


OAKLAND UNIFIED SCHOOL DISTRICT
Office of the Superintendent of Schools

June 10, 2015

Legislative File	
File ID Number:	15-1228
Introduction Date:	06/10/2015
Enactment Number:	15-1228
Enactment Date:	6/10/2015
By:	

TO: Board of Education

FROM: Antwan Wilson, Superintendent
Brigitte Marshall, Chief Talent Officer, Talent Development Division

SUBJECT: Layoffs/Additions/Net of Classified Positions for Fiscal Year 2015-2016

ACTION: Approval by the Board of Education of Resolution No. 1415-1167 which provides for the reduction or layoff of certain classified positions, and increase or creation of authorized classified positions based on lack of funds and/or program need as reflected through the Budget Development process for 2015-2016.

BACKGROUND: The Education Code requires Board action in order to implement a reduction or elimination of classified positions on the basis of program need or lack of funds. Through the Budget Development Process, and based on budget decreases and/or reduction in sites/departments and modification of work to align to the Strategic Plan, sites and departments have indicated a need to reduce certain authorized, classified positions.

DISCUSSION: For Fiscal Year 2015-2016, the District will continue to face the challenge of keeping expenditures in line with uncertain revenues while ensuring that staffing expenditures are aligned with the District's Strategic Plan, Pathway to Excellence: 2015-2020, and identified priorities. Based on the projected staffing needs through the Budget Development process of sites and departments commensurate with projected revenue for Fiscal Year 2015-2016, it is necessary to reduce and/or eliminate certain classified positions due to lack of funds or program need. On the other hand, Budget Development also reflects school sites' and departments' determination that certain other classified areas should be increased. This resolution contains the decreases, increases, and overall net effect for authorized classified positions in particular departments affected for the 2015-2016 fiscal year.

In particular, the Governing Board created new positions, Executive Director, Athletics and Activities, Manager, Athletics and Activities and Manager, Visual and Performing Arts. These new positions will expand the District's sports, activities, and recreation programs and strengthen the integration with the academic program. Because of the different roles and responsibilities in the new positions, the work of prior positions will no longer be needed.


Although employees affected by the reduction or elimination of positions will receive layoff notices, some may retain District employment by being reassigned as permitted by the Education Code. In addition, other positions may be created to meet student needs and affected employees may be reassigned into newly-created positions, if eligible.

District staff will meet with representatives of the appropriate collective bargaining units to discuss the impact of the layoffs and to identify and create a plan of action to utilize available resources for the affected employees.

The total effect of this resolution is to increase the overall number of authorized classified positions by 3 FTE.

FISCAL IMPACT: For the 2015-2016 fiscal year, there will be shifting of salary and benefits from some classified positions that are eliminated in order to fund positions whose functions are more aligned to the strategic plan and District funding priorities.

RECOMMENDATION: Approval by the Board of Education of Resolution No. 1415-1167 which provides for the reduction or layoff of certain classified positions, and increase or creation of authorized classified positions based on lack of funds and/or program need as reflected through the Budget Development process for 2015-2016.

Legislative File	
File ID Number:	15-1228
Introduction Date:	06/10/2015
Enactment Number:	15-0881
Enactment Date:	06/10/2015
By:	

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 1415-1167**

**Layoffs/Additions of Classified Positions Office of Post-Secondary Readiness
for Fiscal Year 2015-2016**

WHEREAS, the District must ensure that 2015-2016 expenditures are aligned with the District's Strategic Plan and budget priorities; and

WHEREAS, the primary mission of the District is to educate its early childhood, K-12 pupils with the annual resources, revenues at its disposal; and

WHEREAS, the District's goals in 2015-2016 include expanding the District's sports, activities, and recreation programs and strengthening the integration of such programs with the academic program; and

WHEREAS, for Fiscal Year 2015-2016, based on shifts in work to increase efficiencies and achieve District goals, it is necessary for the District to create new roles and streamline, reorganize, reduce and/or eliminate other positions, in whole or in part; and

WHEREAS, Education Code Sections 45101, 45114, 45117, 45298 and 45308 require action by the Board of Education if services for classified staff are in good faith to be reduced or eliminated in order to permit the layoff of classified employees due to lack of funds and/or program need, and

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby determines that the following particular kinds of classified services or positions, labeled in the column "Eliminate" below shall be and hereby are eliminated, effective 60 days after service of notice to affected employees, due to lack of work through the creation of new roles and/or lack of funds to maintain prior classifications; and

BE IT FURTHER RESOLVED that the Board of Education authorizes the Superintendent of Schools or his designee to: (1) send appropriate notices to all classified employees whose positions are lost, reduced, or otherwise impacted by the foregoing elimination of positions; and (2) to take all proper steps pursuant to Education Code Sections 45117 and 45308 to reduce and/or eliminate said positions; and

BE IT FURTHER RESOLVED, in approving the foregoing Resolve clauses of this Resolution, the Board of Education intends that the position results under the heading "Add" herein by reference as though fully set forth, be achieved.

Eliminate:

Oakland Athletic League Commissioner (UAOS) 1.0 FTE

Add:

Executive Director, Athletics and Activities (Confidential) 1.0 FTE
Manager, Athletics and Activities (UAOS) 4.0 FTE

Passed by the following vote:


AYES: Aimee Eng, Jumoke Hinton Hodge, Nina Senn, Roseann Torres, Shanthi Gonzales, President James Harris

NAYS: None

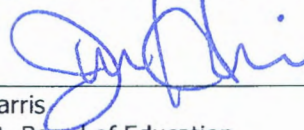
ABSTAINED: None

ABSENT: Vice President Jody London

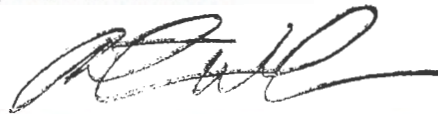
I hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held June 10, 2015.

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OAKLAND UNIFIED SCHOOL DISTRICT



James Harris
President, Board of Education



Antwan Wilson
Superintendent and Secretary, Board of Education