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| <b>Board Office Use: Legislative File Info.</b> |            |
| File ID Number                                  | 26-0448A   |
| Introduction Date                               | 03/11/2026 |
| Enactment Number                                |            |
| Enactment Date                                  |            |

# Board Cover Memorandum

**To** Board of Education

**From** Dr. Denise Saddler, Interim Superintendent  
Tara Gard, Chief Talent Officer

**Meeting Date** March 11, 2026

**Subject** Amendment, Notice of Layoff - Classified Employees - Reduction in Force (RIF) - School Year 2026-2027 - Talent/Human Resources Department

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**Ask of the Board** Adoption by the Board of Education of Resolution No. 2526-0082A Amendment of Notice of Layoff: Classified Employees – Reduction in Force Due to Lack of Funds and/or Lack of Work - Talent/Human Resources - 2025- 2026 Fiscal Year. which provides for the reduction in force, reinstatement, increase, or creation of authorized classified positions based on lack of funds and/or lack of work as reflected through the budget development process for the 2025-26 fiscal year.

**Background** On February 25, 2026, the Board approved the reduction of certain classified positions due to a lack of funds and/or lack of work (Legislative File Number 26-0448). The Board is now requested to approve the amended Resolution, which outlines the reduction, elimination and creation of additional authorized classified positions based on the lack of funds and/or lack of work identified through the Budget Development process.

**Discussion** The California Education Code requires Board action when a school district reduces or eliminates classified positions due to a lack of funds or lack of work. As part of the District’s budget development process, school sites and central departments reviewed staffing allocations and identified certain classified positions for reduction or elimination due to budget decreases, operational adjustments, and alignment with District priorities.

Pursuant to Education Code sections 45114, 45115, 45117, 45298, and 45308, school districts must provide notice to classified employees whose positions are reduced or eliminated. In addition, Education Code section 8366 permits school districts to issue layoff notices to child development permit teachers at any time during the school year.

Assembly Bill 438 (AB 438) amended Education Code sections 45117 and 88017, and Government Code sections 11503 and 11505, to align the layoff notification timeline for classified employees with certificated staff.

As a result, classified layoff notices must generally be issued by March 15, or by May for positions funded through categorical programs. These notices include the effective date of the action and information regarding displacement and reemployment rights, as applicable. Employees receiving layoff notices may retain District employment through reassignment or displacement rights in accordance with the Education Code.

Exhibit A2 identifies the additional positions proposed to be reduced, eliminated, or added. The net effect of this resolution is an overall decrease in the total number of authorized classified positions by -4.50 FTE.

- Fiscal Impact** Implementation of these reductions will generate salary and benefit savings in the 2026–27 fiscal year and is necessary to align ongoing expenditures with projected revenues amid declining enrollment and reduced funding.
- Attachment(s)** Exhibit A2 – Additional Classified Position Changes for 26-27 SY



**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2526-0082A**

Amendment, Notice of Layoff - Classified Employees  
- Reduction in Force Due to Lack of Funds and/or Lack of Work (2026-27)

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**WHEREAS**, the Oakland Unified School District ("District" or "OUSD"), impacted by declining enrollment, a decrease in average daily attendance ("ADA"), and facing increased costs, must reduce its expenses in Fiscal Year 2025-26 to ensure that expenditures are aligned with the needs of students and staff; and

**WHEREAS**, the primary mission of the District is to educate its early childhood and K-12 pupils with the annual revenue and resources at its disposal; and

**WHEREAS**, for Fiscal Year 2026-2027, 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.

**WHEREAS**, The Board, on February 25, 2026 (Legislative File Number 25-0448) approved the reduction or layoff of certain classified and certificated positions based on lack of funds and/or lack of work.

**NOW, THEREFORE, BE IT RESOLVED**, the Board of Education ("Board") hereby determines that the following classified positions, detailed in Exhibit A2: Additional Classified Position Changes for 26-27 SY (attached and incorporated herein by reference), shall be and hereby are eliminated or reduced due to lack of funds and/or lack of work or created due to the restoration of grant funds or program change within allocated budget a net change overall decrease of 4.5 FTE; and

**BE IT FURTHER RESOLVED**, the Board authorizes the Superintendent 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) take all proper steps pursuant to Education Code to reduce and/or eliminate said positions;

**BE IT FURTHER RESOLVED**, the Board, in approving this Resolution, intends that the position results labeled in the column "FTE Net Change" be achieved; -

**BE IT FURTHER RESOLVED**, if new ongoing funds for 2026-27 are identified above projections as of the District's Second Interim Report, before the District's final budget is presented to the Board, the Board directs

the Superintendent, first, to alert the Board and, then, to bring to the Board recommendations, that are feasible and consistent with Board Policies; and

**BE IT FURTHER RESOLVED**, provided that the District meets its general fund reserve requirements per statute and board policies, **if new or ongoing funding are identified subsequent to the District's Second Interim Report**, the Board directs the Superintendent to alert the Board of Education and bring forth recommendations regarding the use of such funds that are consistent with Board Policies, feasible, and which prioritize the restoration of student-facing employee positions, that support attendance, safety, academics, **and enrollment**, who are subject to layoff, effective the 2026-2027 school year.

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 March 11, 2026.

| <b>Legislative File</b> |            |
|-------------------------|------------|
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| By:                     |            |

### **OAKLAND UNIFIED SCHOOL DISTRICT**

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Jennifer Brouhard  
President, Board of Education

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Dr. Denise Saddler  
Interim Superintendent and Secretary, Board of  
Education

Exhibit A2: Additional Classified Position Changes for 26-27 SY\_Final

| Action      | Position Funding Site                | Position Location                    | Position #   | Position Title                         | F/V     | Type | Union | Grant Status | FTE (25-26) | FTE (26-27) | FTE Net Change | PARS |
|-------------|--------------------------------------|--------------------------------------|--------------|--|---------|------|-------|--------------|-------------|-------------|----------------|------|
| Elimination | 104 - Burbank                        | 104 - Burbank                        | 10407        | Early Literacy Tutor                   | Filled  | CL   | SEIU  | n/a          | 0.80        | 0.00        | (0.80)         | No   |
| Elimination | 303 - McClymonds High School         | 303 - McClymonds High School         | 352          | Attendance Specialist                  | Filled  | CL   | SEIU  | n/a          | 1.00        | 0.00        | (1.00)         | No   |
| Addition    | 303 - McClymonds High School         | 303 - McClymonds High School         | New Position | Attendance Specialist Bilingual        | Vacancy | CL   | SEIU  | n/a          | 0.00        | 1.00        | 1.00           | n/a  |
| Elimination | 232 - CCPA                           | 232 - CCPA                           | 10753        | Case Manager 20                        | Filled  | CL   | SEIU  | n/a          | 1.00        | 0.00        | (1.00)         | n/a  |
| Elimination | 232 - CCPA                           | 232 - CCPA                           | 10760        | Case Manager 20                        | Filled  | CL   | SEIU  | EG           | 1.00        | 0.00        | (1.00)         | No   |
| Reduction   | 400 - Adult Education                | 400 - Adult Education                | 9714         | Administrative Assistant 2 Bilingual   | Filled  | CL   | SEIU  | n/a          | 1.00        | 0.50        | (0.50)         | No   |
| Elimination | 905 - Office Of Sr. Business Officer | 905 - Office Of Sr. Business Officer | 8224         | Sr. Executive Assistant Superintendent | Filled  | CL   | CONF  | n/a          | 1.00        | 0.00        | (1.00)         | No   |