

## MEASURES N AND H – COLLEGE AND CAREER READINESS COMMISSION

1016 Union Street, #940  
Oakland, CA 94607



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

Community Schools, Thriving Students

---

### Measures N and H – College & Career Readiness Commission

**David Kakishiba**, Chair  
kakishiba@gmail.com

**Marc Tafolla**, Vice Chair  
marctafolla@gmail.com

**Katy Nuñez-Adler**, Secretary  
katynunez.adler@gmail.com

**James. Harris**, Member  
james@educateoakland.com

**Gary Yee**, Member  
Yeega125@gmail.com

---

| Board Office Use: Legislative File Info. |             |
|------------------------------------------|-------------|
| File ID Number                           | 25-2606     |
| Introduction Date                        | Nov 4, 2025 |
| Enactment Number                         |             |
| Enactment Date                           |             |

# Memo

**To** Board of Education

**From** Measures N and H – College and Career Readiness Commission

**Board Meeting Date** November 12, 2025

**Subject** Services For: Ralph J. Bunche Academy

---

#### Action Requested and Recommendation

Adoption by the Board of Education, upon recommendation by the Measures N and H Commission of a 2025-2026 Education Improvement Plan/Budget modification for Ralph J. Bunche Academy to reduce \$9,323.60 Teacher Salaries Stipends by \$1,631.19 to \$7,692.41, and establish a new strategic action to increase \$13,759.98 Pupil Support Salaries/Counselor: Hire a Counselor at .10 FTE by \$1,631.19 to \$15,391.17, as stated in the justification section of the New or Revised Strategic Action Section of the Budget Modification Form.

**Background**  
*(Why do we need these services? Why have you selected this vendor?)*

Ralph J. Bunche Academy to reduce \$9,323.60 Teacher Salaries Stipends by \$1,631.19 to \$7,692.41, and establish a new strategic action to increase \$13,759.98 Pupil Support Salaries/ Counselor: Hire a Counselor at .10 FTE by \$1,631.19 to \$15,391.17. The modification is necessary to increase the total amount approved to cover all costs associated with the position. The FTE remains the same.

**Competitively Bid**

Was this contract competitively bid? No  
If no, exception: N/A

**Fiscal Impact**

Funding resource(s): Measure H

**Attachments**

**Bunche Pupil Support Salaries \$1,631.19**



## 2025-26 Measure H Budget Modification Form for OUSD Schools (Single Modification only)



|                                                             |                                              |                 |             |
|-------------------------------------------------------------|----------------------------------------------|-----------------|-------------|
| Date:                                                       | 10/22/2025                                   | Principal Name: | Ana Vasquez |
| School Name:                                                | Ralph J. Bunche                              | Site #:         | 309         |
| Pathway Name:<br>(Required for multiple<br>pathway schools) | Hospitality, Tourism and<br>Recreation (HTR) | Requested By:   | Ana Vasquez |

### Step 1:

#### a. Enter the Original Approved Strategic Action from the Measure H EIP, SCO, or C/O Plan:

Directions: Copy & paste the original strategic action below. The original strategic action is the justification you want to **take money from** to create a new or revised purpose. Whatever plan you enter in Step 1 must also be entered in Step 2.

| Name of the<br>Measure H<br>Plan or<br>Pathway Tab | Plan or<br>Pathway<br>Tab, Line<br>Item # | Original<br>Amount<br>Approved                                                                                     | Measure H Approved Strategic Action<br>(Budget complete justification)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Total<br>Amount<br>being<br>Transferred |
|----------------------------------------------------|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Whole School<br>Tab                                | 163                                       | Was<br>\$9,500.00.<br>The new total<br>amount after<br>approval of prior<br>BMFs or<br>purchases is<br>\$9,323.60. | <b>Teacher Salaries Stipends: Extended Contracts for planning time for Pathway Co-leads</b><br>The HTR pathway co-leads will support Ralph J. Bunche Academy with school-wide pathway integration over the course of the next year. This planning time will focus on Pathway integration into core classes and in-depth planning of the HTR elective course. HTR elective course planning time will include coordinating career exploration visits in alignment with curriculum, culinary lab preparation, and guest speaker coordination. Pathway integration into core classes will consist of working with peer teachers to align projects and lessons and coordinating shared curriculum themes across subjects. 50 - 70 students will be impacted by the continued Pathway integration, teacher development, academic rigor, and Work Based Learning opportunities.<br>Budget Calculation: (2 hours per week) 8 hours x 10 months = 80 hours each x 2 teachers = 160 total hours x \$47.50 = \$7,600 + 25% Benefit Costs = \$9,500.00. | \$1,631.19                              |

#### b. What will be the impact on your Measure H Plan, pathway development, and students for not completing the original strategic action in Step 1? (Do not insert hyperlinks or use acronyms.)

Teachers will have less time planning; however, teachers did have time to plan over the summer.

#### c. Enter the Account String for the Original Approved Strategic Action: (Ensure it matches Escape)

| Fund | Resource | Year | Goal | Function | Object | Site | Manager | Program | LCAP | Optional |
|------|----------|------|------|----------|--------|------|---------|---------|------|----------|
|------|----------|------|------|----------|--------|------|---------|---------|------|----------|

|     |      |   |      |      |      |     |      |      |      |       |
|-----|------|---|------|------|------|-----|------|------|------|-------|
| 010 | 9339 | 0 | 3800 | 1000 | 1120 | 309 | 3090 | 1690 | 9999 | 99999 |
|-----|------|---|------|------|------|-----|------|------|------|-------|

d. Total amount requesting to transfer: **\$1,631.19**

- ☐ Check this box if this is a **NEW expenditure** that was not pre-approved in a Measure H Plan.
- ☒ Check this box if this is an **EXISTING expenditure** and you're only amending the original amount approved or the term. *(The purpose remains the same.)*
- ☐ Check this box if this modification is to create a new position or change the FTE percentage of an existing position. If so, please attach a Measure H Duty Statement form with the BMF request.

## Step 2.

a. Enter the New or Revised Strategic Action: (Explicitly name the expenditure type and how it supports pathway development.)

*The description entered will become the new or revised justification for review and approval. **Only one justification is allowed in Step 2.** You'll use this new or revised justification for all future applicable requests connected to this modification.*

| Name of the Measure H Plan or Pathway Tab | Plan or Pathway Tab Line Item # | Original Amount Approved | <p><b>New or Revised Measure H Strategic Action</b><br/> Enter one to two sentences using the questions below to create a Justification.<br/> <i>(Do not insert hyperlinks or use acronyms.)</i></p> <p><b>-What is the specific expenditure or service type?</b><br/> <i>(Please briefly describe (no vague language) and quantify it when applicable.)</i></p> <p><b>-How does the specific expenditure impact students in the pathway and support your 2025-26 pathway goals and strategic actions?</b></p> <p><b>-Please also answer the additional questions using the Object Codes linked in this <a href="#">document</a> to create a proper &amp; complete budget justification.</b></p> <p><b>-If the new or revised justification is <b>incomplete</b>, it will be "Conditionally Approved", and a Justification Form will be required at the time of purchasing.</b></p> | New or Amended Total Amount |
|-------------------------------------------|---------------------------------|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| Whole School Tab                          | 159                             | \$13,759.98              | <p><b>Pupil Support Salaries/Counselor:</b><br/> <b>Hire a Counselor at .10 FTE.</b><br/> The counselor will support Ralph J. Bunche Academy students with postsecondary timelines and lists, financial aid/scholarship applications, and community college applications. In addition, the school counselor will co-plan and co-lead the senior seminar/senior capstone course, which includes developing an in-depth post-secondary plan and presentation.<br/> All students will be impacted because they will create a post-secondary plan while exploring college and career opportunities, which will lead to motivation toward graduation.<br/> This portion of the FTE is supplemental because it exceeds the Central Base allocation of .20 FTE and .10 FTE from Title I funding.</p>                                                                                       | \$15,391.17                 |

|  |  |  |                                                                                                                                                                                                                 |  |
|--|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|  |  |  | <b>PCN 6295, Dulce Hsu</b><br>(Salary & Benefits Costs)<br><b>The modification is necessary to increase the total amount approved to cover all costs associated with the position. The FTE remains the same</b> |  |
|--|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

Justification Status: Fully Approved = Complete Justification, BMF suffice ▾

b. Enter the Account String for the New Approved Strategic Action: (Ensure it matches Escape)

| Fund | Resource | Year | Goal | Function | Object | Site | Manager | Program | LCAP | Optional |
|------|----------|------|------|----------|--------|------|---------|---------|------|----------|
| 010  | 9339     | 0    | 3800 | 3110     | 1205   | 309  | 3090    | 1690    | 9999 | 99999    |

Signatures of Approval: (Please enter the team member’s full name below the signature line.)

Name:

Pathway Coach or Director Signature

Date

Ana Vasquez

Name: Ana Vasquez

Principal Signature Required

10/22/25

Date

FOR MEASURE H STAFF USE ONLY

Date the BMF was accurately completed & received: 10/22/2025

Program Manager, Approval Signature: Nancy Gomez

Date: 10/22/2025

Deputy Chief of Post-Secondary Readiness, Approval Signature: Vanessa Sifuentes

Vanessa Sifuentes (Oct 23, 2025 19:05:30 PDT)

10/23/2025