

Oakland Unified School District

Board of Education
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Meeting Agenda Long - Final

Thursday, September 6, 2018

5:30 PM

**KDOL TV Studio, B-237, Met West High School Entrance, 314 East 10th Street,
Oakland, CA 94606-2291**

Special Committee on Fiscal Vitality

***Shanthi Gonzales, Chairperson
Aimee Eng, Member
James Harris, Member***

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個別人士需要傳譯及翻譯服務或有合理安排去參與會議的應該在舉行會議之前的七十二 (72) 小時通知教育委員會。請致電[\(510\)879-8199](tel:(510)879-8199) (留言) ; 或 boe@ousd.org (電郵) ; 或[\(510\) 879-2300](tel:(510)879-2300) (電子文字電話/聽障專用電信設備 (eTTY/TDD)) ; 或[\(510\) 879-2299](tel:(510)879-2299) (電子圖文傳真 (eFax))。

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អ្នកណាដែលត្រូវការសេវាបកប្រែភាសាដោយផ្ទាល់មាត់ ឬជាលាយលក្ខណ៍ក្នុងកម្រិត ឬត្រូវការការជួយសម្របសម្រួលយ៉ាងសមរម្យ មួយ ដើម្បីចូលរួមក្នុងកិច្ចប្រជុំនានានោះ ត្រូវផ្តល់ដំណឹងទៅកាន់ការិយាល័យនៃក្រុមប្រឹក្សាអប់រំ ឱ្យបានចិត្តសឹចពី (72) ម៉ោង មុនកិច្ចប្រជុំ តាមរយៈទូរស័ព្ទលេខ [\(510\) 879-8199](tel:(510)879-8199) ឬតាមរយៈអ៊ីមែល boe@ousd.org ឬទូរស័ព្ទ eTTY/TDD លេខ [\(510\) 879-2300](tel:(510)879-2300) ឬទូរសារលេខ [\(510\) 879-2299](tel:(510)879-2299)។

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A. Call to Order**B. Roll Call****C. Speaker Request Cards/Modification(s) To Agenda**

Members of the public may address the Committee on any item listed on this Agenda, for three minutes per person or less, depending on the number of Speakers for the item, by Registering to Speak on the Agenda Item.

Registering to Speak may be done by one of two methods: by filing an electronic (preferred method) eComment: Sign In To Speak-Request To Speak by Legislative File Id No. or Alpha or by filing a paper Speaker Request Card, clearly identifying the item listed on the Agenda, by Legislative File Id No. or Alpha. A separate Registration to Speak is required for each Agenda Item, except all legislative files listed under the General Consent Report(s) are treated as a single item.

Registering to Speak (electronic or paper) for any and all Agenda Items for this meeting, preferably, must be received by the Committee staff or the presiding officer by the time the Committee has reached this point "C" in the Agenda of the meeting but not later than BEFORE an Agenda item is called for consideration by the presiding officer. A Registration to Speak submitted after the item has been called will be "filed."

Modification(s) to the Agenda allows for any change in the printed order of business including, but not limited to, an announcement that an Agenda item or legislative file will be considered out of Agenda printed order, that consideration of an Agenda item has been withdrawn, postponed,

rescheduled or "pulled" or taken off of the Committee General Consent Report for separate discussion and/or possible action.

D. Adoption of Committee Minutes

None

E. Adoption of the Committee General Consent Report

"Adoption of the Committee General Consent Report" means that all items appearing under this topic are approved in one motion unless a Member of the Committee requests that an item be removed and voted on separately or otherwise acted upon. Generally, these items are routine in nature, and are acted upon in one motion to conserve time and permit focus on other-than-routine legislative items on the agenda.

None

F. Unfinished Business

None

G. New Business

[18-1910](#)

Special Committee on Fiscal Vitality - Welcome - Review Goals - Agenda

Discussion by Special Committee on Fiscal Vitality:

1. Review committee and session goals and agenda

Ensure shared understanding of the budgetary and student achievement impacts and drivers of OUSD's teacher and principals turnover rates. (e.g., examine salary; working conditions; principal leadership; recruitment and exit data).

Identify what comparison school districts are doing or have done to address retention challenges

Identify key strategies that we are/should be pursuing to address our retention challenges, and the financial impact of those strategies. (e.g., How much would it cost to be the highest paid teaching staff in Alameda Co.)

Build a shared understanding of the successful strategies we have tried and which ones can be scaled up.

Discuss where it makes the most sense for us to focus our retention efforts.

2. Review the other tables where folks can participate and learn

3. Review scope of budget deficit

4. Review who has been called to testify and the questions we are seeking to explore with them

18-1911

Special Committee on Fiscal Vitality - Testimony - OUSD's Challenges with Staff Retention - Fiscal Impact of Low Retention

Discussion by Special Committee on Fiscal Vitality of:

- a. What is our turnover rate for teachers and principals? How does it vary across the district (geography as well as grade level and student need)?
- b. How does OUSD compare to other districts in Alameda County in retention for first and second year teachers?
- c. How much does it cost OUSD to recruit and support a new principal and teacher?
- d. What are the key drivers of OUSD's teacher and leader turnover rates?
- e. How do our teacher and principal salaries compare to other districts in Alameda County?
- f. When it comes to salary, what should we consider doing differently to improve retention?
- g. How much does salary come up in the retention/exit survey in terms of push/pull factor?
- h. What comparison school districts are doing or have done to address retention challenges? What are the costs of these strategies?

18-1912**Special Committee on Fiscal Vitality - How High Turnover Impacts Students**

Hosting by Special Committee on Fiscal Vitality of:

Panel Discussion with Educators and Students:

- a. How does high turnover affect student achievement?
- b. How do we support principals to support teacher retention?
- c. Discuss key strategies that we are/should be pursuing to address our retention challenges

18-1913**Special Committee on Fiscal Vitality - What Was Learned - Implications of Testimony Offered - Board Direction - Preview Next Meeting**

Discussion by Special Committee on Fiscal Vitality on:

These learnings will be captured and used to shape the resolution for the full Board.

Preview the Upcoming Session and Review Next Steps

- Recap committee dates and deliverables
- Identify other ways to participate (DBAC, PAC, district-based meetings, PSAC, board meetings, etc).

H. Public Comments on All Non-Agenda Items Within the Subject Matter Jurisdiction of the Committee

This section of the agenda provides an opportunity for a member of the Public, for three minutes per person, or less, depending on the number of speakers, to directly address the Committee on any item of interest to a member of the Public that is not on the current agenda, but is within the subject matter jurisdiction of the Committee. Minutes are not transferrable from speaker to speaker. This item is limited to a total of thirty (30) minutes. The Committee may not discuss or take any action on a non-agenda item not appearing on the posted agenda for this meeting, except the

Committee or staff may briefly respond to a statement made or questions posed by a member of the public, as authorized by law. In addition, on their own initiative or in response to questions posed by the public, a member of the Committee or its staff may ask a question for clarification, make a brief announcement, or make a brief report of his or her own activities.

18-1914

Public Comment on All Non-Agenda Items Within the Subject Matter Jurisdiction of the Special Committee on Fiscal Vitality – Up to 30 Minutes - September 6, 2018

Public Comment on All Non-Agenda Items Within the Subject Matter Jurisdiction of the Special Committee on Fiscal Vitality - Up to 30 Minutes - September 6, 2018.

I. Introduction of New Legislative Matter

This section of the Agenda is devoted to the introduction of new legislative matter within the subject matter jurisdiction of the committee by a Committee member or Members of the Public.

J. Adjournment