

Board Office Use: Legislative File Info.	
File ID Number	23-1452
Introduction Date	6/7/2023
Enactment Number	
Enactment Date	



Board Cover Memorandum

To Board of Education

From Sam Davis, Board Member

Meeting Date June 7, 2023

Subject Hiring Teachers on Special Assignment

Ask of the Board Introduction of Resolution No. 2223-0122 - Revocation of Prohibition on Filling Vacant TSA Positions as a new legislative matter

Background On March 9, 2023, the Board of Education (“Board”) passed Resolution 2223-0040A - Proposed Adjustments for 2023-24 Budget (“Budget Adjustments Resolution”). Among its provisions, the Budget Adjustments Resolution directed “the Superintendent to initiate a freeze on new hiring, including the filling of vacant positions, as of March 1, 2023, with the duration, scope, and possibility of exceptions left to the discretion of the Superintendent or designee, provided that (i) the freeze includes a prohibition against filling any vacant confidential management position and new teacher on special assignment (“TSA”) position and (ii) the Superintendent or designee update the Board, in writing, on any major adjustments to the freeze as well as prior to the date on which the freeze would be discontinued.”

On May 13, 2023, staff from the District and the Oakland Education Association (“OEA”) signed an “Agreement Between the Oakland Unified School District (“OUSD”) and the Oakland Education Association (“OEA”) Regarding Black Thriving Community Schools” (“Black Thriving Community Schools Agreement”). The Black Thriving Community Schools Agreement states, in relevant part: “Starting in the 2023-24 fiscal year and through the end of the 2025-26 fiscal year, the District shall create and maintain 5.0 FTE [TSAs] to support Historically Black Schools and help implement the Black Student Thriving Plan.”

On May 13, 2023, staff from the District and OEA also signed an “Agreement Between the Oakland Unified School District (“OUSD”) and the Oakland Education Association (“OEA”) Regarding the Community Schools Grant” (“Community Schools Grant Agreement”). The Community Schools Grant Agreement, among other things, acknowledges the Community Schools Steering Committee (“CSSC”) as the “shared district-level decision-making body required” under the California Community Schools Partnership Program. One of the duties of the CSSC is to “[p]rovide recommendations on how Community Schools can reach the following goals:

- i. Strengthen collaborative leadership practices with students, families, teachers, site staff, and community partners,
- ii. Expand support services to address impacts of poverty, the pandemic, and trauma on students' well-being and learning – with a focus on creating racially just and restorative school climates,
- iii. Strengthen school-family engagement to support student success, so that families are welcomed, safe, and healthy, and
- iv. Expand and improve student supports and enrichment opportunities to close the equity gap, so that all students graduate college, career, and community ready”;

It is possible that such recommends may include the use of TSAs.

Both the Black Thriving Community Schools Agreement and the Community Schools Grant Agreement will be forthcoming to the Board for consideration.

Discussion The Proposed Resolution, notwithstanding the Budget Adjustments Resolution, would authorizes, effective immediately, the Superintendent to create and/or fill any new or vacant TSA positions that are fully funded in the applicable budget.

Fiscal Impact To be determined.

Attachment ● Resolution No. 2223-0122 - Revocation of Prohibition on Filling Vacant TSA Positions

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

Resolution No. 2223-0122

Revocation of Prohibition on Filling Vacant TSA Positions

WHEREAS, on March 9, 2023, the Board of Education (“Board”) passed Resolution 2223-0040A - Proposed Adjustments for 2023-24 Budget (“Budget Adjustments Resolution”);

WHEREAS, among its provisions, the Budget Adjustments Resolution directed “the Superintendent to initiate a freeze on new hiring, including the filling of vacant positions, as of March 1, 2023, with the duration, scope, and possibility of exceptions left to the discretion of the Superintendent or designee, provided that (i) the freeze includes a prohibition against filling any vacant confidential management position and new teacher on special assignment (“TSA”) position and (ii) the Superintendent or designee update the Board, in writing, on any major adjustments to the freeze as well as prior to the date on which the freeze would be discontinued”;

WHEREAS, the Board recognizes the critical role that TSAs play in supporting our school communities;

WHEREAS, on May 13, 2023, staff from the District and the Oakland Education Association (“OEA”) signed an “Agreement Between the Oakland Unified School District (“OUSD”) and the Oakland Education Association (“OEA”) Regarding Black Thriving Community Schools” (“Black Thriving Community Schools Agreement”);

WHEREAS, the Black Thriving Community Schools Agreement states, in relevant part: “Starting in the 2023-24 fiscal year and through the end of the 2025-26 fiscal year, the District shall create and maintain 5.0 FTE [TSAs] to support Historically Black Schools and help implement the Black Student Thriving Plan”;

WHEREAS, on May 13, 2023, staff from the District and OEA signed an “Agreement Between the Oakland Unified School District (“OUSD”) and the Oakland Education Association (“OEA”) Regarding the Community Schools Grant” (“Community Schools Grant Agreement”);

WHEREAS, the Community Schools Grant Agreement, among other things, acknowledges the Community Schools Steering Committee (“CSSC”) as the “shared district-level decision-making body required” under the California Community Schools Partnership Program;

WHEREAS, one of the duties of the CSSC is to “[p]rovide recommendations on how Community Schools can reach the following goals:

- i. Strengthen collaborative leadership practices with students, families, teachers, site staff, and community partners,

- ii. Expand support services to address impacts of poverty, the pandemic, and trauma on students' well-being and learning – with a focus on creating racially just and restorative school climates,
- iii. Strengthen school-family engagement to support student success, so that families are welcomed, safe, and healthy, and
- iv. Expand and improve student supports and enrichment opportunities to close the equity gap, so that all students graduate college, career, and community ready”;

WHEREAS, such recommends may include the use of TSAs; and

WHEREAS, Black Thriving Community Schools Agreement and the Community Schools Grant Agreement will be forthcoming to the Board for consideration.

NOW, THEREFORE, BE IT RESOLVED, notwithstanding the Budget Adjustments Resolution, the Board hereby authorizes, effective immediately, the Superintendent to create and/or fill any new or vacant TSA positions that are fully funded in the applicable budget.

PASSED AND ADOPTED by the Board of Education of the Oakland Unified School District this ____ day of _____, 2023, 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 the Meeting of the Board of Education of the Oakland Unified School District held on _____, 2023.

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By:	

OAKLAND UNIFIED SCHOOL DISTRICT

Mike Hutchinson
President, Board of Education

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education