

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

RESOLUTION NO. 1516-0109

**RESOLUTION SUPPORTING THE DEVELOPMENT OF HOUSING PROJECTS, POLICIES
AND PROGRAMS FOR PUBLIC EDUCATION EMPLOYEES IN THE CITY OF OAKLAND**

WHEREAS, there is currently a nationwide teacher shortage impacting all education employers, especially California public schools;

WHEREAS, pay for public education employees is clearly an issue, especially in cities with high housing and living costs like those in the Bay Area, one of the nation's costliest regions;

WHEREAS, the District has established recruiting, hiring, and retaining great public education employees as one of our top priorities;

WHEREAS, the annual starting teacher in Oakland makes a little more than \$42,000 and the average monthly apartment rent in the Oakland area is \$2,802; and

WHEREAS, some public education employee groups earn less than teachers, for example the starting annual salary for Para Educators in our Special Education program is \$21,600;

WHEREAS, there is not enough housing supply in Oakland to meet the growing demand, and many current tenants are increasingly vulnerable to displacement, including public education employees, who have children attending Oakland Unified schools;

WHEREAS, Oakland is now the fourth most expensive rental market in the United States, as median rents for a one bedroom home increased 19% over 2015;

WHEREAS, median income required to purchase a home in Oakland is \$150,000 which is not affordable to public education employees, or many others;

WHEREAS, it is important that public education employees reflect the ethnic and racial diversity of the students in Oakland schools and be integral members of our community;

WHEREAS, the District wants to recruit and retain diverse and high quality public education employees, reflective of the diverse student population; and

WHEREAS, members of the Education Partnership Committee, Vice Mayor Annie Campbell-Washington and Board of Education Director Jody London, wish to support and sponsor joint-action by the City and the District to develop strategies to address the housing needs of Oakland's public education employees;

NOW, THEREFORE, BE IT RESOLVED, that the District commits to working with the City of Oakland and urging the City of Oakland to undertake joint efforts with the Oakland Unified School District to create strategies, policies, and programs to assist public education employees in identifying and maintaining their residence in Oakland;

BE IT FURTHER RESOLVED, that the Board of Education directs the Superintendent to create and appoint representatives to a joint City of Oakland-Oakland Unified School District *Ad Hoc* working group, the "Ad Hoc Educator Housing Working Group," to develop strategies to create housing projects, programs and policies to address the housing needs of Oakland public education employees; and

BE IT FURTHER RESOLVED that the Ad hoc group will report to the Education Partnership Committee in four months or less with an update on its work and proposed strategies for addressing housing needs for Oakland public education employees.

PASSED AND ADOPTED by the Board of Education of the Oakland Unified School District this 13rd day of April, 2016, by the following vote, to wit:

AYES: Jody London, Aimee Eng, Jumoke Hinton Hodge,
Roseann Torres, Shanthy Gonzales, Vice President Nina Senn
and President James Harris

NOES: None

ABSTAINED: None

ABSENT: None

CERTIFICATION

I hereby certify that the foregoing Resolution was duly approved and adopted by the Board of Education of said district at a meeting thereof held on the 13rd day of April, 2016 with a copy of such Resolution being on file in the Office of the Board of Education of said district.



Antwan Wilson, Superintendent and Board Secretary

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