

Board Office Use: Legislative File Info.	
File ID Number	15-0830
Introduction Date	5/13/2015
Enactment Number	15-0651
Enactment Date	5/13/15 <i>AM</i>



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools. Thriving Students

Memo

To Board of Education

From Antwan Wilson, Superintendent
Brigitte Marshall, Chief Talent Officer, Talent Development Division

Board Meeting Date May 13, 2015

Subject Elimination of Special Education Paraprofessional Positions

Action Requested Approval by the Board of Education of Resolution No. 1415-1134 eliminating four current job classifications: Instructional Assistant – Special Education; Aide – Special Education; Intervention Specialist; and Custodial Health Aide effective September 15, 2015.

Background At the Board of Education meeting on Wednesday, April 22, 2015, the Board approved two new positions to support and better align the delivery of education and support services to special education students and to reduce the reliance on contractors to support special education students. This Resolution is aligned with Special Education's Strategic Plan (adopted by Board 5/28/14) goal of developing new staff positions to significantly reduce reliance on contractors and improving services to children by increasing capacity of current staff through professional development.

Discussion Resolution 1415-1134 eliminates four current classifications: Instructional Assistant – Special Education; Aide – Special Education; Intervention Specialist; and Custodial Health Aide. This Resolution is not a statutory layoff notice.

Recommendation Approval by the Board of Education of Resolution No. 1415-1134 eliminating four current classifications: Instructional Assistant – Special Education; Aide – Special Education; Intervention Specialist; and Custodial Health Aide effective September 15, 2015.

Fiscal Impact N/A --no additional costs for 2015-16 based on this Resolution.

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By:	OA

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 1415-1134**

Elimination of Special Education Paraprofessional Job Descriptions

WHEREAS, in Spring 2012, the Board directed the development of a Special Education Strategic Plan aligned to the District's Strategic Plan;

WHEREAS, from Fall 2012 through June 2013, various stakeholders were engaged to create the framework for Special Education's Strategic Plan;

WHEREAS, in September 2013 the Special Education Strategic Plan Steering Committee and workgroups met to develop the Special Education Strategic Plan goals based on the gathered input from stakeholders;

WHEREAS, in May 2014, the Board adopted the Special Education Strategic Plan. The goals of the plan included improving performance for students with Individual Education Plans (IEPs), addressing social emotional learning needs of all students, establishing effective inclusive models for students with IEPs, establishing accountability for quality by using data and engaging with the community, hiring and retaining highly qualified staff, and improving compliance. The plan also explicitly noted a need to develop services to serve students within OUSD rather than non-public schools and agencies;

WHEREAS, to achieve the goals of the Special Education Strategic Plan, job responsibilities, training, and professional development opportunities for classified roles needed to be expanded to create efficiencies, reduce external contracts, and improve services for students;

WHEREAS, for Fiscal Year 2015-2016, based on the fiscal need to increase efficiencies and reduce external contracts and the necessary shifts in work to carry out the goals of the Special Education Strategic Plan, it is necessary for the District to streamline, reorganize, reduce and/or eliminate positions, in whole or in part; and

WHEREAS, at the April 22, 2015 meeting of the Board of Education, the Board approved two new job descriptions for Programs for Exception Children, namely Paraeducator and Instructional Support Specialist; and

WHEREAS, effective September 15, 2015, the four existing job descriptions, namely Instructional Assistant – Special Education; Aide – Special Education; Intervention Specialist; and Custodial Health Aide are no longer necessary;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education eliminates the following four existing job descriptions, namely Instructional Assistant – Special Education; Aide – Special Education; Intervention Specialist; and Custodial Health Aide effective September 15, 2015.

Passed by the following vote:

AYES: Roseann Torres, Shanthi Gonzales, Nina Senn, Aimee Eng, Jumoke Hinton Hodge, Vice President Jody London, President James Harris

NAYS: None

ABSTAINED: None

ABSENT: None

I 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 May 13, 2015.

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Oakland Unified School District

[Signature]
James Harris
President, Board of Education

[Signature]
Antwan Wilson
Superintendent and Secretary, Board of Education