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OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Board Cover Memorandum

To Board of Education

From Denise G. Saddler, EdD, Interim Superintendent
Tara Gard, Chief Talent Officer

Meeting Date January 14, 2026

Subject **Notice of Release from Position to each and every probationary and temporary certificated employee who will not be reelected for employment for the School Year 2026-2027 – Talent/Human Resources**

Ask of the Board Approval by the Board of Education of Resolution No. 2526-0067 authorizing the Superintendent of Schools or designee to send a Notice of Release from Position to each and every probationary and temporary certificated employee who will not be reelected for employment for the School Year 2026-2027, pursuant to provisions of California Education Code Section 44929.21 and 44954.

Background The California Education Code establishes procedures for the release of probationary and temporary certificated employees who will not be reelected for the subsequent school year. Specifically:

- **Education Code Section 44929.21(b):** Allows the Board of Education to give notice to a probationary certificated employee of the decision not to reelect them for the next school year. This notice must be provided on or before March 15th of the employee’s second consecutive complete school year of employment. Failure to issue this notice results in the employee being deemed reelected for the next school year.
- **Education Code Section 44954:** Provides for the release of temporary certificated employees at the discretion of the district at the conclusion of their temporary assignment, provided they are appropriately notified.

These provisions enable districts to make necessary staffing adjustments in compliance with state laws and timelines.

Discussion

The District must notify probationary and temporary certificated employees of their release from employment for the 2026-2027 school year by March 15, 2026, in compliance with Education Code Sections 44929.21(b) and 44954.

This process is a standard procedure conducted annually to ensure compliance with state-mandated deadlines and does not reflect a budgetary decision. Notices of release are issued based on the end of probationary periods or temporary assignments and ensure that employees are informed of their status for the upcoming school year.

By issuing these notices, the District will:

- Comply with Education Code provisions regarding employment timelines.
- Provide timely communication to affected employees to support their professional planning.
- Align staffing decisions with the District's educational goals and operational needs.

The Superintendent or designee seeks Board approval to proceed with the issuance of these notices. Once approved, notices will be distributed to probationary and temporary certificated employees, informing them of their release from their current positions at the conclusion of the 2026-2027 school year.

This process ensures compliance with legal requirements while supporting transparent and efficient personnel management.

Fiscal Impact

None

Recommendation

Approval by the Board of Education of Resolution No. 2526-0067 authorizing the Superintendent of Schools or designee to send a Notice of Release from Position to each and every probationary and temporary certificated employee who will not be reelected for employment for the School Year 2026-2027.



**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2526-0067**

Notice of Release from Position to each and every probationary and temporary certificated employee who will not be reelected for employment for the academic year 2026-2027 – Talent/Human Resources

WHEREAS: California Education Code Section 44929.21(b) authorizes the Board of Education to provide notice to a probationary certificated employee of its decision not to reelect the employee for the next school year, provided such notice is issued on or before March 15th of the employee's second consecutive complete school year of employment with the District;

WHEREAS: California Education Code Section 44954 permits the release of temporary certificated employees at the conclusion of their assignment, provided they are appropriately notified;

WHEREAS: The District is required to comply with Education Code timelines and procedures to ensure proper notification of employees whose employment will not continue in the 2026-2027 school year;

WHEREAS: This process is a standard and legally required procedure conducted annually and is not a reflection of budgetary decisions or financial constraints;

WHEREAS: The issuance of these notices ensures compliance with state laws, supports clear communication to employees, and allows the District to effectively manage staffing decisions for the upcoming school year;

WHEREAS: The District Superintendent or designee must provide timely notification to all probationary certificated employees and temporary certificated employees identified for release;

NOW, THEREFORE, BE IT RESOLVED: That the Board of Education authorizes the Superintendent or the Superintendent's designee to issue Notices of Release from Position to each probationary and temporary certificated employee who will not be reelected for employment for the 2026-2027 school year in accordance with California Education Code Sections 44929.21(b) and 44954;

BE IT FURTHER RESOLVED: That the Superintendent or designee is authorized to take any necessary actions to ensure compliance with applicable laws and regulations and to carry out the intent of this Resolution. The employees employed by the District as probationary certificated employees for the 2025-2026 school year and whom the Superintendent/Designee recommends for non-reelection, shall be non reelected as certificated employees of the District for the coming 2026- 2027 school year.

The Superintendent/Designee is authorized and directed to give notice to each affected employee of this decision. Notice shall be given: a. in the manner required by law; and in conformity with the mandated timeline.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Rachel Latta, Patrice Berry, Clifford Thompson, President Jennifer Brouhard

NOES: None

ABSTAINED: Mike Hutchinson

RECUSE: None


ABSENT: Maximus Simmons - Student Director, Mariana Smith - Student Director, Van Cedric Williams, President Jennifer Brouhard

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 14, 2026.

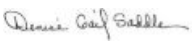
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By:	

OAKLAND UNIFIED SCHOOL DISTRICT



Jennifer Brouhard
President, Board of Education

1/15/2026



Denise G. Saddler, EdD
Interim Superintendent and Secretary, Board of
Education

1/15/2026

CALIFORNIA EDUCATION CODE

SECTION 44929.21 and 44954

44929.21 (a) Every employee of a school district of any type or class having an average daily attendance of 250 or more who, after having been employed by the district for three complete consecutive school years in a position or positions requiring certification qualifications, is reelected for the next succeeding school year to a position requiring certification qualifications shall, at the commencement of the succeeding school year be classified as and become a permanent employee of the district. This subdivision shall apply only to probationary employees whose probationary period commenced prior to the 1983-84 fiscal year.

(b) Every employee of a school district of any type or class having an average daily attendance of 250 or more who, after having been employed by the district for two complete consecutive school years in a position or positions requiring certification qualifications, is reelected for the next succeeding school year to a position requiring certification qualifications shall, at the commencement of the succeeding school year be classified as and become a permanent employee of the district.

The governing board shall notify the employee, on or before March 15 of the employee's second complete consecutive school year of employment by the district in a position or positions requiring certification qualifications, of the decision to reelect or not reelect the employee for the next succeeding school year to the position. In the event that the governing board does not give notice pursuant to this section on or before March 15, the employee shall be deemed reelected for the next succeeding school year.

This subdivision shall apply only to probationary employees whose probationary period commenced during the 1983-84 fiscal year or any fiscal year thereafter.

44954. Governing boards of school districts may release temporary employees requiring certification qualifications under the following circumstances:

(a) At the pleasure of the board prior to serving during one school year at least 75 percent of the number of days the regular schools of the district are maintained.

(b) After serving during one school year the number of days set forth in subdivision (a), if the employee is notified before the end of the school year of the district's decision not to reelect the employee for the next succeeding year.