

**OAKLAND UNIFIED SCHOOL DISTRICT**  
Office of the Superintendent of Schools

April 24, 2019

<b>Legislative File</b>	
File ID Number:	19-0815
Introduction Date:	04/24/2019
Enactment Number:	19-0559
Enactment Date:	4/24/19
By:	os

TO: Board of Education

FROM: Kyla Johnson-Trammell, Superintendent  
Tara Gard, Deputy Chief Talent Officer, Talent Division

SUBJECT: Amendment of Layoffs/Additions/Net of Classified Positions for Fiscal Year 2019-2020

**ACTION REQUESTED:**

Adoption by the Board of Education of Resolution No. 1819-0098B – Amendment, Layoffs/Additions/Net of Classified Positions for Fiscal Year 2019-2020 – providing for the reduction of layoff of 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 2019-2020 Fiscal Year.

**DISCUSSION:**

The Board, on March 13, 2019 (Legislative File Number 19-0161 Enacted No. 19-0446), and on April 10, 2019 (Legislative File Number 19-0603 Enacted No. 19-0486) approved the reduction or layoff of certain classified positions based on lack of funds and/or lack of work.

The Board is requested to amend the resolution by reducing the number of full-time equivalents. The total effect of this resolution is to decrease the overall number of authorized classified positions by -2.82 full time equivalent ("FTE").

**FISCAL IMPACT:** For the 2019-2020 fiscal year, there will be savings of salary and benefits for positions no longer funded.

**RECOMMENDATION:** Adoption by the Board of Education of Resolution No. 1819-0098B – Amendment, Layoffs/Additions/Net of Classified Positions for Fiscal Year 2019-2020 – providing for the reduction of layoff of 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 2019-2020 Fiscal Year.

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1819-0098B**

- Amendment of Layoffs/Additions/Net of Classified Positions for Fiscal Year 2019-2020 -

**WHEREAS**, the District, impacted by the anticipated loss of revenue from the federal government and facing increased costs, must reduce its expenses in Fiscal Year 2019-2020 and ensure that 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**, for Fiscal Year 2019-2020, based on an anticipated lack of funds and shifts in work to increase efficiencies, it is necessary for the District to streamline, reorganize, reduce and/or eliminate 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

**WHEREAS**, on March 13, 2019 (Legislative File Number 19-0161 Enacted No. 19-0446), and on April 10, 2019 (Legislative File Number 19-0603 Enacted No. 19-0486) approved the reduction or layoff of certain classified positions based on lack of funds and/or lack of work.

**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" in Exhibit "C," attached and incorporated herein by reference as though fully set forth, shall be and hereby are eliminated due to lack of funds and/or lack of work effective 11:59 p.m., June 30, 2019; and

**BE IT FURTHER RESOLVED**, that the Board of Education authorizes the Superintendent of Schools or her 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

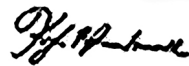
**BE IT FURTHER RESOLVED**, in approving the foregoing Resolve clauses of this Resolution, the Board of Education intends that the position results labeled in the column "Net" in Exhibit "C" attached and incorporated herein by reference as though fully set forth, be achieved.

Passed by the following:

PREFERENTIAL AYE:	Student Director Chavez
PREFERENTIAL NOE:	None
PREFERENTIAL ABSTENTION:	None
PREFERENTIAL RECUSE:	None
AYES:	Jumoke Hinton Hodge, James Harris, Gary Yee, Shanthi Gonzales, Vice President Jody London, President Aimee Eng
NOES:	None
ABSTAINED:	None
RECUSE:	None
ABSENT:	Student Director Omosowho, Roseann Torres

### **CERTIFICATION**

We 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 on April 24, 2019.



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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education



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Aimee Eng  
President, Board of Education

## EXHIBIT C

### Key:

**Pending Funding:** Position previously grant-funded and the grant will sunset or position may be moved to grant

**Lack of funds / lack of work :** Position elimination and reduction due to a lack of funds or lack of work

### CENTRAL OFFICE POSITION CHANGES

#### Confidential Employees

Position	Month	Add	Eliminate	Net	Pending Funding	Lack of Funds/ Lack of Work
Talent Recruiter	12	0.00	(1.00)	(1.00)		●
Talent Development Associate	12	1.00	0.00	1.00		
<b>Total</b>		<b>1.00</b>	<b>(1.00)</b>	<b>0.00</b>		

#### United Administrators of Oakland Schools (UAOS)

Position	Month	Add	Eliminate	Net	Pending Funding	Lack of Funds/ Lack of Work
Program Manager, Classified	12	0.00	(1.00)	(1.00)		●
<b>Total</b>		<b>0.00</b>	<b>(1.00)</b>	<b>(1.00)</b>		

#### Service Employees International Union (SEIU) Local 1021

Position	Month	Add	Eliminate	Net	Pending Funding	Lack of Funds/ Lack of Work
Specialist, Behavior	12	0.00	(0.75)	(0.75)		●
Site Liaison, Work Based Learning	12	0.00	(0.16)	(0.16)		●
<b>Total</b>		<b>0.00</b>	<b>(0.91)</b>	<b>(0.91)</b>		

### SCHOOL SITE POSITION CHANGES

#### Service Employees International Union (SEIU) Local 1021

Position	Month	Add	Eliminate	Net
Instructional Support Specialist	10	0.00	(1.25)	(1.25)
<b>Total</b>		<b>0.00</b>	<b>(1.25)</b>	<b>(1.25)</b>