

Board Office Use: Legislative File Info.	
File ID Number	26-0106C
Introduction Date	2/11/2026
Enactment Number	
Enactment Date	



**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Board Cover Memorandum

To Board of Education

From Dr. Denise Saddler, Interim Superintendent
Tara Gard, Chief Talent Officer
Jenine Lindsey, General Counsel

Meeting Date February 11, 2026

Subject Receive update on the implementation of budget balancing solutions plan pursuant to Board Resolution 2526-0177.

Ask of the Board Receive update on the implementation of budget balancing solutions plan pursuant to Board Resolution 2526-0177.

Background In response, the Board of Education adopted Board Resolution 2526-0177, directing the Superintendent to develop and implement a comprehensive budget balancing solutions plan focused on fiscal stabilization while protecting direct student services. Pursuant to this direction, the District conducted a comprehensive review of central office and operational departments to streamline functions, consolidate roles, and reduce administrative overhead while maintaining essential services and statutory compliance. This work resulted in the elimination or consolidation of approximately 201.49 full-time equivalent positions, generating savings. These savings directly support the District's efforts to address its structural deficit, stabilize the fund balance. The Board is receiving this update on the status of implementation of these budget balancing actions in accordance with Board Resolution 2526-0177.

Discussion **Central Office Department Reductions**
As part of the District's fiscal stabilization strategy, we have conducted a comprehensive review of all central office and operational departments to identify opportunities to streamline functions, consolidate roles, and reduce administrative overhead while protecting direct student services. This work resulted in the elimination or consolidation of approximately 201.49 full-time equivalent positions, generating savings from the central office.

Superintendent's Office and Chief of Staff

The Superintendent's Office and Chief of Staff area reduced executive and senior administrative capacity, including partnership and executive support roles. These changes consolidate oversight functions and streamline cabinet-level coordination while preserving essential governance support. These reductions contribute several high-salary position savings and reflect a shift toward leaner executive operations.

Business and Financial Services

The Office of the Senior Business Officer implemented reductions across accounting, financial analysis, and program accounting roles. By centralizing functions and leveraging system automation, the department reduced multiple analyst and administrative positions. These changes maintain statutory financial reporting while lowering administrative overhead and contribute several million dollars in ongoing savings.

Student Assignment and Family Engagement

Reductions in Student Assignment include publication, liaison, and program improvement roles. Functions were consolidated and supported through cross-training to preserve service levels while reducing staffing.

Academics and Instruction

Academic central office reductions include several director, coordinator, and Teacher on Special Assignment (TSA) roles across literacy, STEM, and instructional support functions. The department is transitioning to fewer centrally assigned specialists and increasing reliance on site-based leadership and targeted coaching. These reductions shift resources closer to schools while lowering central administrative costs.

Adult Education

Adult Education reductions focus on right-sizing instructional staffing to align with enrollment and program demand. Approximately 1.8 FTE in certificated teaching positions were eliminated through attrition and consolidation, generating modest savings while maintaining core course offerings and compliance requirements.

Early Childhood Development

Early Childhood staffing adjustments include reductions in teaching, instructional aide, and support positions aligned to enrollment and classroom utilization. These changes maintain required ratios while eliminating underutilized capacity.

Linked Learning and College/Career Pathways

The Linked Learning department consolidated multiple coordinator and teacher support positions, including pathway and literacy coordination.

This redesign streamlines central oversight while maintaining essential pathway compliance and career readiness support.

Operations and Facilities

Operations and Facilities Planning reduced project management and contract oversight capacity through consolidation and prioritization of essential capital work. These reductions reflect slower capital activity and a focus on core maintenance.

Community Schools and Student Services

Community Schools implemented reductions in behavioral health, restorative justice, partnership management, and school support roles. Services are being aligned to grant funding and prioritized for highest-need sites. This results in meaningful savings while maintaining mandated student support.

Network Supervision (Elementary and Secondary)

Elementary and network leadership structures were streamlined through consolidation of network superintendent, partner, and support roles. This reduces layers of supervision and aligns with a leaner regional support model while maintaining direct principal support.

Counseling and College/Career Supports

Several centrally assigned counseling and college-readiness specialist positions were reduced or partially funded, with responsibilities transitioned to site-based staffing or grant-supported models.

Office of Equity

The Office of Equity consolidated family engagement and intervention specialist roles to focus resources on targeted compliance and priority initiatives.

Talent Division

Talent implemented reductions across recruitment, diversity initiatives, staffing support, and TSA roles, reflecting process automation and reduced hiring volumes due to overall staffing decreases. These reductions maintain core HR and credentialing functions while lowering administrative costs.

Research, Assessment, and Data

The department reduced analyst capacity while prioritizing essential reporting, state compliance, and accountability functions.

Strategic Resource Planning

Strategic Resource Planning consolidated positions and reduced fractional FTE while maintaining required budget development and site support functions.

Multilingual Achievement and Newcomer Programs

Several social worker, counselor, and TSA roles were reduced or right-sized based on enrollment and program funding alignment. Services are being prioritized for compliance and highest-need students.

Continuous School Improvement

Leadership and director-level roles were consolidated to streamline oversight and reduce duplication across improvement initiatives.

Communications

Communications reduced management and publication staffing through consolidation of internal and web functions.

Health Services

Nursing assignments were partially restructured and funding shifted to better align with restricted resources, resulting in a mix of unrestricted and restricted savings while maintaining mandated services.

Special Education (SELPA)

Administrative and coordination roles were reduced or consolidated to streamline oversight and align central staffing with service delivery needs.

Technology Services

Technology reduced both leadership and specialist roles while maintaining essential infrastructure, help desk, and instructional technology support.

Legal

Reduced executive administrative staff and paralegal support to support restructuring of the division.

Charter School Oversight

Reduced charter oversight to 2023-2024 staffing levels. This reduction maintains core charter administration functions.

Risk Management

Disability management and coordination functions were consolidated, generating savings through reduced administrative overhead.

Buildings & Grounds and Custodial

Operational staffing levels were aligned to facility utilization and service models. Select technician, coordinator, and custodial positions were eliminated through consolidation and attrition while maintaining core safety and maintenance standards.

Nutrition Services

Food Services implemented administrative and support reductions aligned with enrollment and centralized processes while maintaining compliance with federal meal programs.

Transportation

Transportation reduced specialist capacity while maintaining required routing and safety operations.

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Fiscal Impact These savings directly support the District's efforts to address its structural deficit, stabilize the fund balance.

Attachment(s) Central Office Position Reductions: Budget Balancing Solutions 2026-2027

CENTRAL OFFICE POSITION REDUCTIONS: BUDGET BALANCING SOLUTIONS 2026/27

As part of the District's central office restructuring and cost containment strategy, the positions listed below are recommended for elimination or reduction beginning in the 2026–27 academic year.

For clarity, the columns are defined as follows:

Department: The central office division in which the position is funded

Position Title: The job classification proposed for elimination or FTE reduction

FTE: The full-time equivalent amount associated with the proposed reduction or elimination

Union: The applicable bargaining unit or employee group representing the position

Department	Position Title	Sum of FTE	Union
400 - Adult Education	Teacher Adult Education	(1.80)	OEA
901 - Chief of Staff	Chief Partnerships Officer	(1.00)	Confidential
901 - Chief of Staff	Sr Exec Asst Superintendent	(1.00)	Confidential
905 - Office Of Sr. Business Officer	Chief Business Officer	(1.00)	Confidential
905 - Office Of Sr. Business Officer	Director Program Accouting	(1.00)	UAOS
905 - Office Of Sr. Business Officer	Financial Accountant III	(1.00)	UAOS
905 - Office Of Sr. Business Officer	Receptionist	(1.00)	SEIU
905 - Office Of Sr. Business Officer	Sr Exec Asst Superintendent	(1.00)	Confidential
905 - Office Of Sr. Business Officer	Sr Financial Analyst	(3.00)	Confidential
907 - Student Assignment	Dir Program Improvement	(1.00)	UAOS
907 - Student Assignment	Mgr Publications	(1.00)	UAOS
907 - Student Assignment	Regional Fam Engage Liaison	(1.00)	SEIU
909 - Academics and Instruction	Coord, Literacy	(1.00)	UAOS
909 - Academics and Instruction	Coord, STEM	(4.00)	UAOS
909 - Academics and Instruction	Director, Visual & Perf Arts	(1.00)	UAOS
909 - Academics and Instruction	Specialist School Technology	(1.00)	SEIU
909 - Academics and Instruction	TSA 11Mon 12Pay	(2.60)	OEA
909 - Academics and Instruction	TSA Classroom 11Mos	(0.20)	OEA
910 - Early Childhood Development	Case Manager 20	(0.50)	SEIU
910 - Early Childhood Development	Culture Keeper	(2.00)	SEIU
910 - Early Childhood Development	Instruction Aide CDC Bilingual	(0.80)	SEIU
910 - Early Childhood Development	Instructional Aide CDC	(2.40)	SEIU
910 - Early Childhood Development	Occupational Therapist	(2.00)	SEIU
910 - Early Childhood Development	Teacher CDC	(4.50)	OEA
910 - Early Childhood Development	Teacher STIP	(2.00)	OEA
912 - Linked Learning	Coord, Literacy	(1.00)	UAOS
912 - Linked Learning	Coordinatr Career/College Path	(1.50)	UAOS
912 - Linked Learning	Director, College Car Pathway	(1.00)	Confidential
912 - Linked Learning	Teacher	(4.65)	OEA
913 - Chief of Operations	Coordinator Classified	(1.00)	Confidential
913 - Chief of Operations	Sr Dir Strategic Projects	(1.00)	Confidential
913 - Chief of Operations	Sr Exec Asst Superintendent	(1.00)	Confidential
918 - Facilities Planning	Project Manager Facilities Pln	(1.00)	UAOS
918 - Facilities Planning	Spec Fac Contracts & Bids	(1.00)	UAOS

922 - Comm. Schools & Student Svcs	Case Manager 20	(2.00)	SEIU
922 - Comm. Schools & Student Svcs	Coord, Education at The Center	(1.00)	UAOS
922 - Comm. Schools & Student Svcs	Counselor	(1.00)	OEA
922 - Comm. Schools & Student Svcs	Manager Community Partnership	(1.00)	UAOS
922 - Comm. Schools & Student Svcs	PM Sch Gard & Live Schyard	(1.00)	UAOS
922 - Comm. Schools & Student Svcs	Principal, High School Small	(1.00)	UAOS
922 - Comm. Schools & Student Svcs	Prog Mgr Community Schools11	(1.00)	UAOS
922 - Comm. Schools & Student Svcs	Prog Mgr Restorative Justice	(1.00)	UAOS
922 - Comm. Schools & Student Svcs	Program Mgr Behavioral Health	(1.00)	UAOS
922 - Comm. Schools & Student Svcs	Restorative Justic Facilitator	(1.00)	SEIU
922 - Comm. Schools & Student Svcs	Social Worker	(0.20)	OEA
922 - Comm. Schools & Student Svcs	Specialist Behavior	(3.00)	SEIU
922 - Comm. Schools & Student Svcs	Specialist Wellness	(1.00)	SEIU
922 - Comm. Schools & Student Svcs	TSA 10Pay	(2.00)	OEA
923 - Elementary Network 4	Counselor	(1.00)	OEA
923 - Elementary Network 4	Executive Office Assistant	(0.50)	Confidential
923 - Elementary Network 4	Network Superintendent PreK-5	(1.00)	Confidential
923 - Elementary Network 4	Partner Multi-Tiered Systems	(1.00)	UAOS
923 - Elementary Network 4	Partner Network	(1.00)	Confidential
928 - Opsr Counseling	Administrative Assist III Bil	(0.25)	SEIU
928 - Opsr Counseling	Counselor	(5.90)	OEA
928 - Opsr Counseling	District Registrar	(1.00)	SEIU
928 - Opsr Counseling	Spec College/Career Readiness	(1.00)	SEIU
928 - Opsr Counseling	TSA Program Specialist 12Mos	(1.25)	OEA
929 - Office Of Equity	Program Assistant III	(1.00)	SEIU
929 - Office Of Equity	Spec District Family Engage	(4.00)	SEIU
929 - Office Of Equity	Spec Target Stud Grp Intervent	(4.00)	SEIU
929 - Office Of Equity	Specialist Translator-Chinese	(1.00)	SEIU
929 - Office Of Equity	Specialist, Operations	(1.00)	SEIU
933 - Oakland Athletic League (oal)	Director, Comprehensive Com HS	(1.00)	UAOS
941 - Office Of The Superintendent	Sr Exec Asst Superintendent	(1.00)	Confidential
943 - Marcus A Foster Leadership Ctr	Receptionist Bilingual	(1.00)	SEIU
944 - Talent	Assistant Recruitment	(3.00)	Confidential
944 - Talent	Assistant Staffing Support	(2.00)	Confidential
944 - Talent	Coord Employee Divers & Inclus	(2.00)	Confidential
944 - Talent	Coord, Certificated	(1.00)	UAOS
944 - Talent	Manager Substitute Services	(1.00)	Confidential
944 - Talent	Spec Educator Effectiveness	(1.00)	Confidential
944 - Talent	Teacher Replacement	(3.00)	OEA
944 - Talent	Teacher Replacement 11Mos	(1.00)	OEA
944 - Talent	Teacher STIP	(20.00)	OEA
944 - Talent	TSA Program Specialist 12Mos	(1.00)	OEA
946 - Legal	Legal Asst/Law Clerk III	(1.00)	Confidential

946 - Legal	Sr Exec Asst Superintendent	(1.00)	Confidential
947 - Charter Office	Special Charter School Policy	(1.00)	Confidential
948 - Research Assessment & Data	Data Analyst II	(1.00)	UAOS
950 - Strategic Resource Planning	Anlyt SRP Financial Operations	(0.20)	UAOS
950 - Strategic Resource Planning	Business Mgr Central Office	(0.50)	UAOS
950 - Strategic Resource Planning	Coord Local Cntrl Accnt PLA	(0.20)	UAOS
950 - Strategic Resource Planning	Dir, Strategic Resource Plan	(1.00)	UAOS
950 - Strategic Resource Planning	Specialist Strat Resource Plan	(1.10)	SEIU
954 - Eng Lang Lrnr/multilingual Ach	Coord, Multilingual Pathway	(0.60)	UAOS
954 - Eng Lang Lrnr/multilingual Ach	Counselor	(1.00)	OEA
954 - Eng Lang Lrnr/multilingual Ach	Prog Mgr Newcomer & Refuge	(1.20)	UAOS
954 - Eng Lang Lrnr/multilingual Ach	Social Worker	(5.63)	OEA
954 - Eng Lang Lrnr/multilingual Ach	Spec Refugee/Asylee Prog	(2.00)	SEIU
954 - Eng Lang Lrnr/multilingual Ach	TSA 10Pay	(3.00)	OEA
954 - Eng Lang Lrnr/multilingual Ach	TSA 11Mon 12Pay	(1.20)	OEA
956 - Continuous School Improvement	Dir Continuous Sch Improvement	(2.00)	Confidential
958 - Communications	Mgr Internal & Web Communicatn	(1.00)	UAOS
958 - Communications	Mgr Publications	(1.00)	UAOS
962 - Pre-k-5 Network 2	Counselor	(1.00)	OEA
962 - Pre-k-5 Network 2	Network Superintendent PreK-5	(1.00)	UAOS
962 - Pre-k-5 Network 2	Partner Multi-Tiered Systems	(1.00)	UAOS
962 - Pre-k-5 Network 2	Partner Network	(1.00)	UAOS
964 - High School Network	Teacher Home/Hospital	(2.00)	OEA
968 - Health Services (nurses)	Nurse	(4.00)	OEA
976 - Special Ed Local Plan Area	Administrative Assistant I	(1.00)	SEIU
976 - Special Ed Local Plan Area	Coord, Special Education	(2.00)	UAOS
976 - Special Ed Local Plan Area	Prog Mgr PEC Special Projects	(1.00)	UAOS
976 - Special Ed Local Plan Area	Spec District Family Engage	(1.00)	SEIU
976 - Special Ed Local Plan Area	TSA Program Specialist 11Mos	(1.60)	OEA
986 - Technology Services	ED Technology Services	(1.00)	Confidential
986 - Technology Services	Enduser Support Specialist II	(1.00)	SEIU
986 - Technology Services	Info Systems Specialist II	(1.00)	SEIU
986 - Technology Services	Technology Information Officer	(1.00)	Confidential
987 - Risk Management	Coord Disability Management	(1.00)	UAOS
988 - Buildings & Grounds	Coordinator Buildings/Grounds	(1.00)	UAOS
988 - Buildings & Grounds	Gardener	(1.00)	BCTC
988 - Buildings & Grounds	Technician Alarm	(1.00)	BCTC
989 - Custodial Services	Administrative Assistant III	(1.00)	SEIU
989 - Custodial Services	Custodian	(10.00)	AFSCME
989 - Custodial Services	Supervisor Custodian Field	(1.00)	UAOS
991 - Food Services	Coordinator, Nutrition Svcs	(1.00)	UAOS
991 - Food Services	Financial Accountant II	(1.00)	UAOS
991 - Food Services	Food Service Assistant I	(2.20)	AFSCME

991 - Food Services	Food Service Assistant III	(2.01)	AFSCME
995 - Transportation	Specialist Transportation	(1.00)	SEIU
Total FTE		(201.49)	