

Board Office Use: <b>Legislative File Info.</b>	
File ID Number	22-0162
Introduction Date	01-26-2022
Enactment Number	22-0146
Enactment Date	1-26-2022 CJH



# Board Cover Memorandum

**To** Board of Education

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

**Meeting Date** January 26, 2022

**Subject** Temporary Hiring Freeze – School Sites and Central Office - Talent/Human Resources

**Ask of the Board** Approval by the Board of Education of Resolution No. 2122-0123, Temporary Hiring Freeze – School Sites and Central Office Positions.

**Background** The District is currently determining appropriate staffing levels at school sites and central office departments for the 2022-2023 school year. Due to staffing level changes and projected restructuring of some departments, it is anticipated that reassignment and/or layoff of some represented positions is required.

**Discussion** Staffing level reviews due to a decline in enrollment will necessitate a hiring freeze to facilitate the placement of employees in current vacancies who may be impacted by bumping, position reductions and/or layoffs. The know that we must also ensure appropriate staffing at school sites at all times. The Superintendent and Chief Talent Officer will review appeals to hire as needed.

**Fiscal Impact** All funding sources could be impacted.

**Attachment(s)** None

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2122-0123**

Temporary Hiring Freeze  
School Sites and Central Office Positions  
Talent/Human Resources

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**WHEREAS**, the District is currently determining appropriate classified staffing levels at central office departments and school sites for the 2022-2023 school year; in light of staffing changes and probable restructuring of some departments, it is anticipated that reassignment and/or layoff of some classified represented positions may be required as a result; and

**WHEREAS**, a hiring freeze is necessary to facilitate the placement of classified employees who may be impacted by reassignments;

**WHEREAS**, as exceptions to the hiring freeze may be necessary to support core District programs and operations;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education hereby imposes a hiring freeze for classified central office and school site positions, effective January 27, 2022.

**BE IT FURTHER RESOLVED**, that the Superintendent or designee may approve exceptions to the hiring freeze to support core District programs and operations.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Aimee Eng, VanCedric Williams, Mike Hutchinson, Shanthy Gonzales, Clifford Thompson, Vice President Benjamin "Sam" Davis, President Gary Yee

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Student Director Samantha Pal, Student Director Natalie Gallegos Chavez

### **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 January 26, 2022.

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By:	

### **OAKLAND UNIFIED SCHOOL DISTRICT**



1-27-2022

Gary Yee  
President, Board of Education



1-27-2022

Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education