

RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
NO. 1819-0144

Budget Reduction Recommendation to Achieve Fiscal Year 2019-2020 Amended 2.5%  
Reserve for Economic Uncertainty

**WHEREAS**, the Governing Board (hereafter “Board”) passed Commitment to Fiscal Solvency Resolution 1819-0041 on August 8, 2018 to address the Oakland Unified School District’s projected deficit which at the time was estimated to grow from an estimated \$20,300,000 in 2019-20 fiscal year, and \$59,000,000 in the 2020-21 fiscal year and provided for reductions of at least \$21,750,000 beginning in 2019-20 to address the budget shortfall and provide for a more conservative reserve beginning in 2019-20 fiscal year; and

**WHEREAS**, this Resolution supersedes Resolution No. 1819-0041 and provides for all Board reductions based on updated budget information at First Interim, release of the Governor’s 2019 Budget proposal, and a consideration of required employee investments; and

**WHEREAS**, the Board recognizes that the District is highly dependent on revenue from the State of California and that revenue source is dependent on the on-going stability of the California State economy; and

**WHEREAS**, the Board recognizes that the Governor’s 2019/2020 Budget proposal projects out year increases tied to primarily cost of living adjustments only, and that these budget components have a direct impact on the District’s multi-year projections; and

**WHEREAS**, the Board of Directors understands the increased costs of living to staff in the Oakland Community and Greater Bay Area and the impacts on recruiting and retaining highly skilled teachers and staff, and the Board is committed to increasing investments in staff salaries;

**WHEREAS**, the Board further recognizes the impact of declining enrollment and increasing California State Teachers’ Retirement System (CalSTRS) and California Public Employees’ Retirement System (CalPERS) pension costs on the District’s budget;

**WHEREAS**, the AB 1200 provides for the District to provide to the Alameda County Office of Education a full disclosure of proposed impacts, costs, and multi-year projections to support any negotiated salary investments; and

**WHEREAS**, Education Code section 42127(c) provides, in relevant part, that the County Superintendent of Schools shall:

“Determine whether the adopted budget will allow the school district to meet its financial obligations during the fiscal year and is consistent with a financial plan that will enable the school district to satisfy its multi-year financial commitments . . . [and] shall either conditionally approve or disapprove a budget that does not provide adequate assurance that the school district will meet its current and future obligations and resolve any problems identified in studies, reports, evaluations, or audits described in this paragraph”; and

**WHEREAS**, based on the District projections of revenue and expenditures and the District’s current fiscal challenges and commitment to staff salaries, it is projected that without offsetting reductions, the District would not meet its required minimum reserves beginning in the 2019-2020 and 2020-21 fiscal years, and the District would have a negative ending fund balance which would vary based on the level of employee salary commitments and other district drivers of revenue and costs; and

**WHEREAS**, the Board desires to minimize the impact of budget reductions on the level of service and quality of staff and education programs for District students; and

**WHEREAS**, on November 14, 2018, the Board passed Resolution No. 1819-0013 providing direction on the fiscal years 2018-2019 and 2019-2020 budget reductions, including desired minimum reserve levels that achieve a maximum of \$30 million in reductions for the 2019-2020 year and focus on: 1. implementing BP 3150; 2. redesigning the District; 3. providing competitive employee compensation; and, 4. committing to shared decision making and multi-stakeholder teams; and

**WHEREAS**, the Superintendent presented information to the Board relating to the 2019-2020 budget on January 9, 2019 and January 23, 2019, which included potential options for budget reductions, a recommendation for 2019-2020 budget reductions on February 6, 2019, for first read, and a final vote on proposed budget reductions for the 2019-2020 budget on February 27, 2019; and

**WHEREAS**, the Superintendent recommends (1) a reduction central administrative costs, with FTE positions to be eliminated or moved to restricted funding sources ; (2) a reduction in central services to sites, with FTE to be eliminated or moved to restricted funding sources; (3) reallocation of funds to support educator retention and compensation; (4) \$1.47M in

reductions to contracts and maximizing restricted resources, and (5) \$1.6M in additional operational cost savings.

WHEREAS, the OUSD All City Council Student Union engaged students in the Student Voice on OUSD Budget campaign that lifted up the need to prioritize all of the Restorative Justice, Office of Equity, and Foster Youth positions on the list of central office positions to maintain investment; and

**NOW, THEREFORE, BE IT RESOLVED**, this Resolution supersedes Resolution No. 1819-0041 and provides for all Board reductions based on updated budget information at First Interim, release of the Governor's 2019 Budget proposal, and a consideration of required employee investments; and

**BE IT FURTHER RESOLVED**, the Governing Board hereby amends the Superintendent's recommendation relating budget reductions to achieve its Fiscal Year 2019-20 Reserve for Economic Uncertainty to 2.5% and investments in educator compensation through: (1) a reduction \$11.9M in central administrative costs, a total of 90.23 FTE to be eliminated or moved to restricted funding sources; (2) a reduction of \$1.65M in central services to sites, a total of 40.8 FTE to be eliminated or moved to restricted funding sources; (3) reallocation of funds to support educator retention and compensation, subject to engagement of stakeholders (as set forth below) around a framework to demonstrate in our Local Control Accountability Plan how the funded strategies will be effective in supporting our district's high need students (English Language Learners, low-income students, foster and unsheltered youth) as evidenced by specific measurable outcomes which will be used to monitor impact in serving these students over time; (4) \$1.47M in reductions to contracts and maximizing restricted resources; and, (5) \$1.6M in additional operational cost savings; and

**BE IT FURTHER RESOLVED**, that the Board hereby directs the Superintendent to initiate all steps necessary to implement these budget reductions, including without limitation, statutory notices relating to layoff or reassignment and to incorporate these budget reductions in the proposed Fiscal Year 2019-2020 District Budget to be adopted by Board not later than June 30, 2019; and

**BE IT FURTHER RESOLVED**, that given Board Policy 3100.1 and the District's budget, the Board requires the Superintendent to develop a conservative budget that achieves at minimum a 2.5% reserve beginning in FY 2019-20 in order to address unforeseen budgetary increases.

BE IT FURTHER RESOLVED, the Governing Board directs the Superintendent to honor the priorities of OUSD All City Council Student Union by allocating .5% of the reserve, keeping it at 2.5%, to maintain OUSD investment in all of the Restorative Justice, the Office of Equity, and the Foster Youth positions and remove them from the list of central office positions to reduce as

direct student supports whose elimination would produce lasting and detrimental impacts to some of the most high-need and vulnerable populations of students; and

BE IT FURTHER RESOLVED, the Governing Board directs the Superintendent to reallocate Measure G Library Funds which are currently included in 2019-20 School Site One Pagers to be redistributed based on an equity criteria such as schools at a concentration of 85% or above unduplicated pupils; and

BE IT FURTHER RESOLVED, that any new unrestricted general fund revenue, including one-time funds from the May Revision, be allocated to bring the reserve up to 3.0% and then the remaining to schools for site-based budgeting in order to replenish \$3 million in cuts to school site discretionary budgets mentioned above; first priority will be given to school sites with a disproportionate impact of multiple reductions to their 4 school in 2019-20 (money and positions) and are serving a concentration of highest needs students. A report to the Governing Board on the distribution of any funds will be given prior to budget adoption in June 2019; and

BE IT FURTHER RESOLVED, the Superintendent shall seek the advice and engage stakeholders, including the Parent Student Advisory Committee, District English Language Learner Subcommittee, Foster Youth Advisory Committee, and school communities on any revisions to the Local Control Accountability Plan and the use of supplemental funds to support educator retention and compensation; and

**BE IT FURTHER RESOLVED**, that if external resources, grants or other restricted funds are identified, or if municipal partnerships are established, to maintain critical services for students that are impacted by these budget reductions, OUSD will support, maintain, reinstate, and/or re-organize key positions and programs in aligned departments, school sites or other municipal bodies to continue these student services as long as the external funds are available, in line with the Superintendent’s strategic plan and organizational redesign; and

**BE IT FURTHER RESOLVED**, that the Governing Board and Superintendent will work together with impacted stakeholder groups to identify strategic priorities to fundraise and create a long term sustainability plan for critical student services and programs affected by these budget reductions, focused on those services lifted up by All City Council student leaders representing the voices of over 36,000 students as the most critical services and programs for student achievement and success; and

**BE IT FURTHER RESOLVED**, that the Governing Board and Superintendent will work together with All City Council student leaders, families and stakeholders to advocate with City, County, and State municipalities to seek stronger partnerships to align resources in service of critical student services and programs impacted by these budget reductions, including with the Youth Ventures Joint Powers Authority and the Education Partnership; and

BE IT FURTHER RESOLVED, that the Governing Board will receive regular updates on the progress of the Central Office redesign efforts during the Spring 2019 to ensure the realignment

of resources to support the rapid acceleration of students' academic outcomes and improved social emotional well-being as described and set forth in Resolution 1819-0013 Recommendations For 19/20 Budget Development and Prioritization from the Special Committee on Fiscal Vitality; and

**PASSED AND ADOPTED** this 1st day of March, 2019, at a Special Meeting of the Governing Board by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSE:

ABSENT:

**CERTIFICATION**

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Meeting of the Board of Education of the Oakland Unified School District, held on February 27, 2019.

**PROPOSED AMENDMENT NOT ADOPTED - SPECIAL BOARD MEETING - 3/4/19**

<b>Legislative File Info.</b>	
File ID Number:	
Introduction Date:	
Enactment Number:	
Enactment Date:	

**OAKLAND UNIFIED SCHOOL DISTRICT**

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Aimee Eng  
President, Board of Education

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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education