

Board Office Use: <b>Legislative File Info.</b>	
File ID Number	25-3081
Introduction Date	01/14/2026
Enactment Number	26-0018
Enactment Date	1/14/2026 CJH



**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 to Categorically Funded Certificated Employees of Possible Reassignment - School Year 2026-2027 – Talent/Human Resources**

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**Action Requested** Approval by the board of Education of Resolution No. 2526-0068 authorizing the Superintendent of Schools or designee to send a Notice of Possible Reassignment for the School Year 2026-2027, to any and all Categorically-Funded, Certificated Employees, pursuant to provisions of California Education Code Section 44909.

**Fiscal Impact** None

**Recommendation** Approval by the board of Education of Resolution No. 2526-0068 authorizing the Superintendent of Schools or designee to send a Notice of Possible Reassignment for the School Year 2026-2027, to any and all Categorically-Funded, Certificated Employees.



**RESOLUTION  
OF THE  
BOARD OF EDUCATION OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2526-0068**

Notice to Categorically Funded Certificated Employees of Possible  
Reassignment - School Year 2026 -2027 – Talent/Human Resources

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**WHEREAS**, California Education Code Section 44909 requires that certificated employees serving in categorically funded programs be notified on or before March 15th of their potential release or reassignment due to changes in funding or program needs for the following school year; and

**WHEREAS**, the Board of Education is committed to complying with statutory deadlines to ensure adherence to legal requirements and to provide transparency and fairness to impacted employees; and

**WHEREAS**, the issuance of such notices allows the District to maintain the necessary flexibility to respond to changing funding levels, evolving programmatic needs, and other organizational priorities for the 2026-2027 school year; and

**WHEREAS**, the notification process is procedural and not reflective of individual employee performance, but rather a required step to ensure the District's ability to manage its workforce effectively in alignment with program funding and educational objectives; and

**WHEREAS**, timely notification ensures that certificated employees in categorically funded programs are informed of potential changes, allowing them to plan and prepare accordingly; and

**WHEREAS**, the Superintendent or designee must be authorized to act on behalf of the Board of Education to issue these notices in compliance with California Education Code Section 44909 by the March 15, 2026, deadline;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education authorizes the Superintendent of Schools or their designee to send Notices of Possible Reassignment or Release to Certificated Employees serving in categorically funded programs for the 2026-2027 school year as required by California Education Code Section 44909.

**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**



1/15/2026

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Jennifer Brouhard  
President, Board of Education



1/15/2026

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

## **CALIFORNIA EDUCATION CODE**

### **SECTION 44909**

**44909.** The governing board of any school district may employ persons possessing an appropriate credential as certificated employees in programs and projects to perform services conducted under contract with public or private agencies, or categorically funded projects which are not required by federal or state statutes. The terms and conditions under which such persons are employed shall be mutually agreed upon by the employee and the governing board and such agreement shall be reduced to writing. Service pursuant to this section shall not be included in computing the service required as a prerequisite to attainment of, or eligibility to, classification as a permanent employee unless (1) such person has served pursuant to this section for at least 75 percent of the number of days the regular schools of the district by which he is employed are maintained and (2) such person is subsequently employed as a probationary employee in a position requiring certification qualifications. Such persons may be employed for periods which are less than a full school year and may be terminated at the expiration of the contract or specially funded project without regard to other requirements of this code respecting the termination of probationary or permanent employees other than Section 44918.

Whenever any certificated employee in the regular educational program is assigned to a categorically funded project not required by federal or state statute and the district employs an additional credentialed person to replace that certificated employee, the replacement certificated employee shall be subject to the provisions of Section 44918.

This section shall not be construed to apply to any regularly credentialed employee who has been employed in the regular educational programs of the school district as a probationary employee before being subsequently assigned to any one of these programs.