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Board Cover Memorandum

To Board of Education

From Black Student and Families Thriving Task Force
Pecolia Manigo Awobodu, Chair

Meeting Date June 29, 2022

Subject Proposed Bylaws for the Black Student and Families Thriving Task Force

Ask of the Board Adoption by the Board of Education of the proposed Bylaws for the Black Student and Families Thriving Task Force as Board Bylaws 9131.1 - Black Student and Families Thriving Task Force Bylaws

Background On March 24, 2021, the Board of Education (“Board”) adopted the final version of Resolution No. 2021-0037 - Reparations for Black Students (“Reparations Resolution”). The Reparations Resolution “direct[ed] the Superintendent to establish a Black Student and Families Thriving Task Force (“Task Force”) . . . comprised of Black Students, caregivers, community members, educators and members of the Black Working Group of the Justice for Oakland Students Coalition, representatives from District compliance committees such as CAC, LCAP PSAC, CEEBSE, reporting directly to the Superintendent” and the Superintendent subsequently did so. The Task Force held its first official meeting on September 30, 2021, and has been meeting at least monthly since that time.

Discussion On April 21, 2022, the Task Force approved recommending the proposed Bylaws for the Black Student and Families Thriving Task Force for adoption by the Board. The proposed bylaws are “intended to guide and monitor the establishment and implementation of the Reparations Resolution in order to eliminate the Black Student opportunity gap across all schools by 2026.” The proposed bylaws would:

- Set the membership at 25 members unless the Superintendent and Core Leadership agree to change the number of steering committee members, with the Core Leadership defined as the members of the Task Force who “Black Students, caregivers, community members,

educators [or] members of the Black Working Group of the Justice for Oakland Students Coalition.”

- Set term limits at three consecutive terms and allows a former member of the Task Force to rejoin the Task Force after 12 months.
- Create a process for the Task Force (rather than the Superintendent) to remove (recall) a member of the Task Force.
- Permit the Board or the named District committees (rather than the Superintendent) to fill a vacancy (depending on the vacancy).
- Set attendance and participation expectations of and restrictions on Task Force members.

If approved by the Board, the proposed Bylaws will be given the number and title Board Bylaw 9131.1 - Black Student and Families Thriving Task Force Bylaws.

Fiscal Impact N/A

Attachments ● Proposed Bylaws for the Black Student and Families Thriving Task Force

Black Student and Families Thriving Task Force

Bylaws

I. NAME : Black Student and Families Thriving Task Force

II. PURPOSE: As provided in Resolution No. 2021-0037 - Reparations for Black Students (“Reparations Resolution”), adopted by the Oakland Unified School District (“OUSD”) Board of Directors on March 24, 2021, the Black Student and Families Thriving Task Force (“Reparations Task Force”) is intended to guide and monitor the establishment and implementation of the Reparations Resolution in order to eliminate the Black Student opportunity gap across all schools by 2026.

The Task Force is directed to take the following steps to develop a Black Student Thriving Plan:

- A. Develop a set of Black Thriving Indicators for OUSD and its schools to set goals and measure success in achieving the goals set forth in the Reparations Resolution;
- B. Examine existing District Programs and initiatives targeted to engage and increases success of Black students, families and teachers;
- C. Set criteria for continuous monitoring all OUSD schools with 10 or more Black students;
- D. Develop, in partnership with the Superintendent, a fundraising plan, known as the “Black Thriving Fund”, to support the implementation of this Reparations Resolution;
- E. Recommend to the Superintendent how the resources from the Black Thriving Fund are to be invested; and
- F. Work with the Superintendent to develop an Equity Impact analysis of any proposed closures, mergers or consolidations of OUSD schools, prior to any vote on school closures.

In addition, the Reparations Task Force shall continue to guide and monitor the implementation of the Reparations Resolution to 2026 or until the Black student opportunity gap is eliminated.

III. MEMBERSHIP, SELECTION, QUORUM, TERM, RECALL, FILLING VACANCIES

- A. Membership: as provided in the Reparations Resolution, the Reparations Task Force shall be comprised of Black Students, caregivers, community members, educators and members of the Black Working Group of the Justice for Oakland Students Coalition Core Leadership Group (“Core Leaders”), and representatives from District compliance committees such as CAC, LCAP PSAC, CEEBSE.
- B. Initial Reparations Task Force membership shall be determined by agreement between the OUSD Superintendent and the members of the Core Leaders and shall consist of twenty - five (25) **steering committee members** , unless the Superintendent and Core Leadership agree to change the number of **steering** committee members.
- C. Quorum is defined as greater than fifty (50) percent of Task Force members.
- D. **The term of members shall be two - years. Members' service on the Task Force shall be limited to three consecutive terms. A former member, who last served three consecutive terms, is eligible for re - appointment to the Task Force after 12 calendar months have elapsed from the last date of the third term of the former member's service.**
- E. Any Task Force member is subject to Recall by majority vote of the Task Force membership after nomination and seconding by any member of the Task Force. The vote shall take place during any regular or special meeting of the Reparations Task Force.
- F. In the event of a vacancy on the Task Force, whether due to resignation or recall or removal from membership, ~~the Task Force leadership members shall choose a new member to fill the position~~ **The Board will fill vacancies through an application process that aligns with the membership as provided in the Reparations Resolution within 30 days of vacancy. In the event of a vacancy of a representative from District compliance committees, the committees shall select their representative to serve on the Task Force.**

IV. TASK FORCE LEADERSHIP SELECTION AND DUTIES :

- A. Task Force Members shall vote to elect by majority vote members to fill each of the following leadership positions: Chair, Vice Chair, Secretary.
- B. Leadership positions shall be filled at the first Task Force meeting of each school year.
- C. Existing leadership may seek re-election to those positions indefinitely.
- D. Any member may put forth a nomination for a Leadership position.
- E. The Chair shall be responsible for:
 - a. Scheduling regular and special meetings of the Reparations Task Force in accordance with the requirements of Brown Act and other legal and administrative requirements;
 - b. Providing leadership and direction to the committee so as to facilitate the work of the Task Force in pursuing its vision, mission and strategic direction;
 - c. Ensuring that the committee's business is conducted in an orderly fashion and to ensure that members obtain a fair hearing;
 - d. Ensuring that the work of the committee is consistent with its agreed purpose and charge;
 - e. Consulting with other committee members and provide advice and support;
 - f. Ensuring that decisions represent the collective views of the committee or (in exceptional circumstances when consensus cannot be reached) a majority view;
 - g. Determining in consultation with the Vice Chair and the Secretary the content of meeting agendas, the order in which items are taken and the amount of time to be devoted to each;
 - h. Monitoring the implementation of agreements and action points from previous meetings;
 - i. Undertaking ad hoc work as the chair of the committee (e.g. through the provision of advice and attendance at other relevant meetings & events);
 - j. Supporting, on completion of the term of office, the incoming chair through the provision of advice and de-briefing.
- F. The Vice Chair shall be responsible for:
 - a. Working with the Chair and Secretary to create meeting agendas;
 - b. Leading meetings in the absence of the Chair;

- c. Assisting the chair as needed to perform the work of the Task Force.
- G. The Secretary shall be responsible for:
- a. Providing a land acknowledgement at the beginning of each meeting;
 - b. Taking an accurate attendance count and record;
 - c. Reviewing the draft minutes and presenting for approval of the Task Force at the next regularly scheduled meeting.

V. TASK FORCE MEMBER DUTIES, RESPONSIBILITIES AND RESTRICTIONS :

- A. All Task Force members including leadership members shall be subject to these duties, responsibilities and restrictions.
- B. Meeting attendance requirements: Reparations Task Force Members shall make all reasonable efforts to attend each Task Force Meeting. Any member who fails to attend at least 50% of all Task Force meetings may be subject to recall by the Task Force.
- C. Members shall uplift and support the purpose and intent of the Reparations Resolution and understand that membership in this Task Force is conditioned upon this agreement in order to facilitate trust and confidence in the work of this Reparations Task Force and be between its members.
- D. Members shall make all reasonable efforts to actively participate in meetings, voting and decision making and any other Task Force events, subject to the provisions of the Brown Act, as requested by the Chair which are consistent with the purpose and charge of the Task Force.
- E. No member shall make representations or presentations on behalf of the Reparations Task Force, or purporting to be by and/or about the Reparations Task Force, including about investments into or out of the Black Thriving Fund, without agreement of the Task Force leadership.
- F. Each member shall work as part of the Task Force to ensure that the Task Force's recommendations are in keeping with the purpose and intent of the Reparations for Black Students Resolution.
- G. Any member who takes actions or makes representations or presentations contrary to the purpose and intent of the Reparations for Black Students Resolution, or without the express intent of the Task Force leadership, is subject to recall by a majority vote of the Task Force

general membership. This would include, but is not limited to, the following:

- a. Presenting at a public meeting on behalf of the Reparations Task Force without express approval of the Leadership Team ;
- b. Supporting or implementing actions which are in violation to the purpose, intent and requirements of the Reparations Resolution and/or which are excepted from any provision or the intent of the Reparations Resolution;
- c. Advocating publicly for any process or procedure or action which is contrary to the purpose, intent and/or requirements of the Reparations Resolution; and
- d. Acting in any manner which undermines the collective agreements and/or trust of the Reparations Task Force and the Black community of OUSD.

VI. TASKFORCE RECOMMENDATIONS Task Force recommendations shall be forwarded by separate letter to the Board and to the Superintendent after the meeting at which the recommendations were adopted. If recommendations are enacted, the effectiveness of the recommendations shall be evaluated to determine if they are meeting the identified goals.

VII. PROXY VOTING NOT ALLOWED Members must be present at the time a vote is taken - voting by proxy is not allowed.

VIII. AMENDMENTS: these bylaws may only be amended by a 2/3rds majority of all voting members.