

OAKLAND UNIFIED SCHOOL DISTRICT
Office of the Superintendent of Schools

April 10, 2019

Legislative File	
File ID Number:	19-0603
Introduction Date:	04/10/2019
Enactment Number:	19-0486
Enactment Date:	4/10/2019 lf
By:	

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. 1819-0098A – 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), 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 -8.48 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. 1819-0098A – 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. 1819-0098A**

- 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), 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 "B," 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 "B" attached and incorporated herein by reference as though fully set forth, be achieved.

Passed by the following vote:

PREFERENTIAL AYE: Student Director Josue Chavez

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Jumoke Hinton Hodge, Gary Yee, Roseann Torres, Shanthi Gonzales, James Harris, Vice President Jody London and President Aimee Eng

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Student Director Yota Omosowho

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 10, 2019.

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OAKLAND UNIFIED SCHOOL DISTRICT



Aimee Eng
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education

EXHIBIT B

Key:
Pending Funding: Position previously grant-funded and the grant will sunset or position may be moved to grant or restricted dollars that have not been received for 19-20 SY. If dollars are received the elimination will be rescinded.
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
Executive Assistant Legal	12	0.00	(1.00)	(1.00)		●
Labor & Employment Attorney	12	1.00	0.00	1.00		
Staff Attorney	12	0.00	(2.00)	(2.00)		●
Total		1.00	(3.00)	(2.00)		

United Administrators of Oakland Schools (UAOS)						
Position	Month	Add	Eliminate	Net	Pending Funding	Lack of Funds/ Lack of Work
Accountant I	12	0.00	(1.00)	(1.00)		●
Program Manager, SEL	12	0.00	(1.00)	(1.00)		●
Total		0.00	(2.00)	(2.00)		

SCHOOL SITE POSITION CHANGES

Service Employees International Union (SEIU) Local 1021				
Position	Month	Add	Eliminate	Net
Administrative Assist II Bil	10	1.00	(1.00)	(1.00)
Attendance Specialist Bilingual	10	0.00	(1.00)	(1.00)
Library Technician	10	0.00	(0.35)	(0.35)
Noon Supervisor	10	0.00	(2.13)	(2.13)
Total		1.00	(4.48)	(4.48)