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Board Cover Memorandum

To Board of Education

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

Meeting Date June 25, 2025

Subject Amendment, Elimination of Certificated Positions Due to a Reduction of Particular Kinds of Service - 2025-2026 Fiscal Year – Talent/Human Resources Department

Ask of the Board Adoption by the Board of Education of Resolution No. 2425-0082A - Elimination of Certificated Positions Due to a Reduction of Particular Kinds of Service for the 2025-2026 Fiscal Year. This resolution addresses the reduction in force, reinstatement, increase, or creation of authorized certificated positions. These changes are necessary due to declining enrollment, the reduction or elimination of certain funds, the need to ensure the District's long-term fiscal health, and to meet District program needs as reflected in the budget development process for the 2025-26 fiscal year.

Background

On February 26, 2025, the Board approved the reduction and/or elimination of certain certificated positions due to declining enrollment, reduced funding, ensuring the District's long-term fiscal health, and District program needs (Legislative File Number 25-0481). The Board is now requested to approve the amended Resolution, which outlines the reduction, reinstatement, increase, or creation of additional authorized certificated positions identified through the Budget Development process.

Discussion

The Education Code mandates Board action to implement the reduction or elimination of certificated positions. During the budget development process, sites and departments had identified the need to reduce certain authorized certificated positions based on budget decreases, site/department reductions, and alignment of work with district priorities.

Exhibit B lists the positions that will be reduced, eliminated, or added after the Board took action on February 26, 2025. The total effect of this

resolution is to increase the overall number of authorized certificated positions.

Fiscal Impact Budget changes needed to assist in addressing the District's declining enrollment, the elimination of certain funds, the District's fiscal health, and staffing needs. For the 2025-2026 fiscal year, there will be savings of salary and benefits for positions no longer funded.

Attachment(s) Exhibit B: Elimination of Certificated Positions Due to a Reduction of Particular Kinds of Service Amendment 06.25.25

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2425-0082A**

Amendment, Elimination of Certificated Positions Due to a Reduction of Particular Kinds of Service -
2025-2026 Fiscal Year

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 2025-2026 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 2025-2026, 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 and certificated staff are in good faith to be reduced or eliminated in order to permit the layoff of classified employees due to lack of funds, lack of work and/or program need, and

WHEREAS, The Board, on February 26, 2025 (Legislative File Number 25-0481) 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 particular kinds of certificated services or classified positions, detailed in Exhibit B: Elimination of Certificated Employees Due to a Reduction of Particular Kinds of Service 06.25.25 (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 restored due to the restoration of grant funds or program change within allocated budget; 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 and/or addition of positions; and (2) to take all proper steps pursuant to Education Code Sections 45117 and 45308 to effectuate the Resolution; and

BE IT FURTHER RESOLVED, the Board, in approving this Resolution, intends that the position results labeled in the column "FTE (25-26)" be achieved.

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 June 25, 2025.

Legislative File	
File ID Number:	25-1715
Introduction Date:	06/25/2025
Enactment Number:	
Enactment Date:	
By:	

OAKLAND UNIFIED SCHOOL DISTRICT

Jennifer Brouhard
President, Board of Education

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education

The following information provides explanation of the Exhibit B: Amendment - Eliminate Certificated Employees Due to a Reduction of Particular Kinds of Service 06.25.25 column headers.

Exhibit B - Column Header	Description
Funding Site	The department or school site that is funding the position.
Position Location	The department or school site that the person in the position works. The action taken on the position when originally brought to the Board on February 26, 2023.
2/26/25 Action	<p>For example:</p> <p>Elimination - the position exists currently and was eliminated for 25/26 fiscal year</p> <p>New Position - the position was added to the 25/26 fiscal year</p> <p>Reduce - the position's current year FTE was lowered for the 25/26 fiscal year</p> <p>Increase - the position's FTE was increased for the 25/26 fiscal year</p> <p>n/a - the position was not in the 24-25 budget and was not previously impacted.</p>
6/25/25 Action	
PCN	Position control number. The position control number is an identifying number that codes a position to a specific department.
Position Title	The title of the position that references the responsibilities the employee has in the role.
FY24-25 RSC Description	This is the type of funding that is used to fund the position in the 24/25 fiscal year budget. The resource code is a four digit number that creates the link between funding sources and related expenditures. The description of the resource code provides the type of resource that matches to the corresponding code.
Resource 25-26	This is the type of funding that is used to fund the position in the 24/25 fiscal year budget. The resource code is a four digit number that creates the link between funding sources and related expenditures. The description of the resource code provides the type of resource that matches to the corresponding code.
FTE (24-25)	FTE 24/25: The calculation of full-time equivalent (FTE) is an employee's scheduled hours divided by the employer's hours for a full-time workweek. OUSD has a variety of positions that range from a 40-hour workweek to a 37.5-hour workweek. Employees who are scheduled to work 40 hours per week are 1.0 FTEs. Employees scheduled to work 20 hours per week are 0.5 FTEs. This column shows the FTE for each position in the current year 24/25.
FTE (25-26)	OUSD has a variety of positions that range from a 40-hour workweek to a 37.5-hour workweek. Employees who are scheduled to work 40 hours per
Reason for Notice	Notes taken by the Accounting team that describes how the decision to elimination, add, reduce or increase a position by the department leader.
Union	

Funding Site	Position Location	2/26/25 Action	6/25/25 Action	PCN	Position Title	FY24-25 RSC Description	Resource 25-26	FTE (24- 25)	FTE (25- 26)	Accounting Comments	Union
112 - Greenleaf Elementary	1120 - Greenleaf Elementary	n/a	Elimination	9624	Asst Principal, Elem School	0006 - S&C Carryover		1.00	0.00	CAO approved Greenleaf to have a TSA in lieu of an AP due to credentialing timing issue	UAOS
335 - LIFE Academy	3350 - Life Academy	n/a	New Position	11338	Asst Principal, High School		0005 - Central Supplemental	0.00	1.00	The incumbent in PCN 1674 will be on leave. Need to close this PCN to create an AP PCN for the replacement.	UAOS
235 - Melrose Leadership Acad	2350 - Melrose Ldrshp Academy	Elimination	Restore	9634	Asst Principal, Middle School	0000 - General Purpose-unrestricted	0006 - S&C Carryover	1.00	1.00	Restore per CAO & Superintendent, MLA is awarded 2nd AP due to split campuses	UAOS
928 - Opsr Counseling	3520 - Rudsdale Continuation	Reduction	Restore	7376	Counselor	0005 - Central Supplemental, 3182 - ESSA: Comp Support & Improvmt	3182 - ESSA: Comp Support & Improvmt	1.00	1.00	Restore .20 FTE for PCN 7376 to site 352 per site request	OEA
929 - Office of Equity	3030 - Mcclymonds High School	n/a	Reduction	9865	Facilitator, AA Female Exc	0004 - Central Concentration		1.00	0.50	Site communication for reduction to PCN 9865 and creation of new PCN for FCL FEM FAC	OEA
929 - Office of Equity	3030 - Mcclymonds High School	n/a	New Position	11331	Facilitator, AA Female Exc		0004 - Central Concentration	0.00	0.50	Site communication for reduction to PCN 9865 and creation of new PCN for FCL FEM FAC	OEA
929 - Office of Equity	1020 - Bella Vista Elementary	n/a	Reduction	9336	Facilitator, Manhood Ev Prgm	0004 - Central Concentration		0.75	0.50	Site communication for reduction to PCN 9336 and creation of new PCN for FCL MAN DEV	OEA
929 - Office of Equity	1020 - Bella Vista Elementary	n/a	New Position	11330	Facilitator, Manhood Ev Prgm		0004 - Central Concentration	0.00	0.25	Site communication for reduction to PCN 9336 and creation of new PCN for FCL MAN DEV	OEA
305 - Oakland Tech High School,929	3050 - Oakland Tech - Lower Campus	n/a	New Position	11334	Facilitator, Manhood Ev Prgm		3010 - Title I-Basic Grant Low Income, 9225 - Kaiser Health & Wellness	0.00	1.00	Site communication for elimination and creation of new PCN to correct job class	OEA
118 - Garfield Elementary	1180 - Garfield Elementary	n/a	New Position	11341	Librarian		9334 - Measure G, Parcel Tax	0.00	0.70	Site and Talent has confirmed assigned staff will terminate and not return at 6/30/25. Health has confirmed the conversion from 1.0 FTE Library Tech to .7 FTE Librarian	OEA
335 - LIFE Academy	3350 - Life Academy	n/a	Elimination	1674	Principal, High School Small	0000 - General Purpose-unrestricted		1.00	0.00	The incumbent in PCN 1674 will be on leave. Need to close this PCN to create an AP PCN for the replacement.	UAOS
922 - Comm Schools & Student Svcs	9220 - Comm Schools & Student Svcs	n/a	New Position	11335	Social Worker		9213 - Alameda Alliance for Health	0.00	0.40	Correct error removing PCN from central per ED of Community Schools.	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	89	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
303 - McClymonds High School	3030 - Mcclymonds High School	Elimination	Restore	162	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
975 - Special Education	3030 - Mcclymonds High School	Elimination	Restore	174	Teacher 11Mos 12Pay	6500 - Special Education	6500 - Special Education	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	529	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	603	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	613	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
303 - McClymonds High School	3030 - Mcclymonds High School	Elimination	Restore	618	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
975 - Special Education	3030 - Mcclymonds High School	Elimination	Restore	661	Teacher 11Mos 12Pay	6500 - Special Education	6500 - Special Education	0.50	0.50	Memorandum of Understanding between OUSD and OEA	OEA
975 - Special Education	3010 - Castlemont High School	Elimination	Restore	686	Teacher 11Mos 12Pay	6500 - Special Education	6500 - Special Education	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	753	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	1200	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	1257	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	1294	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
975 - Special Education	3030 - Mcclymonds High School	Elimination	Restore	1327	Teacher 11Mos 12Pay	6500 - Special Education	6500 - Special Education	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	1565	Teacher 11Mos 12Pay	0006 - S&C Carryover	0006 - S&C Carryover	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	1570	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted, 0006 - S&C Carryover	0000 - General Purpose-unrestricted, 0006 - S&C Carryover	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	1713	Teacher 11Mos 12Pay	0006 - S&C Carryover	0006 - S&C Carryover	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	1868	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted, 0006 - S&C Carryover	0000 - General Purpose-unrestricted, 0006 - S&C Carryover	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	1902	Teacher 11Mos 12Pay	9339 - Measure H	9339 - Measure H	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
303 - McClymonds High School	3030 - Mcclymonds High School	Elimination	Restore	1916	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	1996	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	2029	Teacher 11Mos 12Pay	0006 - S&C Carryover	0006 - S&C Carryover	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	2211	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	2231	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	2369	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	2456	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	2553	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
975 - Special Education	3020 - Fremont High School	Elimination	Restore	2601	Teacher 11Mos 12Pay	6500 - Special Education	6500 - Special Education	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
975 - Special Education	3030 - Mcclymonds High School	Elimination	Restore	2702	Teacher 11Mos 12Pay	6500 - Special Education	6500 - Special Education	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
303 - McClymonds High School	3030 - Mcclymonds High School	Elimination	Restore	2715	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	2799	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	2800	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted	0000 - General Purpose-unrestricted	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	Elimination	Restore	2851	Teacher 11Mos 12Pay	0004 - Central Concentration	0004 - Central Concentration	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA

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301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	9965	Teacher 11Mos 12Pay	0004 - Central Concentration	0004 - Central Concentration	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	10135	Teacher 11Mos 12Pay	Arts, Music	Prop28 Arts, Music	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	10136	Teacher 11Mos 12Pay	0006 - S&C Carryover	0006 - S&C Carryover	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	10137	Teacher 11Mos 12Pay	7399 - LCFF Equity Multiplier, 0006 - S&C Carryover	7399 - LCFF Equity Multiplier, 0006 - S&C Carryover	0.80	0.80	Memorandum of Understanding between OUSD and OEA	OEA
303 - McClymonds High School	3030 - Mcclymonds High School	Elimination	Restore	10140	Teacher 11Mos 12Pay	0000 - General Purpose-unrestricted, 0004 - Central Concentration, 6670 - Prop28 Arts,	0000 - General Purpose-unrestricted, 0004 - Central Concentration, 6670 -	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
303 - McClymonds High School	3030 - Mcclymonds High School	Elimination	Restore	10168	Teacher 11Mos 12Pay	0006 - S&C Carryover	0006 - S&C Carryover	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	Elimination	Restore	10373	Teacher 11Mos 12Pay	5813 - U.S. Department of Labor ETA	5813 - U.S. Department of Labor ETA	0.20	0.20	Memorandum of Understanding between OUSD and OEA	OEA
975 - Special Education	3030 - Mcclymonds High School	Elimination	Restore	10486	Teacher 11Mos 12Pay	6500 - Special Education	6500 - Special Education	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	n/a	New Position	11322	Teacher CDC		7815 - State Preschool One-Time Funds	0.00	1.00	Per ED of ECE, additional FTE for PK Program Expansion	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	n/a	New Position	11323	Teacher CDC		7815 - State Preschool One-Time Funds	0.00	1.00	Per ED of ECE, additional FTE for PK Program Expansion	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	n/a	New Position	11324	Teacher CDC		7815 - State Preschool One-Time Funds	0.00	1.00	Per ED of ECE, additional FTE for PK Program Expansion	OEA
975 - Special Education	8030 - Burbank State Preschool CDC	n/a	Elimination	10491	Teacher CDC	7435 - Learning Recovery Emergency		1.00	0.00	Per CAO and ED of ECE: Position no longer needed, replaced with ECE STIP	OEA
975 - Special Education	8030 - Burbank State Preschool CDC	n/a	Elimination	14092	Teacher CDC	7435 - Learning Recovery Emergency		1.00	0.00	Per CAO and ED of ECE: Position no longer needed, replaced with ECE STIP	OEA
910 - Early Childhood Development	8120 - Kaiser Early Childhood Center	Elimination	Restore	9191	Teacher STIP	6105 - Ece-child Development Programs	6105 - Ece-child Development Programs	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	Elimination	Restore	9192	Teacher STIP	6105 - Ece-child Development Programs	6105 - Ece-child Development Programs	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	Elimination	Restore	9193	Teacher STIP	6105 - Ece-child Development Programs	6105 - Ece-child Development Programs	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	Elimination	Restore	9498	Teacher STIP	6105 - Ece-child Development Programs	6105 - Ece-child Development Programs	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	Elimination	Restore	10404	Teacher STIP	9186 - First 5 Measure AA	9186 - First 5 Measure AA	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	Elimination	Restore	10405	Teacher STIP	9186 - First 5 Measure AA	9186 - First 5 Measure AA	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	Elimination	Restore	10472	Teacher STIP	9186 - First 5 Measure AA	9186 - First 5 Measure AA	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	Elimination	Restore	10483	Teacher STIP	9186 - First 5 Measure AA	9186 - First 5 Measure AA	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	Elimination	Restore	10490	Teacher STIP	9186 - First 5 Measure AA	9186 - First 5 Measure AA	1.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	n/a	New Position	11202	Teacher STIP		9186 - First 5 Measure AA	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
910 - Early Childhood Development	9100 - Early Childhood Education	n/a	New Position	11203	Teacher STIP		9186 - First 5 Measure AA	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
TBD	TBD	n/a	New Position	New	Teacher STIP		0 - General Purpose-unrestricted	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
TBD	TBD	n/a	New Position	New	Teacher STIP		0 - General Purpose-unrestricted	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
TBD	TBD	n/a	New Position	New	Teacher STIP		0 - General Purpose-unrestricted	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
TBD	TBD	n/a	New Position	New	Teacher STIP		0 - General Purpose-unrestricted	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
TBD	TBD	n/a	New Position	New	Teacher STIP		0 - General Purpose-unrestricted	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
TBD	TBD	n/a	New Position	New	Teacher STIP		0 - General Purpose-unrestricted	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
TBD	TBD	n/a	New Position	New	Teacher STIP		0 - General Purpose-unrestricted	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
TBD	TBD	n/a	New Position	New	Teacher STIP		0 - General Purpose-unrestricted	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
TBD	TBD	n/a	New Position	New	Teacher STIP		0 - General Purpose-unrestricted	0.00	1.00	Memorandum of Understanding between OUSD and OEA	OEA
228 - United for Success MS	2280 - United for Success MS	Reduction	Increase	3899	Teacher Structured Eng Immersn		3010 - Title I-Basic Grant Low Income C	1.00	1.00	New change per SCC approval to 1.0 FTE, Position was reduced to 0.9 FTE	OEA
305 - Oakland Tech High School, 929 - Office of Equity	3050 - Oakland Tech - Lower Campus	n/a	Elimination	5103	Teacher Structured Eng Immersn	3010 - Title I-Basic Grant Low Income, 9225 - Kaiser Health & Wellness		1.00	0.00	Site communication for elimination and creation of new PCN to correct job class	OEA
204 - West Oakland MS	2040 - WOMS	n/a	Elimination	7812	Teacher Structured Eng Immersn	9332 / 0006 - S&C Carryover		0.80	0.00	New change per Master Schedule in WOMS	OEA
204 - West Oakland MS	2040 - WOMS	n/a	Reduction	10617	Teacher Structured Eng Immersn	3010 - Title I-Basic Grant Low Income, 3182 - ESSA: Comp Support & Improvmt		1.00	0.80	New change per Master Schedule in WOMS	OEA
204 - West Oakland MS	2040 - WOMS	n/a	Increase	10618	Teacher Structured Eng Immersn	3182 - ESSA: Comp Support & Improvmt		0.40	0.60	New change per Master Schedule in WOMS	OEA
335 - LIFE Academy	3350 - Life Academy	n/a	New Position	11329	Teacher Structured Eng Immersn		9243 - Association For Continuing Edu	0.00	0.50	Added after board approval	OEA
303 - McClymonds High School	3030 - Mcclymonds High School	New	Elimination	New	Teacher Structured Eng Immersn		0000 - General Purpose-unrestricted	1.00	0.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	New	Elimination	New	Teacher Structured Eng Immersn		0000 - General Purpose-unrestricted	1.00	0.00	Memorandum of Understanding between OUSD and OEA	OEA
303 - McClymonds High School	3030 - Mcclymonds High School	New	Elimination	New	Teacher Structured Eng Immersn		0000 - General Purpose-unrestricted	1.00	0.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	New	Elimination	New	Teacher Structured Eng Immersn		0000 - General Purpose-unrestricted	1.00	0.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	New	Elimination	New	Teacher Structured Eng Immersn		9339 - Measure H	1.00	0.00	Memorandum of Understanding between OUSD and OEA	OEA
303 - McClymonds High School	3030 - Mcclymonds High School	New	Elimination	New	Teacher Structured Eng Immersn		0000 - General Purpose-unrestricted	1.00	0.00	Memorandum of Understanding between OUSD and OEA	OEA
301 - Castlemont High School	3010 - Castlemont High School	New	Elimination	New	Teacher Structured Eng Immersn		0000 - General Purpose-unrestricted	1.00	0.00	Memorandum of Understanding between OUSD and OEA	OEA
302 - Fremont High School	3020 - Fremont High School	New	Elimination	New	Teacher Structured Eng Immersn		0000 - General Purpose-unrestricted	1.00	0.00	Memorandum of Understanding between OUSD and OEA	OEA

954 - Eng Lang Lrn/multilingual Ach	1160 - Franklin Elementary	New Position	Increase	11082	TSA 10Pay		0004 - Central Concentration	0.00	1.00	New position originally created at .50 but should be 1.0 per school allocation	OEA
954 - Eng Lang Lrn/multilingual Ach	1140 - Global Family School	New Position	Increase	11083	TSA 10Pay		0004 - Central Concentration	0.00	1.00	New position originally created at .50 but should be 1.0 per school allocation	OEA
954 - Eng Lang Lrn/multilingual Ach	2350 - Melrose Ldrshp Academy	n/a	New Position	New	TSA 10Pay		0004 - Central Concentration	0.00	0.50	New position was not added in central ELLMA site for school allocation at 235-Melrose Leadership Academy	OEA
215 - Madison Park Academy	2150 - Madison Park Academy	Elimination	Restore	9922	TSA 11Mon 12Pay	6388 - K12 Strong Workforce Grant	7339 - College & Career Access Pathw	1.00	0.50	PCN 9922 was originally split with site 928 and 215. Site 928 is not funding .5fte . The original submission to the BOE eliminated the PCN in full but site 215 was supposed to fund .5fte and wanted to keep the PCN.	OEA
112 - Greenleaf Elementary	1120 - Greenleaf Elementary	n/a	New Position	11332	TSA 11Mon 12Pay		0004 - Central Concentration	0.00	1.00	CAO approved Greenleaf to have a TSA in lieu of an AP due to credentialing timing issue	OEA