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Board Cover Memorandum

To Board of Education

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

Meeting Date February 28, 2023

Subject Resolution No. 2223-0185 - Classified Employees Reduction in Force Due to Lack of Funds and/or Lack of Work (2023/24 Fiscal Year)

Ask of the Board Adoption by the Board of Education of Resolution No. 2223-0185 Classified Employees Reduction in Force Due to Lack of Funds and/or Lack of Work (2023/24 Fiscal Year)

Background Each year, the District undergoes a process of reviewing available position and budget information and engaging with school sites and department leaders to identify staffing needs for the upcoming school year.

The Education Code requires Board action in order to implement a reduction or elimination of classified positions on the basis of lack of funds or lack of work. Through the budget development process, and based on budget decreases and/or reduction in sites/departments and modification of work to align to the District's priorities, sites and departments have indicated a need to reduce certain authorized classified positions.

With the passage of Assembly Bill 438, the classified layoff process has changed. Under Education Code sections 45114, 45115, 45117, 45298, and 45308, school districts must notify employees identified for layoff by March 15 that they will be laid off at the end of the current school year. These employees must also be notified of their opportunity to request a hearing on their layoff. Under Education Code section 45117, when classified positions must be eliminated as a result of the expiration of a

specially funded program, the employees to be laid off shall be given written notice not less than 60 days prior to the effective date of their layoff informing them of their layoff date and their displacement rights, if any, and reemployment rights. Education Code section 8366 permits school districts to provide notice of layoff to child development permit teachers at any time during the school year. The notice includes the effective date, displacement rights, if any, and reemployment rights. Although employees affected by the reduction or elimination of positions will receive layoff notices, some may retain District employment by being reassigned as permitted by the Education Code.

Discussion

Based on projected staffing needs from the budget development process with sites and departments as well as projected revenue for Fiscal Year 2023-2024, it is necessary to reduce and/or eliminate certain classified positions due to lack of funds and/or lack of work due, at least in part, to declining enrollment, uncertain one-time funding, and increasing costs. Budget development also resulted in school sites' and departments' determination that certain other classified areas should be increased. This Resolution contains the decreases, increases, and overall net effect for authorized classified positions affected for the 2023-2024 fiscal year.

District staff will meet with representatives of the appropriate collective bargaining units to discuss the impact of the layoffs and to identify and create a plan of action to utilize available resources for the affected employees.

Exhibit A lists the positions that will be reduced, eliminated, or added. The total net effect of this Resolution is to decrease the overall number of authorized classified positions by **-98.88 FTE**. The District will continue to try and identify alternative solutions for minimal impact on employees of the District. As decisions are made regarding the District's budget for 2023-24, additional funding may become available, new positions may be identified, and/or positions that were reduced or eliminated may be increased or reinstated.

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 2023-2024 fiscal year, there will be savings of salary and benefits for positions no longer funded.

Attachment(s)

- Resolution No. 2223-0185 - Classified Employees Reduction in Force Due to Lack of Funds and/or Lack of Work (2023/24 Fiscal Year)

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

Resolution No. 2223-0185

**Classified Employees Reduction in Force Due to Lack of Funds and/or
Lack of Work (2023/24 Fiscal Year)**

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 2023-2024 to ensure that expenditures are aligned with the needs of students and staff;

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;

WHEREAS, for Fiscal Year 2023-2024, 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.

NOW, THEREFORE, BE IT RESOLVED, the Board of Education (“Board”) hereby determines that the following particular kinds of classified services or positions, detailed in Exhibit A (attached hereto and incorporated herein by reference), shall be and hereby are eliminated and reduced due to lack of funds and/or lack of work;

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 sections 45117 and 45308 to reduce and/or eliminate said positions; and

BE IT FURTHER RESOLVED, the Board, in approving this Resolution, intends that the position results labeled in the column “FTE Difference” be achieved.

PASSED AND ADOPTED on _____, 2023, 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 meeting of the Board of Education of the Oakland Unified School District held on _____, 2023.

Legislative File	
File ID Number:	23-0546
Introduction Date:	2/28/2023
Enactment Number:	
Enactment Date:	

OAKLAND UNIFIED SCHOOL DISTRICT

Mike Hutchinson
President, Board of Education

Kyla Johnston-Trammell
Superintendent and Secretary, Board of Education

Action	Pos Id	Position Funding Site Code Name	Job Class Descr	Union	Vacancy	FTE (22-23)	FTE (23-24)	FTE Difference
Eliminate	6318	215 - Madison Park Academy Upper	Administrative Assist I Bil	SEIU	Filled	1.00	0.00	(1.00)
Add	New	182 - Martin Luther King Jr. K-3	Administrative Assist II Bilingual	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	8946	912 - Linked Learning	Administrative Assist III Bil	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8549	182 - Martin Luther King Jr. K-3	Administrative Assistant I	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	3157	210 - Edna Brewer Middle	Administrative Assistant I	SEIU	Filled	1.00	0.00	(1.00)
Add	New	991 - Food Services	Administrative Assistant I Bilingual	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	3973	947 - Charter Schools Admin Office	Analytics Spec Chart Sch	SEIU	Vacancy	1.00	0.00	(1.00)
Precautionary notice	7321	944 - Human Resources Services, Supp	Associate Talent Development	CONFID	Filled	1.00	0.00	(1.00)
Eliminate	6648	236 - Urban Promise Academy	Asst Newcomer Learning Lab	SEIU	Vacancy	0.70	0.00	(0.70)
Eliminate	9209	954 - Eng Lang Lrn/multilingual Ach	Asst Newcomer Learning Lab	SEIU	Vacancy	1.00	0.00	(1.00)
Precautionary notice	9210	954 - Eng Lang Lrn/multilingual Ach	Asst Newcomer Learning Lab	SEIU	Filled	1.00	0.00	(1.00)
Precautionary notice	9212	954 - Eng Lang Lrn/multilingual Ach	Asst Newcomer Learning Lab	SEIU	Filled	1.00	0.00	(1.00)
Precautionary notice	9213	954 - Eng Lang Lrn/multilingual Ach	Asst Newcomer Learning Lab	SEIU	Vacancy	1.00	0.00	(1.00)
Precautionary notice	9214	954 - Eng Lang Lrn/multilingual Ach	Asst Newcomer Learning Lab	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	3072	125 - Highland Community School	Attendance Specialist	SEIU	Filled	0.50	0.00	(0.50)
Eliminate	8112	169 - Oakland Academy of Knowledge	Attendance Specialist	SEIU	Vacancy	1.00	0.00	(1.00)
Reduce	7769	352 - Rudsdale Continuation	Attendance Specialist	SEIU	Filled	1.00	0.50	(0.50)
Reduce	4455	229 - Elmhurst United	Attendance Specialist Bil	SEIU	Filled	0.75	0.50	(0.25)
Add	New	302 - Fremont High School	Attendance Specialist Bilingual	SEIU	Vacancy	0.00	1.00	1.00
Add	New	352 - Rudsdale Continuation	Attendance Specialist Bilingual	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	9181	101 - Allendale	Case Manager 20	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	9172	146 - Piedmont Avenue	Case Manager 20	SEIU	Vacancy	0.40	0.00	(0.40)
Eliminate	7869	213 - Westlake Middle	Case Manager 20	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8950	228 - United For Success Academy	Case Manager 20	SEIU	Filled	0.50	0.00	(0.50)
Eliminate	8781	236 - Urban Promise Academy	Case Manager 20	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8790	302 - Fremont High School	Case Manager 20	SEIU	Vacancy	1.00	0.00	(1.00)
Eliminate	8795	304 - Oakland High School	Case Manager 20	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8796	304 - Oakland High School	Case Manager 20	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	9251	305 - Oakland Tech High School	Case Manager 20	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	7834	309 - Ralph J. Bunche Academy	Case Manager 20	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8805	309 - Ralph J. Bunche Academy	Case Manager 20	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8809	310 - Dewey High School	Case Manager 20	SEIU	Vacancy	1.00	0.00	(1.00)
Eliminate	9301	353 - Oakland International High Sch	Case Manager 20	SEIU	Filled	1.00	0.00	(1.00)
Increase	8774	228 - United For Success Academy	Case Manager 20	SEIU	Filled	0.50	1.00	0.50
Increase	9040	228 - United For Success Academy	Case Manager 20	SEIU	Filled	0.50	0.70	0.20

Increase	2900	335 - LIFE Academy	Case Manager 20	SEIU	Filled	0.30	0.50	0.20
Precautionary notice	8960	922 - Comm. Schools & Student Svcs	Case Manager 20	SEIU	Vacancy	0.80	0.00	(0.80)
Reduce	9095	183 - Prescott	Case Manager 20	SEIU	Filled	1.00	0.80	(0.20)
Eliminate	9267	213 - Westlake Middle	Case Manager 24	SEIU	Vacancy	1.00	0.00	(1.00)
Eliminate	7624	215 - Madison Park Academy Upper	Case Manager 24	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	9250	304 - Oakland High School	Case Manager 24	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	6906	306 - Skyline High School	Case Manager 24	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	7018	306 - Skyline High School	Case Manager 24	SEIU	Filled	1.00	0.00	(1.00)
Increase	2392	353 - Oakland International High Sch	Case Manager 24	SEIU	Filled	0.50	0.70	0.20
Eliminate	3071	125 - Highland Community School	Clerk Bilingual	SEIU	Filled	0.50	0.00	(0.50)
Add	New	201 - Claremont Middle	Community Assistant	SEIU	Vacancy	0.00	0.50	0.50
Add	New	136 - Horace Mann	Community Relations Ast II Bil	SEIU	Vacancy	0.00	1.00	1.00
Add	New	353 - Oakland International High Sch	Community Relations Ast II Bil	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	3172	301 - Castlemont High School	Community Relations Ast II Bil	SEIU	Filled	1.00	0.00	(1.00)
Increase	7509	229 - Elmhurst United	Community Relations Ast II Bil	SEIU	Filled	0.25	0.50	0.25
Reduce	9443	170 - Hoover	Community Relations Ast II Bil	SEIU	Vacancy	0.80	0.75	(0.05)
Eliminate	449	968 - Health Services (nurses)	Coord, Health Services	UAOS	Filled	1.00	0.00	(1.00)
Eliminate	9215	954 - Eng Lang Lrn/multilingual Ach	Coord, Multilingual Pathway	UAOS	Filled	0.40	0.00	(0.40)
Increase	277	303 - McClymonds High School	Coordinator Classified	UAOS	Filled	0.15	0.50	0.35
Increase	277	303 - McClymonds High School	Coordinator Classified	UAOS	Filled	0.35	0.50	0.15
Increase	277	912 - Linked Learning	Coordinator Classified	UAOS	Filled	0.50	0.75	0.25
Eliminate	1861	956 - Continuous School Improvement	Coordinator Innova Programs	CONFID	Vacancy	1.00	0.00	(1.00)
Eliminate	6881	956 - Continuous School Improvement	Coordinator Innova Programs	CONFID	Vacancy	1.00	0.00	(1.00)
Eliminate	8278	922 - Comm. Schools & Student Svcs	Coordinator School Secur Off	UAOS	Filled	1.00	0.00	(1.00)
Precautionary notice	4034	912 - Linked Learning	Coordinatr Career/College Path	UAOS	Filled	1.00	0.00	(1.00)
Add	New	154 - Madison Lower	Culture Keeper	SEIU	Vacancy	0.00	1.00	1.00
Add	New	186 - International Community School	Culture Keeper	SEIU	Vacancy	0.00	0.50	0.50
Eliminate	7333	353 - Oakland International High Sch	Dir Continuous Ed Lrning Lab	UAOS	Vacancy	0.10	0.00	(0.10)
Eliminate	8374	353 - Oakland International High Sch	Dir Continuous Ed Lrning Lab	UAOS	Filled	0.50	0.00	(0.50)
Precautionary notice	9056	910 - Early Childhood Development	Dir Kindergarten Readiness	UAOS	Filled	1.00	0.00	(1.00)
Precautionary notice	8280	922 - Comm. Schools & Student Svcs	Director Programs, The Center	UAOS	Filled	1.00	0.00	(1.00)
Eliminate	7240	907 - Student Assignment	Director Student Assignment	UAOS	Vacancy	1.00	0.00	(1.00)
Add	New	105 - Burckhalter	Early Literacy Reading Tutor	SEIU	Vacancy	0.00	0.80	0.80
Add	New	107 - East Oakland Pride	Early Literacy Reading Tutor	SEIU	Vacancy	0.00	0.80	0.80
Add	New	117 - Fruitvale	Early Literacy Reading Tutor	SEIU	Vacancy	0.00	0.80	0.80
Add	New	131 - Laurel Elementary	Early Literacy Reading Tutor	SEIU	Vacancy	0.00	0.80	0.80

Add	New	178 - Bridges Academy @ Melrose	Early Literacy Reading Tutor	SEIU	Vacancy	0.00	0.40	0.40
Add	New	178 - Bridges Academy @ Melrose	Early Literacy Reading Tutor	SEIU	Vacancy	0.00	0.80	0.80
Add	New	180 - Kaiser	Early Literacy Reading Tutor	SEIU	Vacancy	0.00	0.40	0.40
Add	New	180 - Kaiser	Early Literacy Reading Tutor	SEIU	Vacancy	0.00	0.40	0.40
Eliminate	7478	101 - Allendale	Early Literacy Reading Tutor	SEIU	Vacancy	0.40	0.00	(0.40)
Eliminate	7478	101 - Allendale	Early Literacy Reading Tutor	SEIU	Vacancy	0.40	0.00	(0.40)
Eliminate	9132	103 - Brookfield	Early Literacy Reading Tutor	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	8853	112 - Greenleaf Elementary	Early Literacy Reading Tutor	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	8329	115 - Emerson Elementary	Early Literacy Reading Tutor	SEIU	Filled	0.40	0.00	(0.40)
Eliminate	8330	115 - Emerson Elementary	Early Literacy Reading Tutor	SEIU	Filled	0.40	0.00	(0.40)
Eliminate	8333	115 - Emerson Elementary	Early Literacy Reading Tutor	SEIU	Filled	0.40	0.00	(0.40)
Eliminate	8327	116 - Franklin	Early Literacy Reading Tutor	SEIU	Vacancy	0.40	0.00	(0.40)
Eliminate	9511	121 - La Escuelita	Early Literacy Reading Tutor	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	8693	143 - Montclair	Early Literacy Reading Tutor	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	7994	160 - Lockwood Steam Academy	Early Literacy Reading Tutor	SEIU	Vacancy	0.20	0.00	(0.20)
Eliminate	7994	160 - Lockwood Steam Academy	Early Literacy Reading Tutor	SEIU	Vacancy	0.60	0.00	(0.60)
Eliminate	8712	168 - Carl B. Munck Elementary	Early Literacy Reading Tutor	SEIU	Filled	0.80	0.00	(0.80)
Eliminate	8713	168 - Carl B. Munck Elementary	Early Literacy Reading Tutor	SEIU	Filled	0.80	0.00	(0.80)
Eliminate	6691	169 - Oakland Academy of Knowledge	Early Literacy Reading Tutor	SEIU	Vacancy	0.70	0.00	(0.70)
Eliminate	8718	172 - Fred T Korematsu Discovery Ac	Early Literacy Reading Tutor	SEIU	Filled	0.80	0.00	(0.80)
Eliminate	4843	179 - Manzanita Community School	Early Literacy Reading Tutor	SEIU	Filled	0.20	0.00	(0.20)
Eliminate	4843	179 - Manzanita Community School	Early Literacy Reading Tutor	SEIU	Filled	0.60	0.00	(0.60)
Eliminate	4945	179 - Manzanita Community School	Early Literacy Reading Tutor	SEIU	Vacancy	0.20	0.00	(0.20)
Eliminate	4945	179 - Manzanita Community School	Early Literacy Reading Tutor	SEIU	Vacancy	0.60	0.00	(0.60)
Eliminate	8637	179 - Manzanita Community School	Early Literacy Reading Tutor	SEIU	Vacancy	0.40	0.00	(0.40)
Eliminate	8726	181 - Encompass Academy	Early Literacy Reading Tutor	SEIU	Filled	0.80	0.00	(0.80)
Eliminate	8733	182 - Martin Luther King Jr. K-3	Early Literacy Reading Tutor	SEIU	Filled	0.80	0.00	(0.80)
Eliminate	8743	190 - Think College Now	Early Literacy Reading Tutor	SEIU	Filled	0.40	0.00	(0.40)
Eliminate	8744	190 - Think College Now	Early Literacy Reading Tutor	SEIU	Filled	0.80	0.00	(0.80)
Reduce	9460	102 - Bella Vista	Early Literacy Reading Tutor	SEIU	Vacancy	0.80	0.40	(0.40)
Reduce	9484	121 - La Escuelita	Early Literacy Reading Tutor	SEIU	Vacancy	0.80	0.40	(0.40)
Reduce	9485	121 - La Escuelita	Early Literacy Reading Tutor	SEIU	Vacancy	0.80	0.40	(0.40)
Reduce	4726	178 - Bridges Academy @ Melrose	Early Literacy Reading Tutor	SEIU	Filled	0.80	0.70	(0.10)
Reduce	7996	178 - Bridges Academy @ Melrose	Early Literacy Reading Tutor	SEIU	Vacancy	0.80	0.70	(0.10)
Reduce	6821	909 - Academics and Instruction	Early Literacy Reading Tutor	SEIU	Filled	0.40	0.30	(0.10)
Reduce	New	909 - Academics and Instruction	Early Literacy Reading Tutor	SEIU	Vacancy	0.00	2.10	2.10

Reduce	6821	910 - Early Childhood Development	Early Literacy Reading Tutor	SEIU	Filled	0.40	0.30	(0.10)
Eliminate	7194	157 - Thornhill	Elementary Sch Secretary Small	SEIU	Vacancy	0.50	0.00	(0.50)
Eliminate	8979	986 - Technology Services	Enduser Support Specialist II	SEIU	Vacancy	1.00	0.00	(1.00)
Eliminate	215	991 - Food Services	Food Service Assistant I	AFSCME	Filled	0.67	0.00	(0.67)
Eliminate	669	991 - Food Services	Food Service Assistant I	AFSCME	Filled	0.53	0.00	(0.53)
Eliminate	910	991 - Food Services	Food Service Assistant I	AFSCME	Filled	0.67	0.00	(0.67)
Eliminate	1423	991 - Food Services	Food Service Assistant I	AFSCME	Filled	0.80	0.00	(0.80)
Eliminate	2562	991 - Food Services	Food Service Assistant I	AFSCME	Filled	0.80	0.00	(0.80)
Eliminate	3695	991 - Food Services	Food Service Assistant I	AFSCME	Filled	0.67	0.00	(0.67)
Eliminate	8473	991 - Food Services	Food Service Assistant I	AFSCME	Filled	0.80	0.00	(0.80)
Eliminate	8484	991 - Food Services	Food Service Assistant I	AFSCME	Filled	0.80	0.00	(0.80)
Add	New	991 - Food Services	Food Service Assistant III	AFSCME	Vacancy	0.00	0.80	0.80
Add	New	991 - Food Services	Food Service Assistant III	AFSCME	Vacancy	0.00	0.80	0.80
Add	New	991 - Food Services	Food Service Assistant III	AFSCME	Vacancy	0.00	0.67	0.67
Add	New	991 - Food Services	Food Service Assistant III	AFSCME	Vacancy	0.00	0.80	0.80
Add	New	991 - Food Services	Food Service Assistant III	AFSCME	Vacancy	0.00	0.67	0.67
Add	New	991 - Food Services	Food Service Assistant III	AFSCME	Vacancy	0.00	0.80	0.80
Add	New	991 - Food Services	Food Service Assistant III	AFSCME	Vacancy	0.00	0.80	0.80
Add	New	991 - Food Services	Food Service Assistant III	AFSCME	Vacancy	0.00	0.67	0.67
Eliminate	8859	400 - Adult Education	IA Bilingual	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8184	169 - Oakland Academy of Knowledge	Instructional Aide K-12	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	8185	169 - Oakland Academy of Knowledge	Instructional Aide K-12	SEIU	Vacancy	0.20	0.00	(0.20)
Eliminate	8186	169 - Oakland Academy of Knowledge	Instructional Aide K-12	SEIU	Vacancy	1.00	0.00	(1.00)
Eliminate	7243	169 - Oakland Academy of Knowledge	Instructional Supp Specialist	SEIU	Filled	0.80	0.00	(0.80)
Eliminate	9451	190 - Think College Now	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	8881	922 - Comm. Schools & Student Svcs	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	526	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	1536	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	2550	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	2759	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	3639	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	4466	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	4853	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	6400	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	7277	975 - Special Education	Instructional Supp Specialist	SEIU	Filled	0.80	0.00	(0.80)
Eliminate	7294	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)

Eliminate	7680	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Eliminate	8371	975 - Special Education	Instructional Supp Specialist	SEIU	Vacancy	0.80	0.00	(0.80)
Add	New	232 - Coliseum College Prep Academy	Instructional Support Specialist	SEIU	Vacancy	0.00	1.60	1.60
Add	New	107 - East Oakland Pride	Liaison Family Parent	SEIU	Vacancy	0.00	0.50	0.50
Add	New	107 - East Oakland Pride	Liaison Family Parent	SEIU	Vacancy	0.00	0.80	0.80
Add	New	107 - East Oakland Pride	Liaison Family Parent	SEIU	Vacancy	0.00	1.00	1.00
Add	New	160 - Lockwood Steam Academy	Liaison Family Parent	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	9442	170 - Hoover	Liaison Family Parent	SEIU	Vacancy	0.30	0.00	(0.30)
Eliminate	9469	204 - West Oakland Middle	Liaison Family Parent	SEIU	Vacancy	1.00	0.00	(1.00)
Reduce	8660	193 - Reach Academy	Liaison Family Parent	SEIU	Filled	1.00	0.50	(0.50)
Add	New	103 - Brookfield	Library Technician	SEIU	Vacancy	0.00	1.00	1.00
Add	New	106 - Chabot	Library Technician	SEIU	Vacancy	0.00	0.50	0.50
Add	New	127 - Hillcrest	Library Technician	SEIU	Vacancy	0.00	0.50	0.50
Add	New	133 - Lincoln	Library Technician	SEIU	Vacancy	0.00	1.00	1.00
Add	New	143 - Montclair	Library Technician	SEIU	Vacancy	0.00	0.50	0.50
Add	New	145 - Peralta	Library Technician	SEIU	Vacancy	0.00	0.50	0.50
Add	New	151 - Sequoia	Library Technician	SEIU	Vacancy	0.00	0.50	0.50
Add	New	157 - Thornhill	Library Technician	SEIU	Vacancy	0.00	0.50	0.50
Add	New	169 - Oakland Academy of Knowledge	Library Technician	SEIU	Vacancy	0.00	1.00	1.00
Add	New	201 - Claremont Middle	Library Technician	SEIU	Vacancy	0.00	1.00	1.00
Add	New	236 - Urban Promise Academy	Library Technician	SEIU	Vacancy	0.00	1.00	1.00
Add	New	304 - Oakland High School	Library Technician	SEIU	Vacancy	0.00	1.00	1.00
Add	New	306 - Skyline High School	Library Technician	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	8417	125 - Highland Community School	Library Technician	SEIU	Filled	0.40	0.00	(0.40)
Increase	9023	107 - East Oakland Pride	Library Technician	SEIU	Filled	0.50	1.00	0.50
Increase	9432	108 - Cleveland	Library Technician	SEIU	Filled	0.80	1.00	0.20
Increase	7731	117 - Fruitvale	Library Technician	SEIU	Filled	0.80	1.00	0.20
Increase	9093	118 - Garfield	Library Technician	SEIU	Filled	0.80	1.00	0.20
Increase	7468	125 - Highland Community School	Library Technician	SEIU	Filled	0.40	0.80	0.40
Increase	8380	136 - Horace Mann	Library Technician	SEIU	Filled	0.50	1.00	0.50
Increase	9150	154 - Madison Lower	Library Technician	SEIU	Filled	0.80	1.00	0.20
Increase	8423	168 - Carl B. Munck Elementary	Library Technician	SEIU	Filled	0.80	1.00	0.20
Increase	8552	170 - Hoover	Library Technician	SEIU	Filled	0.50	1.00	0.50
Increase	7191	183 - Prescott	Library Technician	SEIU	Filled	0.70	1.00	0.30
Increase	7907	194 - Sankofa United Elem	Library Technician	SEIU	Filled	0.75	1.00	0.25
Increase	9405	210 - Edna Brewer Middle	Library Technician	SEIU	Filled	0.60	1.00	0.40

Increase	9126	212 - Roosevelt Middle	Library Technician	SEIU	Filled	0.80	1.00	0.20
Increase	8594	215 - Madison Park Academy Upper	Library Technician	SEIU	Filled	0.40	1.00	0.60
Increase	8151	219 - Frick United Academy of Lang	Library Technician	SEIU	Filled	0.80	1.00	0.20
Increase	9196	301 - Castlemont High School	Library Technician	SEIU	Filled	0.50	1.00	0.50
Increase	9330	302 - Fremont High School	Library Technician	SEIU	Vacancy	0.85	1.00	0.15
Eliminate	3930	989 - Custodial Services	Manager Custodial Services	UAOS	Vacancy	1.00	0.00	(1.00)
Precautionary notice	3471	989 - Custodial Services	Manager Sustainability	UAOS	Filled	0.40	0.00	(0.40)
Reduce	3471	991 - Food Services	Manager Sustainability	UAOS	Filled	0.40	0.30	(0.10)
Eliminate	2797	912 - Linked Learning	Mgr CTE C&C Pathways Sec Sch	UAOS	Filled	1.00	0.00	(1.00)
Add	New	103 - Brookfield	Noon Supervisor	SEIU	Vacancy	0.00	0.30	0.30
Add	New	105 - Burckhalter	Noon Supervisor	SEIU	Vacancy	0.00	0.20	0.20
Add	New	116 - Franklin	Noon Supervisor	SEIU	Vacancy	0.00	0.30	0.30
Add	New	117 - Fruitvale	Noon Supervisor	SEIU	Vacancy	0.00	0.40	0.40
Add	New	170 - Hoover	Noon Supervisor	SEIU	Vacancy	0.00	0.30	0.30
Add	New	178 - Bridges Academy @ Melrose	Noon Supervisor	SEIU	Vacancy	0.00	0.25	0.25
Add	New	178 - Bridges Academy @ Melrose	Noon Supervisor	SEIU	Vacancy	0.00	0.25	0.25
Add	New	182 - Martin Luther King Jr. K-3	Noon Supervisor	SEIU	Vacancy	0.00	0.40	0.40
Eliminate	952	102 - Bella Vista	Noon Supervisor	SEIU	Filled	0.40	0.00	(0.40)
Eliminate	1772	114 - Global Family School	Noon Supervisor	SEIU	Filled	0.40	0.00	(0.40)
Eliminate	2556	119 - Glenview	Noon Supervisor	SEIU	Filled	0.50	0.00	(0.50)
Eliminate	9194	119 - Glenview	Noon Supervisor	SEIU	Filled	0.50	0.00	(0.50)
Eliminate	585	125 - Highland Community School	Noon Supervisor	SEIU	Filled	0.40	0.00	(0.40)
Eliminate	6609	142 - Joaquin Miller	Noon Supervisor	SEIU	Filled	0.67	0.00	(0.67)
Eliminate	9009	143 - Montclair	Noon Supervisor	SEIU	Filled	0.40	0.00	(0.40)
Eliminate	9010	143 - Montclair	Noon Supervisor	SEIU	Vacancy	0.40	0.00	(0.40)
Eliminate	7667	151 - Sequoia	Noon Supervisor	SEIU	Filled	0.40	0.00	(0.40)
Eliminate	793	157 - Thornhill	Noon Supervisor	SEIU	Vacancy	0.20	0.00	(0.20)
Eliminate	3875	178 - Bridges Academy @ Melrose	Noon Supervisor	SEIU	Filled	0.25	0.00	(0.25)
Eliminate	3131	179 - Manzanita Community School	Noon Supervisor	SEIU	Filled	0.50	0.00	(0.50)
Eliminate	9034	186 - International Community School	Noon Supervisor	SEIU	Filled	0.40	0.00	(0.40)
Eliminate	9125	190 - Think College Now	Noon Supervisor	SEIU	Vacancy	0.20	0.00	(0.20)
Increase	9091	114 - Global Family School	Noon Supervisor	SEIU	Filled	0.50	0.60	0.10
Increase	584	125 - Highland Community School	Noon Supervisor	SEIU	Filled	0.40	0.80	0.40
Increase	2168	133 - Lincoln	Noon Supervisor	SEIU	Filled	0.53	0.60	0.07
Increase	2596	133 - Lincoln	Noon Supervisor	SEIU	Filled	0.53	0.60	0.07
Increase	9004	133 - Lincoln	Noon Supervisor	SEIU	Filled	0.40	0.60	0.20

Increase	9005	133 - Lincoln	Noon Supervisor	SEIU	Filled	0.40	0.60	0.20
Increase	9006	133 - Lincoln	Noon Supervisor	SEIU	Filled	0.40	0.60	0.20
Increase	7795	186 - International Community School	Noon Supervisor	SEIU	Filled	0.40	0.80	0.40
Increase	7071	235 - Melrose Leadership Acad	Noon Supervisor	SEIU	Filled	0.60	0.80	0.20
Reduce	3807	105 - Burckhalter	Noon Supervisor	SEIU	Filled	0.40	0.20	(0.20)
Reduce	4318	108 - Cleveland	Noon Supervisor	SEIU	Vacancy	0.25	0.20	(0.05)
Reduce	4915	108 - Cleveland	Noon Supervisor	SEIU	Vacancy	0.25	0.20	(0.05)
Reduce	1727	114 - Global Family School	Noon Supervisor	SEIU	Filled	0.50	0.27	(0.23)
Reduce	3781	116 - Franklin	Noon Supervisor	SEIU	Filled	0.20	0.08	(0.12)
Reduce	6414	117 - Fruitvale	Noon Supervisor	SEIU	Filled	0.50	0.40	(0.10)
Reduce	9113	121 - La Escuelita	Noon Supervisor	SEIU	Filled	0.80	0.40	(0.40)
Reduce	6660	122 - Grass Valley	Noon Supervisor	SEIU	Filled	0.40	0.20	(0.20)
Reduce	4495	190 - Think College Now	Noon Supervisor	SEIU	Filled	0.60	0.20	(0.40)
Reduce	9076	190 - Think College Now	Noon Supervisor	SEIU	Filled	0.27	0.20	(0.07)
Reduce	9011	235 - Melrose Leadership Acad	Noon Supervisor	SEIU	Vacancy	0.40	0.20	(0.20)
Eliminate	8339	303 - McClymonds High School	Outreach Consultant	SEIU	Filled	1.00	0.00	(1.00)
Add	New	215 - Madison Park Academy Upper	Para Educator	AFSCME	Vacancy	0.00	0.80	0.80
Eliminate	8187	169 - Oakland Academy of Knowledge	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	8189	169 - Oakland Academy of Knowledge	Para Educator	AFSCME	Vacancy	1.00	0.00	(1.00)
Eliminate	7481	175 - Manzanita Seed	Para Educator	AFSCME	Vacancy	0.40	0.00	(0.40)
Eliminate	296	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	2263	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	4967	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	381	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	264	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	2299	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	418	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	5284	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	9166	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	3439	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	9164	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	6424	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	2177	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	378	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	8187	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	8189	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)

Eliminate	7481	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	406	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	481	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	217	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	1161	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	1600	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	7296	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	1383	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	3412	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	570	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	6784	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	3019	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Eliminate	3127	975 - Special Education	Para Educator	AFSCME	Vacancy	0.80	0.00	(0.80)
Reduce	4538	353 - Oakland International High Sch	Para Educator	AFSCME	Filled	1.00	0.80	(0.20)
Eliminate	9280	956 - Continuous School Improvement	Partner Network	UAOS	Vacancy	1.00	0.00	(1.00)
Add	New	991 - Food Services	Production Assistant 10 months	AFSCME	Vacancy	0.00	1.00	1.00
Add	New	991 - Food Services	Production Assistant 10 months	AFSCME	Vacancy	0.00	1.00	1.00
Add	New	991 - Food Services	Production Assistant 10 months	AFSCME	Vacancy	0.00	1.00	1.00
Eliminate	7796	190 - Think College Now	Prog Mgr Community Schools11	UAOS	Filled	1.00	0.00	(1.00)
Increase	2166	178 - Bridges Academy @ Melrose	Prog Mgr Community Schools11	UAOS	Filled	0.27	0.50	0.23
Precautionary notice	7922	954 - Eng Lang Lrn/multilingual Ach	Prog Mgr Newcomer & Refuge	UAOS	Filled	1.00	0.00	(1.00)
Precautionary notice	9340	922 - Comm. Schools & Student Svcs	Prog Mgr Violence Prevention	UAOS	Vacancy	1.00	0.00	(1.00)
Reduce	6523	965 - Middle School Network	Program Manager MS Operations	UAOS	Filled	0.50	0.00	(0.50)
Eliminate	8599	968 - Health Services (nurses)	Program Manager Nursing	UAOS	Vacancy	1.00	0.00	(1.00)
Eliminate	9272	108 - Cleveland	Program Mgr Community School	UAOS	Filled	1.00	0.00	(1.00)
Eliminate	8701	148 - Redwood Heights	Program Mgr Community School	UAOS	Filled	1.00	0.00	(1.00)
Eliminate	9309	219 - Frick United Academy of Lang	Program Mgr Community School	UAOS	Vacancy	1.00	0.00	(1.00)
Eliminate	8860	922 - Comm. Schools & Student Svcs	Program Mgr Community School	UAOS	Filled	1.00	0.00	(1.00)
Increase	4901	131 - Laurel Elementary	Program Mgr Community School	UAOS	Filled	0.35	0.40	0.05
Add	New	210 - Edna Brewer Middle	Receptionist	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	6441	211 - Montera Middle	Receptionist	SEIU	Filled	1.00	0.00	(1.00)
Add	New	211 - Montera Middle	Receptionist Bilingual	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	6628	922 - Comm. Schools & Student Svcs	Receptionist Bilingual	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	9110	922 - Comm. Schools & Student Svcs	Receptionist Bilingual	SEIU	Vacancy	1.00	0.00	(1.00)
Add	New	112 - Greenleaf Elementary	Recess Coach	SEIU	Vacancy	0.00	1.00	1.00
Add	New	219 - Frick United Academy of Lang	Restorative Justic Facilitator	SEIU	Vacancy	0.00	0.38	0.38

Add	New	310 - Dewey High School	Restorative Justic Facilitator	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	7765	136 - Horace Mann	Restorative Justic Facilitator	SEIU	Vacancy	1.00	0.00	(1.00)
Eliminate	8778	169 - Oakland Academy of Knowledge	Restorative Justic Facilitator	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8662	193 - Reach Academy	Restorative Justic Facilitator	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8756	204 - West Oakland Middle	Restorative Justic Facilitator	SEIU	Filled	0.20	0.00	(0.20)
Eliminate	8756	204 - West Oakland Middle	Restorative Justic Facilitator	SEIU	Filled	0.80	0.00	(0.80)
Eliminate	9247	210 - Edna Brewer Middle	Restorative Justic Facilitator	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	9306	212 - Roosevelt Middle	Restorative Justic Facilitator	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	3750	229 - Elmhurst United	Restorative Justic Facilitator	SEIU	Vacancy	1.00	0.00	(1.00)
Eliminate	8794	303 - McClymonds High School	Restorative Justic Facilitator	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8216	305 - Oakland Tech High School	Restorative Justic Facilitator	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8808	309 - Ralph J. Bunche Academy	Restorative Justic Facilitator	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8736	998 - School Support Funds	Restorative Justic Facilitator	SEIU	Filled	1.00	0.00	(1.00)
Precautionary notice	8846	201 - Claremont Middle	Restorative Justic Facilitator	SEIU	Filled	1.00	0.00	(1.00)
Reduce	8670	118 - Garfield	Restorative Justic Facilitator	SEIU	Filled	1.00	0.10	(0.90)
Add	New	182 - Martin Luther King Jr. K-3	Restorative Justice Facilitator	SEIU	Vacancy	0.00	1.00	1.00
Add	New	309 - Ralph J. Bunche Academy	Restorative Justice Facilitator	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	7113	138 - Markham	School Enrichment Recess Coach	SEIU	Vacancy	0.27	0.00	(0.27)
Precautionary notice	7771	143 - Montclair	School Enrichment Recess Coach	SEIU	Filled	1.00	0.00	(1.00)
Precautionary notice	7772	143 - Montclair	School Enrichment Recess Coach	SEIU	Filled	1.00	0.00	(1.00)
Reduce	9038	177 - Esperanza Academy	School Enrichment Recess Coach	SEIU	Filled	0.86	0.62	(0.24)
Eliminate	8705	154 - Madison Lower	Site-Based Culture Climate Amb	SEIU	Filled	1.00	0.00	(1.00)
Add	New	352 - Rudsdale Continuation	Spec Career Path Transitions	SEIU	Vacancy	0.00	1.00	1.00
Eliminate	9396	305 - Oakland Tech High School	Spec College/Career Readiness	SEIU	Filled	1.00	0.00	(1.00)
Precautionary notice	8235	954 - Eng Lang Lrn/multilingual Ach	Spec Refugee/Asylee Prog	SEIU	Filled	1.00	0.00	(1.00)
Precautionary notice	9001	954 - Eng Lang Lrn/multilingual Ach	Spec Refugee/Asylee Prog	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8879	922 - Comm. Schools & Student Svcs	Specialist Behavior	SEIU	Vacancy	1.00	0.00	(1.00)
Eliminate	2179	912 - Linked Learning	Specialist Mstr Schd Developm	SEIU	Vacancy	1.00	0.00	(1.00)
Eliminate	8098	909 - Academics and Instruction	Specialist School Technology	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8176	909 - Academics and Instruction	Specialist School Technology	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	8228	901 - Chief of Staff	Sr Exec Asst Superintendent	CONFID	Filled	1.00	0.00	(1.00)
Add	New	905 - Office Of Sr. Business Officer	Sr Financial Analyst	CONFID	Vacancy	0.00	1.00	1.00
Eliminate	9200	922 - Comm. Schools & Student Svcs	Strategic Fellow/Resident	Unrepresented	Filled	1.00	0.00	(1.00)
Eliminate	824	301 - Castlemont High School	Student Attendance Compl Offcr	SEIU	Filled	1.00	0.00	(1.00)
Eliminate	233	304 - Oakland High School	Textbook Clerk	SEIU	Filled	1.00	0.00	(1.00)
						189.14	90.26	(98.88)