

Memo



**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

To Board of Education

From Dr. Denise Saddler, Interim Superintendent

Date December 1, 2025

Subject Initial Cost Savings Review of Outsourcing Task Force Recommendations

Background

On November 12, 2025, the Ad Hoc "Control Over Outsourcing" Task Force presented its first report to the Board, which included eight (8) recommendations. In its November 19 amendments to Resolution 2526-0177, the Board directed the Superintendent to provide information on cost savings from the recommendations of the Task Force at the December 3 Special Board Meeting.

Below is staff's initial review of the potential fiscal impact of the Task Force Recommendations. Note, while the cost savings may be deemed to be minimal or unknown at this time, that is not to dismiss the potentially valuable process improvements that staff will continue to explore based on their current efforts and the Task Force Recommendations. Some of the Recommendations and their impact are interrelated, as noted under Recommendation #7.

Initial Cost Savings Review

Recommendation #1: Amend and strengthen existing contract approval process...

Cost Savings: Unknown; minimal, if any, and could increase current in-house staff workload/time and costs.

Recommendation #2: Create Additional Job Descriptions...

Cost Savings: None; additional central Talent Division staff may be needed.

Recommendation #3: Create a database and offer extra hours to current employees...

Cost Savings: Unknown; possible long-term savings, but likely minimal. May result in additional central Talent Division and Payroll staff workload and associated costs.

Recommendation #4: Pay student stipends directly in house...

Cost Savings: TBD; minimal; may create additional staff time needed in Accounts Payable.

Recommendation #5: Create a more rigorous review for contract renewals and plan to bring in-house...

Cost Savings: Unknown; minimal, if any.

Recommendation #6: Train District staff on specialized equipment maintenance...

Cost Savings: Unknown at this time; a full analysis can be conducted by staff for Spring 2026, though it will take away from other District priorities.

Recommendation #7: Create consolidated master contracts & continue efforts to develop preferred vendors...

Cost Savings: Unknown at this time; staff will continue to assess and implement as they are able to; minimal central office staffing structure impacts ability and speed of implementation. This may be the recommendation most impactful for both reduction of outsourcing and cost savings, and may be a key lever for efficient implementation of Recommendations 1, 5, and 8.

Recommendation #8: Review policy or operational changes...

Cost Savings: Unknown; minimal, if any.