

OAKLAND UNIFIED SCHOOL DISTRICT
Office of the Superintendent of Schools

May 27, 2020

| Legislative File | |
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| File ID Number: | 20-1177 |
| Introduction Date: | 05/27/2020 |
| Enactment Number: | 20-0735 |
| Enactment Date: | 5/27/2020 |
| By: | OS |

TO: Board of Education

FROM: Kyla Johnson-Trammell, Superintendent
Tara Gard, Deputy Chief Talent Officer, Talent Division

SUBJECT: Amendment of Layoffs/Additions/Net of Classified Positions for Fiscal Year 2020-2021

ACTION REQUESTED:

Adoption by the Board of Education of Resolution No. 1920-2026A - Amendment of Layoffs/Additions/Net of Classified Positions for Fiscal Year 2020-2021 which provides for the reduction or layoff of classified positions, and increase or creation of authorized classified positions based on lack of funds and/or program need as reflected through the Budget Development process for 2020-2021.

DISCUSSION:

The Board, on April 7, 2020 (Legislative File Number 20-0692 Enacted No. 20-0484 approved the reduction or layoff of certain classified positions based on lack of funds and/or lack of work.

The Board is requested to amend the resolution by reducing the number of full-time equivalents. The total effect of this resolution is to increase the overall number of authorized classified positions by 2.3 full time equivalent ("FTE").

FISCAL IMPACT: For the 2020-2021 fiscal year, there will be savings of salary and benefits for positions no longer funded.

RECOMMENDATION:

Adoption by the Board of Education of Resolution No. 1920-2026A – Amendment, Layoffs/Additions/Net of Classified Positions for Fiscal Year 2020-2021 – providing for the reduction or layoff of classified positions, and increase or creation of authorized classified positions based on lack of funds and/or program need as reflected through the Budget Development process for 2020-2021 Fiscal Year.

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 1920-2026A**

- Amendment of Layoffs/Additions/Net of Classified Positions for Fiscal Year 2020-2021 -

WHEREAS, the District, impacted by the anticipated loss of revenue from the federal government and facing increased costs, must reduce its expenses in Fiscal Year 2020-2021 and ensure that expenditures are aligned with the District's Strategic Plan and budget priorities; and

WHEREAS, the primary mission of the District is to educate its early childhood, K-12 pupils with the annual resources, revenues at its disposal; and

WHEREAS, for Fiscal Year 2020-2021, based on an anticipated lack of funds and shifts in work to increase efficiencies, 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, and

WHEREAS, The Board, on April 7, 2020 (Legislative File Number 20-0692 Enacted No. 20-0484 approved the reduction or layoff of certain classified positions based on lack of funds and/or lack of work.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby determines that the following particular kinds of classified services or positions, labeled in the column "Eliminate" in Exhibit "A," attached and incorporated herein by reference as though fully set forth, shall be and hereby are eliminated due to lack of funds and/or lack of work effective 11:59 p.m., June 30, 2020; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Superintendent of Schools 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) to take all proper steps pursuant to Education Code Sections 45117 and 45308 to reduce and/or eliminate said positions; and

BE IT FURTHER RESOLVED, in approving the foregoing Resolve clauses of this Resolution, the Board of Education intends that the position results labeled in the column "Net" in Exhibit "A" attached and incorporated herein by reference as though fully set forth, be achieved.

Passed by the following vote:

| | |
|--------------------------|--|
| PREFERENTIAL AYE: | Student Director Smith-Dahl and Student Director Garibo |
| PREFERENTIAL NOE: | None |
| PREFERENTIAL ABSTENTION: | None |
| PREFERENTIAL RECUSE: | None |
| AYES: | Aimee Eng, Jumoke Hinton Hodge, Gary Yee, Vice President Shanthi Gonzales, President Jody London |
| NOES: | James Harris, Roseann Torres |
| ABSTAINED: | None |
| RECUSE: | None |
| ABSENT: | None |

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 May 27, 2020.

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OAKLAND UNIFIED SCHOOL DISTRICT



Jody London
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education

| EXHIBIT A | | | | | | | | |
|---|---|-----------------|--------|-----------------|----------------|--------------|-----------|--------------|
| CENTRAL OFFICE STAFFING CHANGES BY DEPARTMENT FOR 2020-21 SY | | | | | | | | |
| | | | | | | | | |
| The following positions were previously brought to the BOE on April 7, 2020 (Resolution No. 1920-0214) for elimination due to uncertainty of grant and/or restricted funding. Grant or restricted funding has since been confirmed and the positions will be reinstated for the 20-21 SY: | | | | | | | | |
| Central Site Location | Job Class Description | Bargaining Unit | Months | Filled / Vacant | FTE Reinstated | | | |
| ACADEMICS INNOVATION | Coord Social Emotional Learn | UAOS | 12 | Filled | 1 | | | |
| ACADEMICS INNOVATION | Program Manager Classified | UAOS | 12 | Filled | 1 | | | |
| COMMUNITY SCHLS & STUDENT SERV | Coordinator Wellness | UAOS | 12 | Filled | 1 | | | |
| DISTRICT COMMUNICATIONS | Mgr Publications | Confidential | 12 | Filled | 0.5 | | | |
| BUILDINGS AND GROUNDS | Director Buildings & Grounds | Confidential | 12 | Filled | 1 | | | |
| LINKED LEARNING | Coord Measure N & Action Res | UAOS | 12 | Filled | 1 | | | |
| LINKED LEARNING | Mgr CTE C&C Pathways Sec Sch | UAOS | 12 | Filled | 1 | | | |
| LINKED LEARNING | Program Manager HS Operations | UAOS | 12 | Filled | 1 | | | |
| LINKED LEARNING | Mgr College & Career Pathways | UAOS | 12 | Vacancy | 0.8 | | | |
| MIDDLE SCHOOL NETWORK | Mgr Publications | Confidential | 12 | Filled | 1 | | | |
| OFFICE OF EQUITY | Program Manager AAMA | UAOS | 12 | Filled | 1 | | | |
| OFFICE OF EQUITY | Regional Fam Engage Liaison | SEIU | 12 | Filled | 1 | | | |
| OFFICE OF EQUITY | Specalist Family & Comm Engagement | SEIU | 12 | Vacancy | 1 | | | |
| OFFICE OF CHIEF OF STAFF | Mgr Publications | Confidential | 12 | Filled | 0.8 | | | |
| Grand Total | | | | | 13.1 | | | |
| | | | | | | | | |
| | | | | | | | | |
| Additional Additions, Eliminations and Reductions for 20-21 School Year: | | | | | | | | |
| Central Site Location | Job Class Description | Bargaining Unit | Months | Filled / Vacant | Add | Elimination | Reduction | Grand Total |
| TECHNOLOGY SERVICES | Info Systems Specialist II* | SEIU | 12 | Filled | | -3 | | -3 |
| DISTRICT COMMUNICATIONS | Prog Mgr Translation Services | UAOS | 12 | Filled | | -0.8 | | -0.8 |
| DISTRICT COMMUNICATIONS | Specialist, Translation Chinese | SEIU | 12 | Vacant | 1 | | | 1 |
| BUILDINGS AND GROUNDS | Administrative Assistant I | SEIU | 12 | Vacancy | | -1 | | -1 |
| BUILDINGS AND GROUNDS | Administrative Assistant III | SEIU | 12 | Vacancy | 1 | | | 1 |
| OFFICE OF EQUITY | Regional Family Engagement* | SEIU | 12 | Filled | | -5 | | -5 |
| OFFICE OF EQUITY | Prog Mgr Latino Achievement* | UAOS | 12 | Filled | | -1 | | -1 |
| OFFICE OF EQUITY | Prog Mgr API Achievement* | UAOS | 12 | Filled | | -1 | | -1 |
| OFFICE OF EQUITY | Prog Mgr AAM Achievement* | UAOS | 12 | Filled | | -1 | | -1 |
| WAREHOUSE | Lead Truck Driver | Teamsters | 12 | Filled | | -1 | | -1 |
| WAREHOUSE | Truck Driver | Teamsters | 12 | Vacancy | 1 | | | 1 |
| Grand Total | | | | | 3 | -13.8 | | -10.8 |
| | *These positions are pending a new job description and are not being reduced for salary savings | | | | | | | |