

Board Office Use: Legislative File Info.	
File ID Number	25-0403
Introduction Date	2/12/2025
Enactment Number	
Enactment Date	



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

# Board Cover Memorandum

**To** Board of Education

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

**Meeting Date** December 10, 2025

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

**Ask of the Board** Adoption by the Board of Education, upon recommendation by the Teaching and Learning Committee of the updated Resolution No. 2425-0208 - Re-allocating Funds To Restorative Justice.

**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 December 10, 2025.

Legislative File	
File ID Number:	25-0403
Introduction Date:	2/12/25
Enactment Number:	
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: <b>Legislative File Info.</b>	
File ID Number	25-0403
Introduction Date	2/12/2025
Enactment Number	
Enactment Date	



**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
Enactment Number:	
Enactment Date:	
By:	

**OAKLAND UNIFIED SCHOOL DISTRICT**

---

Jennifer Brouhard  
President, Board of Education

---

Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education