

Oakland Unified School District

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Meeting Minutes Long - Final

Thursday, December 17, 2015

6:30 PM

**KDOL TV Studio, B-237, Met West High School Entrance, 314 East 10th Street,
Oakland, CA 94606-2291**

Measure G Parcel Tax Independent Citizens Oversight

Committee

Atiff Saleem Shakir, Chair

Bradley Mart, Vice Chair

Sonji Walker, Secretary

Members: John Baldo, Daniel Bellino, Sandy Carpenter, (Vacancy)

A. Call to Order

Chairperson Atiff Shakir-Gilmore called the meeting to order at 6:33 P.M.

B. Roll Call

Present 4 - Member Daniel Bellino
Secretary Sonji Walker
Vice Chairperson Bradley Mart
Chairperson Atiff Shakir-Gilmore

Absent 3 - Member [Vacant]
Member Sandy Carpenter
Member John Baldo

C. Speaker Request Cards/Modification(s) To Agenda

None

D. Adoption of Committee Minutes



[15-2473](#)

Minutes - Measure G Parcel Tax Independent Citizens Oversight Committee - November 19, 2015

Approval by the Measure G Parcel Tax Independent Citizens Oversight Committee of its Regular Meeting Minutes of November 19, 2015.

Attachments: [15-2473 - Minutes - Measure G Parcel Tax Independent Citizens Oversight Committee - November 19, 2015](#)

There were no Public Speaker(s).

A motion was made by Vice Chair Bradley Mart, seconded by Committee Member Daniel Bellino that the Minute of November 19, 2015 be adopted. Carried by the following vote:

Aye: 4 - Member Daniel Bellino
Secretary Sonji Walker
Vice Chairperson Bradley Mart
Chairperson Atiff Shakir-Gilmore

Absent: 2 - Member Sandy Carpenter
Member John Baldo

Non-voting: 1 - Member [Vacant]

Enactment No: 15-1976

E. New Business



15-2474

Measure G Committee - Discussion - Measure G Funds - Recruiting and Retaining - Quality Teachers

Discussion/Report by staff to Measure G Committee regarding the effectiveness of

Measure G Funds used for recruiting and retaining quality teachers.

Attachments: 15-2474 Measure G Committee - Discussion - Measure G Funds - Recruiting and Retaining - Quality Teachers

Presentation was made by Brigitte Marshall, Chief Talent Officer. She spoke about:

- Measure G Funds – \$827K supports the Talent Division to maintain a full complement of recruitment and retention staffing and activities
- Staffing – 11 different positions in the Talent Division, totaling 8.2 FTE
- Direct recruitment activities
- Key recruitment strategies
- Developing employee brand
- In contract with LinkedIn for recruitment
- Successful implementation of Article 12
- High turnover rate between 18% and 19%
- Growing own pipeline in partnership with Tech.com and other education academies
- Having teacher residency program
- Pre-employment process
- Workday implementation automating onboarding process
- Blending onboarding and orientation
- Retention: Educator Effectiveness System
- Teacher growth and development system

After the presentation there was a discussion between the Committee and staff regarding:

- The reason for lost of teachers
- Implementing Human Capital Data system to allow surveying why people are leaving the district
- Is there a locked in period for Para Profession after the district help with obtaining their credential to work for OUSD?
- Teach Tomorrow in Oakland in last year of federal funding
- The result of having our own pipelines
- Overall H.R. budget and what part of Measure G funding is supporting
- The numbers of teachers in OUSD and how many are experienced
- Affordable Housing for teachers
- Word of mouth translate to social media for recruitment and retention
- Automated onboarding for Human Resources

There were no Public Speaker(s).

Discussed



[15-2480](#)

Measure G Committee - Recommendation - Reallocate Measure G \$5.4 Million - From Class Size Reduction To Libraries

Discussion and possible adoption by the Measure G Committee of a recommendation to the Board of Education, for the latter, to reallocate \$5.4 Million in Class Size Reduction Funding to Libraries.

Attachments: [15-2480 Measure G Committee - Discussion - Reallocate Measure G \\$5.4 Million - Class Size Reduction - Libraries](#)

Adoption of the Motion failed.

Committee Member Bradley Mart gave an introduction about reallocating \$5.4 million in class size reduction funding to libraries and spoke on:

- The importance of having libraries

- Lack of monies spending on libraries
- Class size reduction to achieve a 1.27 student is not effective
- Class size reduction should come out from a different fund

After the introduction by Vice Chair Mart there was a discussion with the Measure G Committee about:

- Premature to allocate \$5.4 million categorically to libraries
- Set the precedent that Measure G is making recommendations to the Board before the fact
- Acting in response to community voice
- School site principal have the fund; it depends on how they want to spend it
- Not the right time on how \$5.4 million funds are spent
- \$5.4 million for 47 libraries breaks out to just under \$115,000 per library

Public Speaker(s):

Tasha Rath, Senior Library Clerk at Parker Elementary Middle School spoke about:

- Needing fund for the libraries
- Received zero funds to buy books, equipment, supplies for the libraries
- Out of date Science collections
- Finding something to read on the topic that the students like
- Be excited about reading
- Only 30% of Parker Elementary is reading at grade level and above

Tasha Rath also have a letter from the Principal at Parker Elementary stating, "I am the principal at Parker Elementary and Middle School and I've seen for myself that school libraries are an essential literacy and academic support system, core to a quality education at every level. Extensive research shows that schools that have strong school libraries with funds for new books, equipment, and supplies have seen increased student motivation, higher assessment, and ultimately higher graduation rates. I strongly urge you to approve the proposal to allocate 5.4 million dollars in Measure G funds for OUSD's head librarian to disburse directly in order to create and maintain the best school libraries possible to serve all our scholars and help them to thrive."

Jonathan Sykes read a statement from Friends of Oakland Public School Libraries,

"Because only 42% of 3rd graders are reading at grade level and only 38% of 9th graders are reading on grade level. Because only 67% of OUSD students are graduating on time and the % is lower for African American and Latino students. Because over 30% of OUSD students are English Learners and over 70% come from low income home. Because extensive research demonstrates professional Staffed school libraries are proven to increase reading scores and improve academic achievement at every level. Because professionally staff school libraries ensure every student and family have equal access to high quality resources and expertise essential for academic success. Because teacher librarians are high skilled user of technology and teach 21st Century skill every student needs to navigate today's information world and be prepare technology advances. Teacher Librarians are highly qualify professional that address the individual learning needs of every student and work collaboratelly with teachers and staff to establish highly effective academic support systems. Because school libraries are core infrastructure of high functioning effective school system and prepare students for college and careers and life. Because school libraries work. Please allocate Measure G Funds to school libraries. "

Paula Gocker, volunteer at Parker Elementary School Libraries spoke about:

- Libraries should be at the center of the high School, middle school and elementary school community

- Libraries encourage students to discover themselves
- Libraries teach students critical thinking skills
- Needs current non-fiction books
- Need to empower students to read

Bernard Gerstenson spoke about:

- In Community College level 2/3 of a students and even more in Peralta District come in reading well below college level
- Remedial courses don't so well if they haven't master from K-12
- Don't have to rely on PTA's to fund libraries
- Libraries should be basic part of the OUSD

A motion was made by Vice Chairperson Mart, seconded by Secretary Walker, that this Motion be Recommended Favorably. The motion failed by the following vote.

- Aye:** 2 - Vice Chairperson Bradley Mart
Chairperson Atiff Shakir-Gilmore
- Nay:** 2 - Member Daniel Bellino
Secretary Sonji Walker
- Absent:** 2 - Member Sandy Carpenter
Member John Baldo
- Non-voting:** 1 - Member [Vacant]

F. Public Comments on All Non-Agenda Items Within the Subject Matter Jurisdiction of the Committee

15-2475 Public Comment on All Non-Agenda Items Within the Subject Matter Jurisdiction of the Committee – Up to 30 Minutes - December 17, 2015

Public Comment on All Non-Agenda Items Within the Subject Matter Jurisdiction of the Committee - Up to 30 Minutes - December 17, 2015.

None

G. Introduction of New Legislative Matter

None

H. Adjournment

Chairperson Atiff Shakir-Gilmore adjourned the meeting at 8:00 P.M.

Prepared By: _____

Approved By: _____