

Board Office Use: Legislative File Info.	
File ID Number	25-0403
Introduction Date	11/13/2025
Enactment Number	
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**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Board Cover Memorandum

To Teaching and Learning Committee
VanCedric Williams, Chairperson
Jennifer Brouhard, Member
Patrice Berry, Member

From Jennifer Brouhard, Member, on behalf of Maximus Simmons, Student Director

Meeting Date November 13, 2025

Subject Update to Resolution No. 2425-0208 - Re-Allocating Funds for Restorative Justice Support

Ask of the Board Continued discussion and possible adoption by the Teaching and Learning Committee of recommendation to the Board of Education to approve the update to Resolution No. 2425-0208 - Re-Allocating funds for restorative justice support.

Background and Discussion Since the OUSD Restorative Justice resolution was passed in 2009, thousands of youth have been trained and supported in engaging in restorative practices to build a stronger school community and to respond to harm and conflict. The purpose of the current resolution is to reaffirm this strategy as a priority in OUSD.

Fiscal Impact A fiscal impact analysis will be conducted prior to Board action.

Attachment(s)

- Update - Resolution No. 2425-0208 - Re-Allocating Funds for Restorative Justice Support
- Original - Resolution No. 2425-0208 - Re-Allocating Funds for Restorative Justice Support

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT**

RESOLUTION No. 2425-0208

Updated: Re-allocating Funds To Restorative Justice

WHEREAS, Restorative Justice in OUSD began as a truly Oakland-born, grassroots initiative at Cole Middle School in West Oakland in 2006. In three years, suspensions at this school were reduced by 87%, while expulsions reduced to zero; and

WHEREAS, Since the OUSD Restorative Justice resolution was passed in 2009, thousands of youth have been trained and supported in engaging in restorative practices to build a stronger school community and to respond to harm and conflict; and

WHEREAS, The district created staff positions and training to support Restorative Justice and these positions and trainings were dedicated to Restorative Justice and the betterment of our students, staff, and families; and

WHEREAS, in 2012 OUSD utilized restorative justice as a district-wide strategy to eliminate racial disparities in discipline as part of an agreement signed with the Federal Office for Civil Rights called the Voluntary Resolution Plan (VRP); and

WHEREAS, In a school that utilizes a restorative model, not only are suspensions reduced, but students perform better academically. Between 2012 and 2017, suspension rates in Oakland overall were almost halved, reducing from 7.40 percent to 3.90 percent which corresponded directly to the increase of restorative justice staffing across the district; and

WHEREAS, the UC Berkeley Law School produced a report of Cole Middle School's restorative justice model, and found that restorative justice reduced teacher attrition, reduced violence, and improved academic performance (among other benefits); and

WHEREAS, A school's quality and basic foundation is built upon the collective wellbeing of its students. Restorative justice is devoted to teaching the ideology of interdependence and that we all thrive on positive relationships and each person holds the wisdom to solve their own issues; and

WHEREAS, There is a commitment in the superintendent strategic plan under the Joyful Schools strategy to utilize and take advantage of Restorative justice practices; and

WHEREAS, the (OUSD) RJ program in 2015 released an implementation and impact report on the positive effect of the RJ program, culture & climate, and student achievement; and

WHEREAS, In the larger societal context, RJ has shown to reduce' fear of crime in people who have been harmed; in particular, Umbreit (1991) showed a 50% reduction in fear of re-victimization by those harmed after completing the restorative process. In terms of reoffending, there have been low to moderate reductions in reoffending (3-7%) by RJ programs in various states; and

NOW, THEREFORE, BE IT FURTHER RESOLVED, The Board of Education will prioritize finding \$1,000,000 in funding for the betterment of students through restorative programs. **This funding will ensure the positions of 3 central office staff (increased from 2) and 5 staff at 1.0 FTE full time positions or 10 staff at 0.5 FTE matched by the school site. Additionally, we will update the OUSD RJ whole school implementation and Peer RJ materials and resources.** The Board of Education reaffirms its commitment to promote a District-wide “Culture of Caring” serving the whole child which promotes both social-emotional and intellectual development, meaningful inclusion of students, parents, teachers, administrators, and District leadership in efforts to create and sustain a safe and equitable learning environment where all students are cared for and can excel. **These 5 to 10 schools will be monitored over the course of 2 years. (26’-27’ & 27’-28’). After 2 years the board will reconvene to grant restorative justice an additional \$750,000 with the goal of implementing whole school restorative justice across the district.**

BE IT FURTHER RE SOLVED, All restorative justice facilitators will complete the full course of training offered by the central office RJ department. They will also participate in the monthly RJ staff professional learning community (PLC). This will be reinforced by the network Superintendents and the principals at all sites with an RJ Facilitator.

Passed by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSE:

ABSENT:

CERTIFICATION

I 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 November 12, 2025.

Legislative File	
File ID Number:	25-0403
Introduction Date:	11/13/25
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Enactment Date:	
By:	

OAKLAND UNIFIED SCHOOL DISTRICT

Jennifer Brouhard
President, Board of Education

Denise Saddler, Ed.D
Interim Superintendent and Secretary, Board of Education

Board Office Use: Legislative File Info.	
File ID Number	25-0403
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**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Board Cover Memorandum

To Board of Education

From Jennifer Brouhard, President, on behalf
of Maximus Simmons, Student Director

Meeting Date February 12, 2025

Subject Introduction of Resolution No. 2425-0208 - Re-Allocating Funds for Restorative Justice Support

Ask of the Board Introduction of Resolution No. 2425-0208 - Reallocating funds for restorative justice support

Background & Discussion Since the OUSD Restorative Justice resolution was passed in 2009, thousands of youth have been trained and supported in engaging in restorative practices to build a stronger school community and to respond to harm and conflict. The purpose of the current resolution is to reaffirm this strategy as a priority in OUSD.

Fiscal Impact A fiscal impact analysis will be conducted prior to Board action.

Attachment(s)

- Resolution No. 2425-0208 - Re-Allocating Funds for Restorative Justice Support

RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT

RESOLUTION No. 2425-0208

Re-allocating Funds To Restorative Justice

WHEREAS, Restorative Justice (“RJ”) in OUSD began as a truly Oakland-born, grassroots initiative at Cole Middle School in West Oakland in 2006. In three years, suspensions at this school were reduced by 87%, while expulsions reduced to zero; and

WHEREAS, Since the OUSD Restorative Justice resolution was passed in 2009, thousands of youth have been trained and supported in engaging in restorative practices to build a stronger school community and to respond to harm and conflict; and

WHEREAS, The district created staff positions and training to support Restorative Justice and these positions and trainings were dedicated to Restorative Justice and the betterment of our students, staff, and families; and

WHEREAS, in 2012 OUSD utilized restorative justice as a district-wide strategy to eliminate racial disparities in discipline as part of an agreement signed with the Federal Office for Civil Rights called the Voluntary Resolution Plan (VRP); and

WHEREAS, In a school that utilizes a restorative model, not only are suspensions reduced, but students perform better academically. Between 2012 and 2017, suspension rates in Oakland overall were almost halved, reducing from 7.40 percent to 3.90 percent which corresponded directly to the increase of restorative justice staffing across the district; and

WHEREAS, the UC Berkeley Law School produced a report of Cole Middle School’s restorative justice model , and found that restorative justice reduced teacher attrition, reduced violence, and improved academic performance (among other benefits); and

WHEREAS, A school's quality and basic foundation is built upon the collective wellbeing of its students. Restorative Justice is devoted to teaching the ideology of interdependence and that we all thrive on positive relationships and each person holds the wisdom to solve their own issues; and

WHEREAS, There is a commitment in the Superintendent’s Strategic Plan under the Joyful Schools strategy to utilize and take advantage of Restorative justice practices.

WHEREAS, the OUSD RJ program in 2015 released an implementation and impact report on the positive effect of the RJ program, culture & climate, and student achievement.

WHEREAS, In the larger societal context, RJ has shown to reduce' fear of crime in people who have been harmed ; in particular, Umbreit (1991) showed a 50% reduction in fear of re-victimization by those harmed after completing the restorative process. In terms of reoffending, there have been low to moderate reductions in reoffending (3-7%) by RJ programs in various states; and

NOW, THEREFORE, BE IT FURTHER RESOLVED, The board of education will seek to prioritize finding \$1,000,000 in funding for the betterment of students through restorative programs. The Board of Education reaffirms its commitment to promote a District-wide “Culture of Caring” serving the whole child which promotes both social-emotional and intellectual development, meaningful inclusion of students, parents, teachers, administrators, and District leadership in efforts to create and sustain a safe and equitable learning environment where all students are cared for and can excel.

Passed by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSE:

ABSENT:

CERTIFICATION

I 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 , 2025.

Legislative File	
File ID Number:	25-0403
Introduction Date:	02/12/2025
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OAKLAND UNIFIED SCHOOL DISTRICT

Jennifer Brouhard
President, Board of Education

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education