

**OAKLAND UNIFIED SCHOOL DISTRICT**

Office of the Superintendent of Schools

December 9, 2020

<b>Legislative File</b>	
File ID Number:	20-2483
Introduction Date:	12/09/2020
Enactment Number:	20-1728
Enactment Date:	12/9/2020
By:	

TO: Board of Education

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

SUBJECT: Position Additions – Fiscal Year 2020-2021 - Talent/Human Resources Department

**ACTION REQUESTED**

Approval/Ratification by the Board of Education of Resolution No. 2021-0093 - Position Additions – Fiscal Year 2020-2021, which would increase the 2020-2021 budgeted positions by 51.5 FTE.

**DISCUSSION**

During the course of any fiscal year, the District may alter or adjust its staffing based on operational needs to include: re-organization, re-classifications, compliance requirements, or changes in funding. Historically, the District has not provided the net changes in staffing as they occur during the year. The District seeks to start implementing this practice to coincide with the interim report submissions (December/March) and adopted budget (June), to provide clarity when such changes take place.

The adjustments to FTE on the attached document, Exhibit A, include changes made since the 2020-21 budget was adopted in June 2020. Examples of changes include prior approval by the Board of positions in Student Nutrition and approval of the Learning Continuity Plan (LCP). Other changes in staffing were deemed necessary and critical by the Superintendent and staff. To the extent that these positions are funded by the General Fund, there is no net impact as any increased costs were offset by reductions in other aspects of the budget.

**FISCAL IMPACT**

The positions funded by the Unrestricted General fund were funded by reducing/amending existing budgets to support the additional positions. The Restricted General Fund positions were funded by planned, new/increased, or available funding in these resources to support the salaries for these positions which were not all created at the time of budget adoption. The funding for Student Nutrition positions were budgeted at the time of the adopted budget; however, the positions were created after the budget was adopted.

**RECOMMENDATION**

Ratification by the Board of Education of Resolution No. 2021-0093. Resolution No. 2021-0093 is to increase the 2020-2021 budgeted positions by 51.45 FTE.

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

**Resolution No. 2021-0093**

Position Additions – Fiscal Year 2020-2021

**WHEREAS**, the Governing Board recognizes that the Oakland Unified School District ("District") is committed to ensure that the District remains fiscally solvent to best serve the students in Oakland in the next three (3) school years, as well as years to come;

**WHEREAS**, it is the intent of the District to develop a structure which focuses on providing high standards of service and increasing accountability across the system;

**WHEREAS**, the District will implement this practice to coincide with the interim reports submissions (December/March) and adopted budget (June), to provide clarity when such changes take place.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education hereby approves or ratifies, as appropriate, increasing the 2020-2021 budgeted positions by 51.5 FTE as set forth in Exhibit A.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Aimee Eng, Jumoke Hinton Hodge, Gary Yee, Roseann Torres, James Harris, Shanthi Gonzales, Vice President and Jody London, President

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Jessica Ramos and Samantha Pal (Student Directors)

### **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 December 9, 2020.

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### **OAKLAND UNIFIED SCHOOL DISTRICT**



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Jody London  
President, Board of Education



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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education

## Exhibit A

The following positions have been added or are recommended to be added to the Budget between 7/1/2020 and 12/1/2020. The funding for the Student Nutrition positions were included in the 2020-21 budget approval; however, the specific positions had not been finalized to include job descriptions until after the budget was adopted. Positions in the CARES Act Funding were included in the Learning Continuity Plan. Other changes were due to organizational/departmental need to include additional areas of focus and strategies within the District's workplan. The District is providing this list to support the tracking of the additions or adjustments to positions during the year, even if the resources were already available and re-allocated to support the funding of these positions the budget.

Position Title	FTE	Funding Resource	Resource Description	Location	Position End Date	Cost
Prog Specialist TSA 11 mo	0.5	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/22	ELLMA	6/30/2022	\$25,722
Coordinator Instructional Tech	0.5	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/23	Information Technology	6/30/2022	\$38,247
Senior Network Administrator I	1.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/24	Information Technology	6/30/2022	\$75,781
Specialist School Technology	1.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/25	Information Technology	6/30/2022	\$39,131
Specialist School Technology	1.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/26	Information Technology	6/30/2022	\$39,131
Specialist School Technology	0.5	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/27	Information Technology	6/30/2022	\$61,169
Speciliasst School Technology	0.5	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/28	Information Technology	6/30/2022	\$19,565
Labor Relations Analyst III	1.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/29	Legal	6/30/2022	\$57,139
Specialist Translator - Arabic	2.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/29	Office of Equity	6/30/2022	\$74,544
Specialist Translator - Mam	1.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/29	Office of Equity	6/30/2022	\$32,301
Specialist, Target Student Group Intervention	1.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/29	Office of Equity	6/30/2022	\$100,717
Assistant Staffing Support	1.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/29	Talent	6/30/2022	\$42,638
Coordinator Leave Management	1.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/29	Talent	6/30/2022	\$75,314
Partner School	1.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/29	Talent	6/30/2022	\$62,990
Partner School	1.0	3210/3220	Cares Act - LLMF 7-12/2020 & ESSER 1/21-6/29	Talent	6/30/2022	\$62,990
District Family Engagement Specialist	1.0	0005	Central Office Supplemental	Office of Equity	ongoing as budget permits (to be reviewed annually)	\$103,051
Student Engagement Specialist	1.0	0005	Central Office Supplemental	Office of Equity	ongoing as budget permits (to be reviewed annually)	\$49,874
Deputy Chief of Continuous School Improvement	1.0	0005	Central Office Supplemental	Chief Academic Officer	ongoing as budget permits (to be reviewed annually)	\$224,000
Coordinator Innovative Programs	1.0	0005	Central Office Supplemental	Chief Academic Officer	ongoing as budget permits (to be reviewed annually)	\$149,000
Executive Director, Counseling	1.0	0005 (40%) / 9333 (60%)	Central Office Supplemental (40%) / Measure N (60%)	Linked Learning	ongoing as budget permits (to be reviewed annually)	\$153,276
Deputy Director Charter Schools	1.0	9500	Charter School Admin Office	Charter School Office	ongoing as budget permits (to be reviewed annually)	\$79,078
Equipment Mechanic	1.0	5310	Child Nutrition School Program	Nutrition Services	Funded by District Contribution Approved 2020-21 Budget	\$86,522
Executive Chef	1.0	5310	Child Nutrition School Program	Nutrition Services	Funded by District Contribution Approved 2020-21 Budget	\$125,372
Production Assistant	12.0	5310	Child Nutrition School Program	Nutrition Services	Funded by District Contribution Approved 2020-21 Budget	\$288,336
Production Cook	4.0	5310	Child Nutrition School Program	Nutrition Services	Funded by District Contribution Approved 2020-21 Budget	\$136,112
Program Manager Nutrition Services	1.0	5310	Child Nutrition School Program	Nutrition Services	Funded by District Contribution Approved 2020-21 Budget	\$140,997
Sanitation Utility Technician	2.0	5310	Child Nutrition School Program	Nutrition Services	Funded by District Contribution Approved 2020-21 Budget	\$136,490
Sp Receiving/Inventory	1.0	5310	Child Nutrition School Program	Nutrition Services	Funded by District Contribution Approved 2020-21 Budget	\$57,842
Specialist Food Logistics & Distribution	1.0	5310	Child Nutrition School Program	Nutrition Services	Funded by District Contribution Approved 2020-21 Budget	\$44,392

Specialist, Central Kitchen Warehouse & Distribution	1.0	5310	Child Nutrition School Program	Nutrition Services	Funded by District Contribution Approved 2020-21 Budget	\$99,828
Specialist Good Food Purchasing	1.0	9044	City of Oakland	Nutrition Services	ongoing as budget permits (to be reviewed annually)	\$73,337
Coach Career Tech Ed	1.0	6387	CTE Incentive Grant	Linked Learning	ongoing as budget permits (to be reviewed annually)	\$110,277
Program Specialist TSA 12 Months	0.5	3182	ESSA: Comp Support & Improvement	Strategic Resource Planning	6/30/2022	\$39,180
Senior Executive Assistant	1.0	0000	General Purpose	Chief Business Officer	ongoing as budget permits (to be reviewed annually)	\$124,817
Senior Executive Assistant	1.0	0000	General Purpose	Chief of Staff	ongoing as budget permits (to be reviewed annually)	\$124,817
Senior Executive Assistant	1.0	0000	General Purpose	Chief Systems & Services	ongoing as budget permits (to be reviewed annually)	\$124,817
Coordinator, Career/College Pathway	1.0	6388	K12 Strong Workforce Grant	Linked Learning	ongoing as budget permits (to be reviewed annually)	\$109,987
Coordinator, Literacy	1.0	6388	K12 Strong Workforce Grant	Linked Learning	ongoing as budget permits (to be reviewed annually)	\$91,706
	51.5					\$3,480,487