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File ID Number	24-0406
Introduction Date	02/28/2024
Enactment Number	
Enactment Date	

Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Chief Talent Officer

Meeting Date February 28, 2024

Subject Temporary Hiring Freeze – School Sites and Central Office - Talent/Human Resources

Ask of the Board Approval by the Board of Education of Resolution No. 2324-0117, Temporary Hiring Freeze – School Sites and Central Office Positions.

Background The District is currently determining appropriate staffing levels at school sites and central office departments for the 2024-2025 school year. Due to staffing level changes and projected restructuring of some departments, it is anticipated that reassignment and/or layoff of some represented positions is required.

Discussion Staffing level reviews due to a decline in enrollment will necessitate a hiring freeze to facilitate the placement of employees in current vacancies who may be impacted by bumping, position reductions and/or layoffs. We must also always ensure appropriate staffing at school sites. The Superintendent and Senior Leadership team will review appeals to hire as needed.

Fiscal Impact All funding sources could be impacted.

Attachment(s) None



**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2324-0117**

Temporary Hiring Freeze
School Sites and Central Office Positions
Talent/Human Resources

WHEREAS, the District is currently determining appropriate staffing levels at central office departments and school sites for the 2024-2025 school year; in light of staffing changes and probable restructuring of some departments, it is anticipated that reassignment and/or layoff of some classified represented positions may be required as a result; and

WHEREAS, a hiring freeze is necessary to facilitate the placement of employees who may be impacted by reassignments;

WHEREAS, as exceptions to the hiring freeze may be necessary to support core District programs and operations;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby imposes a hiring freeze for central office and school site positions, effective February 29, 2024.

BE IT FURTHER RESOLVED, that the Superintendent or designee may approve exceptions to the hiring freeze to support core District programs and operations.

Passed 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 Regular Meeting of the Board of Education of the Oakland Unified School District held on February 28, 2024.

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By:	

OAKLAND UNIFIED SCHOOL DISTRICT

Benjamin Davis
President, Board of Education

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education