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**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Chief Talent Officer

Meeting Date April 28, 2021

Subject Resolution No. 2021-0116 - Classified Employees Reduction in Force Due to Lack of Funds and/or Lack of Work (2021/22 Fiscal Year)

Ask of the Board Adoption by the Board of Education of Resolution No. 2021-0116 - Classified Employees Reduction in Force Due to Lack of Funds and/or Lack of Work (2021/22 Fiscal Year)

Background Each year, the District undergoes a process of reviewing available position and budget information and engaging with school sites and department leaders to identifying staffing needs for the upcoming school year.

The Education Code requires Board action in order to implement a reduction or elimination of classified positions on the basis of lack of funds or lack of work. Through the budget development process, and based on budget decreases and/or reduction in sites/departments and modification of work to align to the District's priorities, sites and departments have indicated a need to reduce certain authorized classified positions.

Under state law, particularly Education Code sections 45114, 45115, 45117, 45298, and 45308, school districts must provide not less than 60 days notice to classified employees of a reduction or layoff. Education Code section 8366 permits school districts to provide notice of layoff to child development permit teachers at any time during the school year. The notice includes the effective date, displacement rights, if any, and reemployment rights. Although employees affected by the reduction or elimination of positions will receive layoff notices, some may retain District employment by being reassigned as permitted by the Education Code.

Discussion Based on projected staffing needs from the budget development process with sites and departments as well as projected revenue for Fiscal Year 2021-2022, it is necessary to reduce and/or eliminate certain classified

positions due to lack of funds and/or lack of work due, at least in part, to declining enrollment and/or uncertain grant funding. Budget development also resulted in school sites' and departments' determination that certain other classified areas should be increased. This Resolution contains the decreases, increases, and overall net effect for authorized classified positions affected for the 2021-2022 fiscal year.

District staff will meet with representatives of the appropriate collective bargaining units to discuss the impact of the layoffs and to identify and create a plan of action to utilize available resources for the affected employees.

Exhibit A lists the positions that will be reduced, eliminated, or added. The total net effect of this Resolution is to decrease the overall number of authorized classified positions by -38.30 FTE. The District will continue to try and identify alternative solutions for minimal impact on employees of the District. As decisions are made regarding the District's budget for 2021- 22, additional funding may become available, new positions may be identified, and/or positions that were reduced or eliminated may be increased or reinstated.

Fiscal Impact

Budget changes needed to assist in addressing the District's declining enrollment, the elimination of certain funds, the District's fiscal health, and staffing needs. For the 2021-2022 fiscal year, there will be savings of salary and benefits for positions no longer funded.

Attachment(s)

- Resolution No. 2021-0116 - Classified Employees Reduction in Force Due to Lack of Funds and/or Lack of Work (2021/22 Fiscal Year)

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

Resolution No. 2021-0116

**Classified Employees Reduction in Force Due to Lack of Funds and/or
Lack of Work (2021/22 Fiscal Year)**

WHEREAS, the Oakland Unified School District (“District” or “OUSD”), impacted by declining enrollment due to impacts of COVID-19 and facing increased costs, must reduce its expenses in Fiscal Year 2021-2022 to ensure that expenditures are aligned with the needs of students and staff;

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

WHEREAS, for Fiscal Year 2021-2022, 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.

NOW, THEREFORE, BE IT RESOLVED, the Board of Education (“Board”) hereby determines that the following particular kinds of classified services or positions, detailed in Exhibit A (attached and incorporated herein by reference), shall be and hereby are eliminated and reduced due to lack of funds and/or lack of work;

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

BE IT FURTHER RESOLVED, the Board, in approving this Resolution, intends that the position results labeled in the column “FTE Change” be achieved.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Aimee Eng, VanCedric Williams, Gary Yee, Mike Hutchinson, Clifford Thompson
Vice President Benjamin "Sam" Davis and President Shanthi Gonzales

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Samantha Pal (Student Director and Jessica Ramos (Student Director)

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 April 28, 2021.

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By:	

OAKLAND UNIFIED SCHOOL DISTRICT



Shanthi Gonzales
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education

Position Funding Site Code Name	Union	Position Title	2020-21 FTE	2021-22 FTE	FTE Change	Position #	Action	Funding Description	Employee Status
168 - Carl Munck	SEIU	Site Liaison Extended Day (10 m)	0.00	1.00	1.00	New	Add FTE	After school learning & safehood	Vacancy
168 - Carl Munck	SEIU	Site Liaison Extended Day (12 m)	1.00	0.00	(1.00)	2428	Eliminate	After school learning & safehood	Filled
922 - Comm. Schools & Student Servic	UAOS	Coordinator Wellness	1.00	0.00	(1.00)	2433	Eliminate	Alameda County Public Health - Health & Welfare 15% and Kaiser Health & Wellness 85%	Vacancy
956 - Continuous School Improvement	UAOS	Coordinator Classified	1.00	0.00	(1.00)	1861	Eliminate	Central Office Supplemental	Filled
956 - Continuous School Improvement	UAOS	Coordinator Innova Programs	0.00	1.00	1.00	New	Add FTE	Central Office Supplemental	Vacancy
929 - Office Of Equity	SEIU	Liaison Student Engagement	1.00	0.00	(1.00)	2771	Eliminate	Central Office Supplemental	Vacancy
929 - Office Of Equity	SEIU	Program Assistant III	0.00	1.00	1.00	New	Add FTE	Central Office Supplemental	Vacancy
912 - Linked Learning	SEIU	Spec College/Career Readiness	1.00	0.00	(1.00)	4866	Eliminate	Central Office Supplemental	Filled
922 - Comm. Schools & Student Servic	SEIU	Specialist Behavior	1.00	0.00	(1.00)	4046	Eliminate	Central Office Supplemental	Vacancy
948 - Research Assessment & Data	CONFID	Director Business Analytics	1.00	0.00	(1.00)	7650	Eliminate	Central Office Supplemental 60% and GP-Unrestricted 40%	Vacancy
909 - Academic Innovation	SEIU	Specialist School Technology	0.50	0.00	(0.50)	8177	Eliminate	Elm & Scdry Schol Emgncy Relief	Vacancy
175 - Manzanita Seed	SEIU	Administrative Assist II Bil	1.00	0.00	(1.00)	6494	Eliminate	GP-Unrestricted	Filled
175 - Manzanita Seed	SEIU	Administrative Assistant III Bilingual	0.00	1.00	1.00	New	Add FTE	GP-Unrestricted	Vacancy
302 - Fremont High School	SEIU	Attendance Specialist Bil	1.00	0.50	(0.50)	6508	Reduction of FTE	GP-Unrestricted	Filled
302 - Fremont High School	SEIU	Community Relations II Bilingual	0.00	0.50	0.50	New	Add FTE	GP-Unrestricted	Vacancy
305 - Oakland Tech High School	SEIU	School Treasurer	1.00	0.00	(1.00)	671	Eliminate	GP-Unrestricted	Filled
305 - Oakland Tech High School	SEIU	Clerk Typist Intermediate	1.00	0.00	(1.00)	503	Eliminate	GP-Unrestricted	Filled
165 - Acorn Woodland K-5	SEIU	Attendance Specialist Bil	0.60	1.00	0.40	1930	Increase FTE	GP-Unrestricted	Filled
963 - Pre-k-5 Network 3	CONFID	Deputy Network Superintedent	0.00	1.00	1.00	New	Add FTE	GP-Unrestricted	Vacancy
963 - Pre-k-5 Network 3	CONFID	Network Superintendent Pre-K5	1.00	0.00	(1.00)	1658	Eliminate	GP-Unrestricted	Filled
102 - Bella Vista	SEIU	Noon Supervisor	0.40	0.80	0.40	952	Increase FTE	GP-Unrestricted 50% and Unrest Supplemental 50%	Filled
235 - Melrose Leadership Acad	SEIU	Noon Supervisor	0.20	0.00	(0.20)	4950	Eliminate	GP-Unrestricted	Filled
303 - McClymonds High School	SEIU	Student Attendance Compl Offcr	1.00	0.00	(1.00)	3462	Eliminate	GP-Unrestricted 50% and Unrest Supplemental 50%	Filled
922 - Comm. Schools & Student Servic	SEIU	Community Relations Asst I	1.00	0.00	(1.00)	6785	Eliminate	Homeless Children & Youth 75% and Iasa-I Basic Grants Low Income 25%	Filled
303 - McClymonds High School	UAOS	Program Manager Classified	1.00	0.00	(1.00)	8195	Eliminate	Intel Corporation	Filled
303 - McClymonds High School	SEIU	Outreach Consultant	0.00	1.00	1.00	New	Add FTE	GP-Unrestricted	Vacancy
910 - Early Childhood Development	UAOS	Program Manager Grants	1.00	0.00	(1.00)	7403	Eliminate	Kenneth Rainin Foundation	Filled
338 - Metwest	SEIU	Case Manager 24	1.00	0.00	(1.00)	7845	Eliminate	Measure G. Parcel Tax	Filled
125 - New Highland Academy	SEIU	Library Technician	0.30	0.40	0.10	7468	Increase FTE	Measure G. Parcel Tax	Filled
192 - Rise	SEIU	Library Technician	0.30	0.40	0.10	7468	Increase FTE	Measure G. Parcel Tax	Filled
232 - Coliseum College Prep Academy	SEIU	Case Manager 24	1.00	0.00	(1.00)	8234	Eliminate	Measure N	Vacancy
954 - Eng Lang Lrrn/multilingual Ach	SEIU	Asst Newcomer Learning Lab	1.00	0.00	(1.00)	4934	Eliminate	Other State	Filled
954 - Eng Lang Lrrn/multilingual Ach	SEIU	Asst Newcomer Learning Lab	1.00	0.00	(1.00)	6344	Eliminate	Other State	Filled
954 - Eng Lang Lrrn/multilingual Ach	SEIU	Asst Newcomer Learning Lab	1.00	0.00	(1.00)	6345	Eliminate	Other State	Filled
954 - Eng Lang Lrrn/multilingual Ach	SEIU	Asst Newcomer Learning Lab	1.00	0.00	(1.00)	6348	Eliminate	Other State	Filled
954 - Eng Lang Lrrn/multilingual Ach	SEIU	Asst Newcomer Learning Lab	1.00	0.00	(1.00)	6349	Eliminate	Other State	Filled
954 - Eng Lang Lrrn/multilingual Ach	SEIU	Asst Newcomer Learning Lab	1.00	0.00	(1.00)	6350	Eliminate	Other State	Filled
944 - Human Resources Services, Supp	CONFID	Associate Talent Development	1.00	0.00	(1.00)	7321	Eliminate	Salesforce	Filled
236 - Urban Promise Academy	SEIU	Asst Newcomer Learning Lab	0.20	0.00	(0.20)	6648	Eliminate	Salesforce	Filled
229 - Elmhurst United	SEIU	Case Manager 24	0.85	0.00	(0.85)	8050	Eliminate	Salesforce	Filled
229 - Elmhurst United	SEIU	Commnty Coord/Program Assist	0.50	0.00	(0.50)	7003	Eliminate	Salesforce	Filled
912 - Linked Learning	UAOS	Coordinatr Career/College Path	1.00	0.00	(1.00)	4034	Eliminate	Salesforce	Filled
204 - West Oakland Middle	SEIU	Library Clerk	0.05	0.00	(0.05)	7814	Eliminate	Salesforce	Filled
965 - Middle School Network	CONFID	Mgr Publications	1.00	0.00	(1.00)	7379	Eliminate	Salesforce	Filled
954 - Eng Lang Lrrn/multilingual Ach	UAOS	Prog Mgr Newcomer & Refuge	1.00	0.00	(1.00)	7922	Eliminate	Salesforce	Filled

Position Funding Site Code Name	Union	Position Title	2020-21 FTE	2021-22 FTE	FTE Change	Position #	Action	Funding Description	Employee Status
235 - Melrose Leadership Acad	SEIU	School Enrichment Recess Coach	0.50	0.00	(0.50)	7564	Eliminate	Salesforce	Filled
235 - Melrose Leadership Acad	SEIU	School Enrichment Recess Coach	0.50	0.00	(0.50)	7746	Eliminate	Salesforce	Filled
235 - Melrose Leadership Acad	SEIU	School Enrichment Recess Coach	0.50	0.00	(0.50)	7747	Eliminate	Salesforce	Filled
123 - Futures Elementary	SEIU	Clerk Bilingual	0.50	0.00	(0.50)	5029	Eliminate	School Improvement Grant (SIG)	Filled
149 - Community United Elementary	SEIU	Clerk Bilingual	0.50	0.00	(0.50)	5030	Eliminate	School Improvement Grant (SIG)	Filled
923 - Elementary Network 4	UAOS	Dir Continuous Sch Improvement	1.00	0.00	(1.00)	439	Eliminate	School Improvement Grant (SIG)	Filled
923 - Elementary Network 4	CONFID	Executive Office Assistant	0.50	0.00	(0.50)	6374	Eliminate	School Improvement Grant (SIG)	Filled
923 - Elementary Network 4	SEIU	Liaison Family Parent	1.00	0.00	(1.00)	6601	Eliminate	School Improvement Grant (SIG)	Filled
923 - Elementary Network 4	SEIU	Liaison Family Parent	1.00	0.00	(1.00)	7341	Eliminate	School Improvement Grant (SIG)	Filled
923 - Elementary Network 4	UAOS	Partner Network	1.00	0.00	(1.00)	6732	Eliminate	School Improvement Grant (SIG)	Filled
123 - Futures Elementary (.5fte) / 149 - Community United Elementary (.5fte)	UAOS	Partner School Improvement	1.00	0.00	(1.00)	690	Eliminate	School Improvement Grant (SIG)	Filled
123 - Futures Elementary	SEIU	Pos Behav Supp Sys Coach	0.50	0.00	(0.50)	7181	Eliminate	School Improvement Grant (SIG)	Filled
149 - Community United Elementary	SEIU	Pos Behav Supp Sys Coach	0.50	0.00	(0.50)	7182	Eliminate	School Improvement Grant (SIG)	Filled
923 - Elementary Network 4	UAOS	Program Manager Grants	1.00	0.00	(1.00)	2866	Eliminate	School Improvement Grant (SIG)	Filled
149 - Community United Elementary	SEIU	Specialist Behavior	1.00	0.00	(1.00)	8045	Eliminate	School Improvement Grant (SIG)	Filled
149 - Community United Elementary	SEIU	Specialist Behavior	1.00	0.00	(1.00)	8097	Eliminate	School Improvement Grant (SIG)	Filled
309 - Bunche Academy	SEIU	Case Manager 24	1.00	0.00	(1.00)	7834	Eliminate	School Site Approved Appeals	Filled
303 - McClymonds High School	SEIU	Student Attendance Compl Offcr	1.00	0.00	(1.00)	6465	Eliminate	School Site Approved Appeals	Filled
232 - Coliseum College Prep Academy	SEIU	Asst Newcomer Learning Lab	1.00	0.00	(1.00)	8150	Eliminate	Unrest Supplemental Support	Vacancy
165 - Acorn Woodland K-5	SEIU	Community Rel Assistant I Bil	1.00	0.00	(1.00)	1304	Eliminate	Unrest Supplemental Support	Filled
TOTALS			47.90	9.60	(38.30)				