline & attendance

reduced teacher support (less coaches); reduced individualized education plan support while teachers are on leave, and reduced clerical position impacting operations.

reduced college and career management staff in the Linked Learning Office.

reduced management of family supports and management of targeted supports strategies.



# Talent (~7 FTE)

All changes will be consistent with labor agreements.

## Impact (Offsets)

Elimination of management in talent operations, impacting the oversight of onboarding, credential processing and staffing support (redistribute the scope of work)

Significantly reduced support for teachers who voluntarily seek out confidential peer assistance support

Classified and substitute recruitment and retention support redistributed to equivalent positions. No longer have staff allocated towards recruitment programs for classified staff.

Reduced Escape support within the Talent Division specifically with data entry, auditing and reporting

The reduction will increase the workload of remaining staff two-fold impacting frequency of school visits with Principals, support with discipline, tenure affirmation and

evaluations.

[www.ousd.org](http://www.ousd.org)



@OUSDnews

# Business & Operations (~27 FTE)

All changes will be consistent with labor agreements.

## Impact (Offsets)

Streamlined management in accounts payable, budget, and accounting (redistribute and align the scope of work)

Reduced administrative support and management in systems and services dept that will impact the launch of saturday school, central kitchen launch and other strategic initiative to improve service to schools.

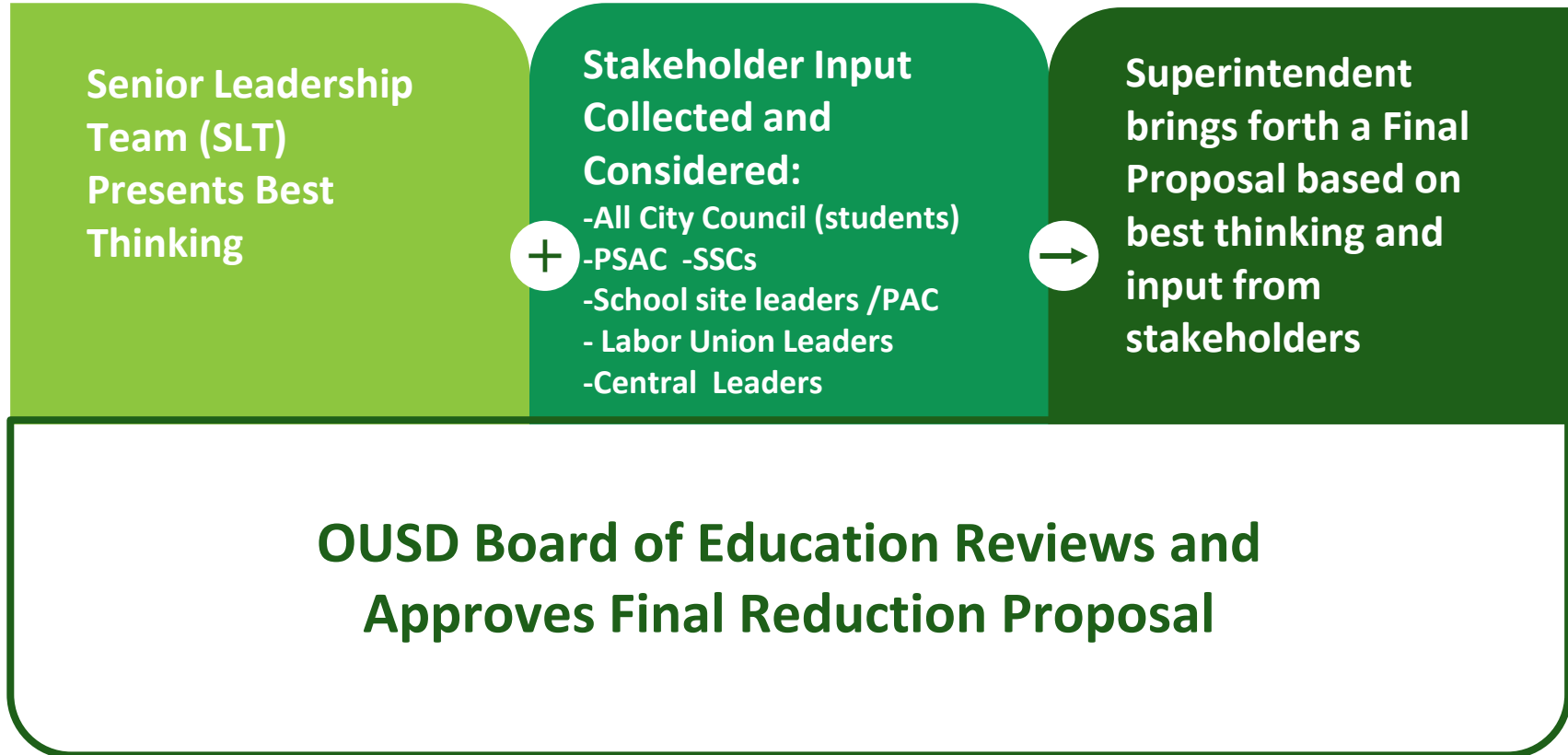
Reduced support and delays in technology support for school sites and district departments, risk of data errors, and reduced access to key operational systems (work on reducing the number of software applications being used district wide)

Streamline management in the procurement, warehouse, printing, and transportation departments (redistribute and align the scope of work)

## **Funding Shifts:** Change funding source from Unrestricted Funds to Restricted Funds (requires additional reductions to restricted funds)

Prioritized Investment	Proposed Funding Shift	Impact	Cost
Reduced Class Sizes for schools with 90% or more of underserved students	Shift funding from the general fund to supplemental funds	Reduction of other investments that are supplemental funds based on LCAP priorities	\$1M
Academic Counselors	Shift funding from the general fund to supplemental funds	Reductional of other investments in supplemental funds based on LCAP priorities	\$3M
Irrigation Maintenance	Shift funding for positions to the RRMA fund	Reductions to current investments in Routine Restricted Maintenance Account (RRMA) fund and gardening resources	\$.6M

# Budget Prioritization Decision Making Process

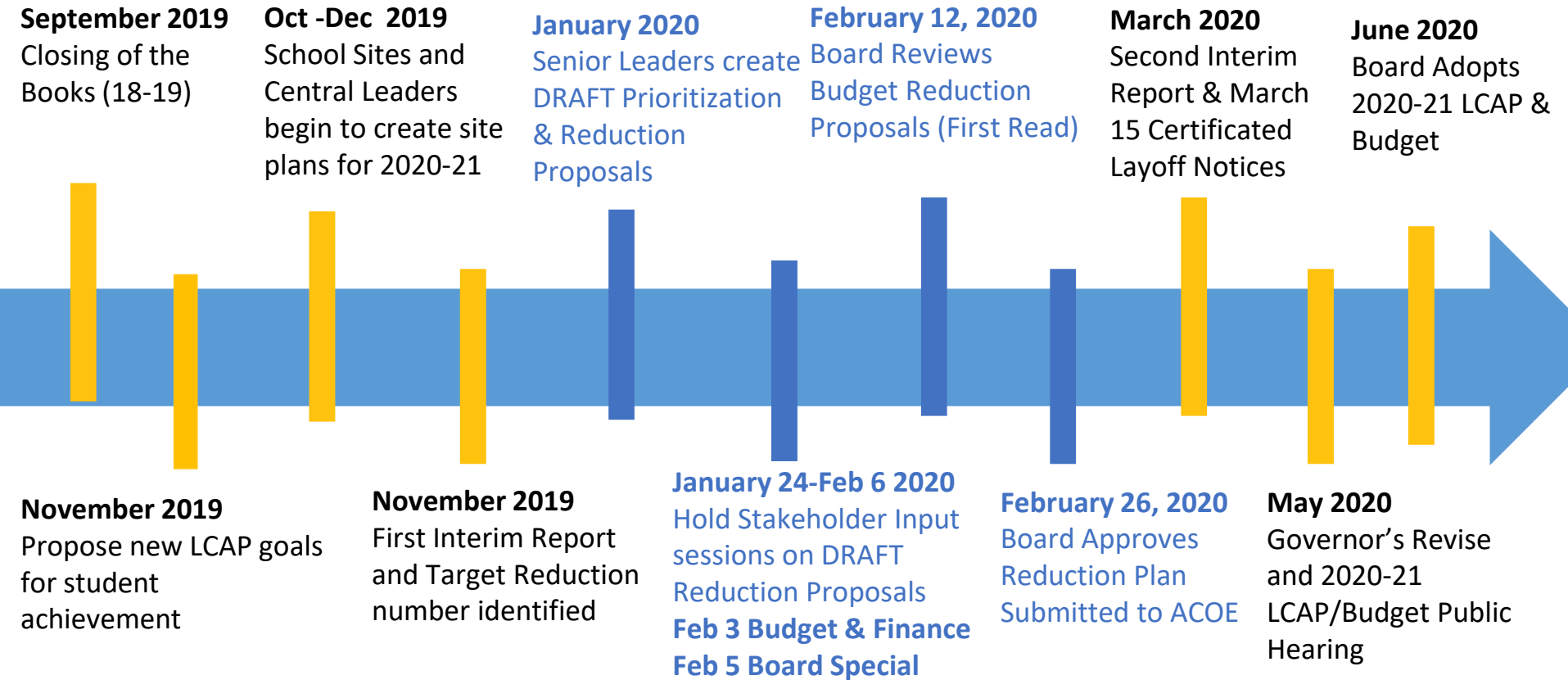


# Stakeholder Input Meetings

Stakeholder Group	Meeting Date
Labor Unions	January 27
Students (All City Council)	January 29
Principals	January 30
Central Office Leaders	January 24, January 30
<b>Budget &amp; Finance Committee</b>	<b>February 3</b>
Parent Student Advisory Committee (PSAC) Lead Delegates	February 4
School Site Council (SSC) Summit	February 6
Online Survey for all staff and community input	January 31-February 20
<b>Budget &amp; Finance Committee</b>	<b>February 18</b>
Parent Student Advisory Committee (PSAC)	February 19



# 2020-21 Budget Development and Budget Prioritization/Reduction Timeline



# Please Provide Feedback

---

[Click Here to Provide  
Feedback on Current  
Best Thinking](#)

**This survey is for high-level feedback.**

Early Feb. - There will be an additional community survey once the initial proposal is created and posted.



# Unwavering Commitment to Student Success

In times of plenty or challenge, we stay grounded in our mission to serve the whole child.

