

**OAKLAND UNIFIED SCHOOL DISTRICT**

Office of the Superintendent of Schools

March 13, 2019

<b>Legislative File</b>	
File ID Number:	19-0161
Introduction Date:	03/13/19
Enactment Number:	19-0446
Enactment Date:	3/13/2019 If
By:	

TO: Board of Education

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

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

**ACTION:**

Approval by the Board of Education of Resolution No. 1819-0098 which provides for the reduction or 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.

**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 District's Priorities, sites and departments have indicated a need to reduce certain authorized, classified positions.

**DISCUSSION:**

The Board of Education adopted Resolution No. 1819-0144 authorizing budget reductions to achieve its Fiscal Year 2019-20 3% Reserve for Economic Uncertain and investments in educator compensation. To achieve these goals the District is reducing \$11.93 million in central administrative costs by position eliminations or position moves to restricted funding sources; a reduction of \$3.75 million in central services to sites, by position eliminations or position moves to restricted funding sources.

Based on the approved resolution and projected staffing needs through the Budget Development process of sites and departments commensurate with projected revenue for Fiscal Year 2019-2020, it is necessary to reduce and/or eliminate certain classified positions due to lack of funds or lack of work. 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 affected for the 2019-2020 fiscal year.

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.

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 the resolution is to decrease the overall number of authorized classified positions by -257.6 fte.

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

**RECOMMENDATION:** Approval by the Board of Education of Resolution No. 1819-0098 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 2019-2020.

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

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

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**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

**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 "A," 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 "A" attached and incorporated herein by reference as though fully set forth, be achieved.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Gary Yee, Jumoke Hinton Hodge, Shanthi Gonzales and President Aimee Eng

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Student Directors Omosowho and Chavez, Roseann Torres, James Harris and Vice President Jody London

**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 March 13, 2019.

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**OAKLAND UNIFIED SCHOOL DISTRICT**

*Aimee Eng*

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Aimee Eng  
President, Board of Education

*Kyla Johnson-Trammell*

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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education

## EXHIBIT A

### 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

#### Teamsters

Position	Month	Add	Eliminate	Net	Pending Funding	Lack of Funds/ Lack of Work
Stock Clerk	10		(1.00)			●
<b>Total</b>		<b>0.00</b>	<b>(1.00)</b>	<b>(1.00)</b>		

#### Confidential Employees

Position	Month	Add	Eliminate	Net	Pending Funding	Lack of Funds/ Lack of Work
Analyst Central Office Staff	12	0.00	(2.00)	(2.00)		●
Assistant Dir Food Service	12	0.00	(1.00)	(1.00)		●
Assistant Director Payroll	12	0.00	(1.00)	(1.00)		●
Assistant Empl Info & Mgmt Sys	12	0.00	(0.50)	(0.50)		●
Assistant Staffing Support	12	0.00	(3.00)	(3.00)		●
Associate Credentials	12	0.00	(2.00)	(2.00)		●
Business Mgr Central Office	12	0.00	(0.50)	(0.50)		●
Business Process Administrator	12	0.00	(1.00)	(1.00)		●
Controller	12	0.00	(1.00)	(1.00)		●
Deputy Chief, Equity	12	0.00	(1.00)	(1.00)	●	
Director Community Engagement	12	0.00	(0.50)	(0.50)		●
Exec Dir Org Effectiveness	12	0.00	(1.00)	(1.00)	●	
HR Clerk Confid	12	0.00	(1.00)	(1.00)		●
Manager Recruitment	12	0.00	(1.00)	(1.00)		●
Mgr Publications	12	0.00	(1.00)	(1.00)		●
Office Mgr Talent Development	12	0.00	(1.00)	(1.00)		●
Officer Accountability Part	12	0.00	(1.00)	(1.00)		●
Operations Officer	12	0.00	(1.00)	(1.00)		●
Regional Staff Analyst II HR	12	0.00	(5.00)	(5.00)		●
Regional Staffing Analyst I HR	12	0.00	(2.00)	(2.00)		●
Secretary HRSS	12	0.00	(2.00)	(2.00)		●
Sr Dir Strategic Projects	12	0.00	(1.00)	(1.00)	●	
<b>Total</b>		<b>0.00</b>	<b>(30.50)</b>	<b>(30.50)</b>		

#### California School Employees Association (CSEA)

Position	Month	Add	Eliminate	Net	Pending Funding	Lack of Funds/ Lack of Work
School Police Officer II	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**

<b>Position</b>	<b>Month</b>	<b>Add</b>	<b>Eliminate</b>	<b>Net</b>	<b>Pending Funding</b>	<b>Lack of Funds/ Lack of Work</b>
Accounts Payable Technician II	12	0.00	(2.00)	(2.00)		●
Administrative Assistant I	12	0.00	(1.00)	(1.00)		●
Administrative Assistant I Bilingual	12	0.00	(1.00)	(1.00)		●
Administrative Assistant III Bilingual	12	1.00	0.00	1.00		●
Administrative Assistant III	12	1.00	(1.00)	0.00		●
Assist Risk Management	12	0.00	(1.00)	(1.00)		●
Buyer	12	0.00	(1.00)	(1.00)		●
Case Manager 20	12	0.00	(10.00)	(10.00)	●	●
Clerk Typist	12	0.00	(1.00)	(1.00)		●
Clinic Liaison	12	0.00	(1.00)	(1.00)	●	
Contract Analyst	12	0.00	(0.50)	(0.50)		●
Data Analyst II	12	0.00	(1.00)	(1.00)	●	
Enduser Support Specialist II	12	0.00	(2.00)	(2.00)		●
Info Systems Specialist IV	12	0.00	(3.00)	(3.00)		●
Info Systems Specialist II	12	2.00	0.00	2.00		●
Database Administrator	12	1.00	0.00	1.00		●
Instructional Supp Specialist	12	0.00	(2.15)	(2.15)	●	
Job Coach/Workability	12	0.00	(2.00)	(2.00)	●	
Lead Duplicating Equipmt Oper	12	0.00	(1.00)	(1.00)		●
Library Clerk	12	0.00	(0.65)	(0.65)	●	
Library Technician	12	0.00	(11.25)	(11.25)	●	
Operations Engineer	12	0.00	(1.00)	(1.00)		●
Pos Behav Supp Sys Coach	12	0.00	(3.00)	(3.00)	●	
Program Assistant III	12	0.00	(1.00)	(1.00)		●
Receptionist Bilingual	12	0.00	(1.00)	(1.00)	●	
Research Assoc Disproportion	12	0.00	(0.50)	(0.50)	●	
Research Assoc Early Child	12	0.00	(0.69)	(0.69)	●	
Restorative Justic Facilitator	12	0.00	(20.00)	(20.00)	●	●
School Security Officer I	12	0.00	(24.00)	(24.00)		●
Secretary HRSS	12	0.00	(2.00)	(2.00)		●
Senior Library Clerk	12	0.00	(1.80)	(1.80)	●	
Site Liaison Work-Based Lrning	12	0.00	(2.84)	(2.84)	●	
Software Developer IV	12	0.00	(1.00)	(1.00)		●
Spec College/Career Readiness	12	0.00	(3.00)	(3.00)	●	
Specialist Behavior	12	0.00	(4.00)	(4.00)		●
Specialist Wellness	12	0.00	(1.00)	(1.00)	●	
Student Assignment Counselor	12	0.00	(2.00)	(2.00)		●
Trans Kinder Reading Tutor	10	0.00	(22.00)	(22.00)	●	
<b>Total</b>		<b>5.00</b>	<b>(133.38)</b>	<b>(128.38)</b>		

United Administrators of Oakland Schools (UAOS)						
Position	Month	Add	Eliminate	Net	Pending Funding	Lack of Funds/ Lack of Work
Analyst Contract	12	0.00	(1.00)	(1.00)		●
Business Mgr Central Office	12	0.00	(2.00)	(2.00)		●
Coach College/Career Pathways	12	0.00	(4.00)	(4.00)	●	
Coord Community School Leader	12	0.00	(1.00)	(1.00)	●	
Coord Regist and Enroll Proj	12	0.00	(1.00)	(1.00)		●
Coord Sch, Data & Assessmt Sys	12	0.00	(1.00)	(1.00)		●
Coord Skilled Trades & Apprent	12	0.00	(0.80)	(0.80)	●	
Coord Social Emotional Learn	12	0.00	(1.00)	(1.00)	●	
Coord Warehouse Distribution	12	0.00	(1.00)	(1.00)		●
Coordinator Business to School	12	0.00	(0.20)	(0.20)	●	
Coordinator Classified	12	0.00	(2.32)	(2.32)		●
Coordinator Compliance	12	0.00	(2.00)	(2.00)		●
Coordinator Facilities Mgmt	12	0.00	(1.00)	(1.00)		●
Coordinator Instructional Tech	12	0.00	(1.00)	(1.00)		●
Coordinator Wellness	12	0.00	(1.00)	(1.00)	●	
Coordinator Work-Base Learning	12	0.00	(1.00)	(1.00)	●	
Dir Continuous Sch Improvement	12	0.00	(0.25)	(0.25)		●
Dir Organization Effectiveness	12	0.00	(1.00)	(1.00)		●
Director Health and Wellness	12	0.00	(1.00)	(1.00)	●	
Financial Accountant I	12	0.00	(2.00)	(2.00)		●
Financial Accountant III	12	0.00	(2.00)	(2.00)		●
Financial Analyst	12	0.00	(11.00)	(11.00)		●
Financial Analyst Constr Bond	12	0.00	(1.00)	(1.00)		●
Manager Community Partnership	12	0.00	(1.00)	(1.00)	●	
Manager Fixed Assets	12	0.00	(1.00)	(1.00)		●
Manager Sustainability	12	0.00	(0.60)	(0.60)		●
Nutrition Svc Field Supervisor	12	0.00	(3.00)	(3.00)		●
Office Manager	12	0.00	(1.00)	(1.00)		●
Partner Network	12	0.00	(1.00)	(1.00)		●
PM API Student Achievement	12	0.00	(1.00)	(1.00)	●	
Prg Mgr Local Cntrl Acct Engag	12	0.00	(1.00)	(1.00)		●
Prog Mgr AA Female Excellence	12	0.00	(1.00)	(1.00)	●	
Prog Mgr Restorative Justice	12	0.00	(3.00)	(3.00)	●	
Program Manager Classified	12	0.00	(1.00)	(1.00)		●
Program Manager Compliance	12	0.00	(5.00)	(5.00)		●
Program Mgr Behavioral Health	12	0.00	(1.00)	(1.00)		●
Program Mgr Community School	12	0.00	(14.50)	(14.50)	●	
Project Manager	12	0.00	(1.00)	(1.00)		●
Supervisor Menu Planner	12	0.00	(1.00)	(1.00)		●
<b>Total</b>		<b>0.00</b>	<b>(76.67)</b>	<b>(76.67)</b>		

**SCHOOL SITE POSITION CHANGES**

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

<b>Position</b>	<b>Month</b>	<b>Add</b>	<b>Eliminate</b>	<b>Net</b>
Academic Mentor	10	2.00	(5.00)	(3.00)
Administrative Assistant I Bil	10	1.00	0.00	1.00
Administrative Assist II Bil	10	1.00	(1.00)	0.00
Administrative Assist III Bil	10	1.00	0.00	1.00
Administrative Assistant I	10	0.00	(3.00)	(3.00)
Asst Newcomer Learning Lab	10	1.00	(2.00)	(1.00)
Attendance Specialist	10	1.30	(3.30)	(2.00)
Attendance Specialist Bilingual	10	2.80	0.00	2.80
Case Manager 20	10	0.00	(4.00)	(4.00)
Case Manager 24	12	2.00	(1.00)	1.00
Clerk	10	0.00	(0.50)	(0.50)
Clerk Elementary Large	10	0.00	(1.00)	(1.00)
Clerk Typist Bilingual	10	0.00	(0.20)	(0.20)
Clerk Typist Interm Bilingual	10	0.00	(0.80)	(0.80)
College & Career Pathway Coach	10	0.00	(1.00)	(1.00)
Community Assistant Bilingual	10	0.00	(1.00)	(1.00)
Community Rel Assistant I	10	0.00	(0.50)	(0.50)
Community Rel Assistant I Bil	10	0.00	(1.00)	(1.00)
Community Relations Asst II	10	0.00	(1.00)	(1.00)
Community Relations Ast II Bil	10	0.00	(0.40)	(0.40)
Instructional Aide K-12	10	0.80	0.00	0.80
Liaison Family Parent Bilingual	10	1.00	0.00	1.00
Library Clerk	10	0.20	(0.90)	(0.70)
Library Clerk Sr.	10	2.80	(1.00)	1.80
Library Technician	10	1.50	(2.60)	(1.10)
Middle School Secretary	10	0.00	(1.00)	(1.00)
Noon Supervisor	10	2.17	(2.67)	(0.50)
PE Attendant	10	0.00	(3.00)	(3.00)
Prog Asst 20 period	10	0.00	(0.75)	(0.75)
Program Assistant 24	10	0.00	(1.00)	(1.00)
Secretary	10	0.50	0.00	0.50
Secretary High School	10	0.00	(1.00)	(1.00)
Senior Clerk Typist	10	0.00	(1.00)	(1.00)
<b>Total</b>		<b>21.07</b>	<b>(41.62)</b>	<b>(20.55)</b>

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

<b>Position</b>	<b>Month</b>	<b>Add</b>	<b>Eliminate</b>	<b>Net</b>
Community Coordinator	12	0.50	0.00	0.50
<b>Total</b>		<b>0.50</b>	<b>0.00</b>	<b>0.50</b>