

<b>Board Office Use: Legislative File Info.</b>	
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# Board Cover Memorandum

**To** Board of Education

**From** Shanthi Gonzales, Board President  
Gary Yee, Board Member

**Meeting Date** December 15, 2021

**Subject** Resolution No. 2122-0026 - Quality Instruction and Student Supports, Adequate Staffing, Competitive Compensation, and Long-Term Fiscal Stability

**Ask of the Board** Introduction of Resolution No. 2122-0026 - Quality Instruction and Student Supports, Adequate Staffing, Competitive Compensation, and Long-Term Fiscal Stability as a new legislative matter

**Background** All students deserve safe schools with strong instruction and strong social-emotional supports - all things which require adequate staffing. However, underenrolled schools cannot support a sufficient number of staff to offer a strong instructional program nor can they properly serve as community schools. Underenrolled schools also draw a disproportionate amount of resources to operate, which means that other, fully enrolled schools receive less revenue than they would otherwise, which negatively impacts these schools' ability to properly serve as community schools and offer strong instructional programs.

The District's large number of sites increases the District's deferred maintenance costs and spreads the District's limited resources for deferred maintenance too thinly, which negatively impacts the District's ability to maintain quality facilities for all students. (Measure Y, which was approved in 2020, will cover less than a quarter of the District's \$3.4 billion in facilities needs.) Similarly, the large number of sites also increases the District's operational costs (e.g., custodial, transportation, IT) and spreads the District's limited resources for operations too thinly, which negatively impacts the ability to provide quality services to schools.

Other districts with a similar enrollment have significantly fewer schools and fewer teachers and other districts with a similar number of school have significantly higher enrollment. The District currently operates 38 elementary, middle, and K-8 schools with projected 2022-23 enrollment of fewer than 400 students, of which 12 are projected to enroll less than 250 students.

While the District has received a significant portion of one-time funding in response to the COVID-19 pandemic, its long-term financial challenges remain—particularly the longstanding issues of declining enrollment, increasing pension costs, and failure of the state and federal governments to fully fund special education costs—and have yet to be conclusively addressed. The District needs to make more ongoing revenue available to fund sufficient staffing levels and supports at all schools and provide continuously competitive compensation, especially given the current statewide labor storage and the likelihood of significant inflationary pressures in the near future. Moreover, without making such ongoing revenue available, the District cannot stay solvent, operate such a disproportionately high number of schools, and avoid making programmatic reductions that fundamental undermine the ability of the District to operate and provide a basic level of instruction to all of its students, particularly those students with the highest needs. It is also likely that a decision to consolidate schools this year (2021-22) may make the District eligible for \$10 million in unrestricted funding under Assembly Bill No. 1840 (“AB 1840”).

**Discussion** The proposed Resolution aims to identify at least \$8 million in ongoing savings in order to employ sufficient staff to operate the District and its schools and to provide the necessary instructional offerings to students, to help the District offer competitive compensation, to repair and maintain quality school facilities, to more effectively use the District’s limited resources, and to help address the District’s long-term financial challenges. The Resolution proposes to do so by directing the Superintendent to present the Board at the soonest possible opportunity (e.g., a Special Board meeting) a list of school consolidations sufficient to achieve at least an estimated \$8 million in ongoing savings. Should the Board then vote to consolidate schools, the Resolution would then direct the Superintendent to bring forward a proposal, no later than May 2022, for how the newly available facilities shall be utilized for District purposes.

**Fiscal Impact** No direct fiscal impact. If the Board of Education ultimately enacts all proposed school consolidations, there would be potentially \$3 million in ongoing savings starting in 2022-23 and an additional \$5 million in ongoing savings starting in 2023-24. An additional \$10 million in one-time funds may be available under AB 1840 if the Board of Education ultimately enacts at least some of proposed school consolidations this fiscal year.

**Attachment**

- Resolution No. 2122-0026 - Quality Instruction and Student Supports, Adequate Staffing, Competitive Compensation, and Long-Term Fiscal Stability

**RESOLUTION OF THE  
BOARD OF EDUCATION OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT**

**Resolution No. 2122-0026**

**Quality Instruction and Student Supports, Adequate Staffing, Competitive Compensation, and Long-Term Fiscal Stability**

**WHEREAS**, all students deserve safe schools with strong instruction and strong social-emotional supports - all things which require adequate staffing;

**WHEREAS**, underenrolled schools cannot support a sufficient number of staff to offer a strong instructional program nor can they properly serve as community schools;

**WHEREAS**, underenrolled schools also draw a disproportionate amount of resources to operate, which means that other, fully enrolled schools receive less revenue than they would otherwise, which negatively impacts these schools' ability to properly serve as community schools and offer strong instructional programs;

**WHEREAS**, given that Measure Y will cover less than a quarter of the District's \$3.4 billion in facilities needs, the large number of sites increases the District's deferred maintenance costs and spreads the District's limited resources for deferred maintenance too thinly, which negatively impacts the District's ability to maintain quality facilities for all students;

**WHEREAS**, the large number of sites increases the District's operational costs (e.g., custodial, transportation, IT) and spreads the District's limited resources for operations too thinly, which negatively impacts the ability to provide quality services to schools;

**WHEREAS**, as illustrated in the table below, other districts with a similar enrollment have significantly fewer schools and fewer teachers and other districts with a similar number of schools have significantly higher enrollment:

<b>District</b>	<b>2020-21 Enrollment</b>	<b>2020-21 Number of Schools</b>	<b>2020-21 Average School Size</b>	<b>2018-19 Teacher: Student Ratio*</b>
Riverside USD	39,443	47	839	21.6
Santa Ana USD	43,917	54	813	20.0
Moreno Valley USD	31,593	39	810	22.4
Fremont USD	34,782	43	809	19.2
Fontana USD	35,461	45	788	21.5
Fresno USD	69,709	100	697	19.0
Stockton USD	33,943	56	606	20.4
<b>Oakland USD</b>	<b>35,489</b>	<b>81</b>	<b>438</b>	<b>11.7</b>

*\*Most recent data available*

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**WHEREAS**, the District currently operates 38 elementary, middle, and K-8 schools with projected 2022-23 enrollment of fewer than 400 students, of which 12 are projected to enroll less than 250 students;

**WHEREAS**, although the District has received a significant portion of one-time funding in response to the COVID-19 pandemic, its long-term financial challenges remain - particularly the longstanding issues of declining enrollment, increasing pension costs, and failure of the state and federal governments to fully fund special education costs - and have yet to be conclusively addressed;

**WHEREAS**, the District needs to make more ongoing revenue available to fund sufficient staffing levels and supports at all schools and provide continuously competitive compensation, especially given the current statewide labor storage and the likelihood of significant inflationary pressures in the near future;

**WHEREAS**, without making such ongoing revenue available, the District cannot stay solvent, operate such a disproportionately high number of schools, and avoid making programmatic reductions that fundamental undermine the ability of the District to operate and provide a basic level of instruction to all of its students, particularly those students with the highest needs; and

**WHEREAS**, a decision to consolidate schools this year (2021-22) as provided in this Resolution may make the District eligible for \$10 million in unrestricted funding under Assembly Bill No. 1840 ("AB 1840").

**NOW, THEREFORE, BE IT RESOLVED**, in order to employ sufficient staff to operate the District and its schools and to provide the necessary instructional offerings to students, to help the District offer competitive compensation, to repair and maintain quality school facilities, to more effectively use the District's limited resources, and to help address the District's long-term financial challenges, the Board of Education ("Board") hereby directs the Superintendent to present the Board at the soonest possible opportunity (e.g., a Special Board meeting) a list of school consolidations that are estimated to achieve a minimum of \$3 million in ongoing savings starting in 2022-23 and an additional \$5 million in ongoing savings starting in 2023-24;

**BE IT FURTHER RESOLVED**, should the Board vote to consolidate one or more of those schools, the Superintendent shall bring forward a proposal to the Board, no later than May 2022, for how the newly available facilities shall be utilized for District purposes.

**PASSED AND ADOPTED** on \_\_\_\_\_, 2022, by the Governing Board of the Oakland Unified School District by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSED:

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 \_\_\_\_\_, 2022.

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<p><b>OAKLAND UNIFIED SCHOOL DISTRICT</b></p> <p>_____</p> <p>Shanthi Gonzales President, Board of Education</p> <p>_____</p> <p>Kyla Johnston-Trammell Superintendent and Secretary, Board of Education</p>
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