

# Oakland Unified School District

Board of Education  
1011 Union Street, #940  
Oakland, CA 94607-2236  
(510) 879-1940  
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boe@ousd.org E-Mail



## ACCESSIBILITY OF AGENDA AND AGENDA MATERIALS

Agenda and agenda materials are accessible at <http://www.ousd.org> or from any computer terminal in the Offices of the Board of Education and Superintendent, 1000 Broadway, Suite 300, Oakland, CA 94607-4099

## AMERICANS WITH DISABILITIES ACT COMPLIANCE AND LANGUAGE SERVICES

Individuals requiring interpretation or translation services or a reasonable accommodation to participate in meetings should notify the Office of the Board of Education seventy-two (72) hours prior to the meeting at either (510)879-8199(VM); or [boe@ousd.org](mailto:boe@ousd.org) (E-Mail); or (510) 879-2300 (eTTY/TDD); or (510) 879-2299 (eFax).

## **Meeting Minutes Long - Final**

**Monday, December 15, 2025**

**5:00 PM**

### **Special Meeting**

**80 W. Lee Street, Hagerstown, MD 21742**

**Committee Room, KDOL TV Studio, B-237, Met West High School Entrance, 314**

**East 10th Street, Oakland, CA 94606-2291, Internet - Zoom & Granicus;**

**Broadcasted - KDOL-TV (Comcast Channel 27 and AT&T Channel 99)**

## **Board of Education**

***President Jennifer Brouhard***

***Vice President Valarie Bachelor***

***Directors: Rachel Latta, VanCedric Williams, Mike Hutchinson, Patrice Berry, Clifford Thompson***

***Student Directors: Maximus Simmons, Marianna Smith***

***Staff: Denise Gail Saddler, Ed.D., Interim Superintendent & Secretary***

LEY CUMPLIMIENTO PARA AMERICANOS CON DISCAPACIDADES Y SERVICIO DE IDIOMAS

Personas que requieran servicios de traducción o interpretación o facilidades razonables para participar en juntas deberán notificar a la Oficina de la Mesa Directiva de Educación setenta y dos (72) horas antes de la junta ya sea al (510)879-8199(VM); o boe@ousd.org (E-Mail); o (510) 879-2300 (eTTY/TDD); o (510) 879-2299 (eFax).

美國殘障人士法案條例遵守及語言服務

個別人士需要傳譯及翻譯服務或有合理安排去參與會議的應該在舉行會議之前的七十二 (72) 小時通知教育委員會。請致電(510)879-8199 (留言) ; 或 boe@ousd.org (電郵) ; 或(510) 879-2300 (電子文字電話/聽障專用電信設備 (eTTY/TDD)) ; 或(510) 879-2299 (電子圖文傳真 (eFax))。

TUÂN HÀNH ĐẠO LUẬT NGƯỜI MỸ KHUYẾT TẬT VÀ DỊCH THUẬT

Những người nào cần thông ngôn hay phiên dịch hay một sắp xếp hợp lý nào để tham gia các buổi họp phải thông báo Văn phòng của Hội đồng Giáo dục bảy mươi hai (72) tiếng đồng hồ trước buổi họp, số điện thoại (510)879-8199 (VM); hay là boe@ousd.org (E-Mail); hay là (510) 879-2300 (eTTY/TDD); hay là số (510) 879-2299 (eFax).

សេវាបកប្រែភាសា និងការអនុលោមតាមច្បាប់ជនជាតិអាមេរិកាំងពិការ

អ្នកណាដែលត្រូវការសេវាបកប្រែភាសាដោយផ្ទាល់មាត់ ឬជាលាយលក្ខណ៍អក្សរ ឬត្រូវការការជួយសម្រេចសម្រួលយ៉ាងសមរម្យមួយ ដើម្បីចូលរួមក្នុងកិច្ចប្រជុំសាធារណៈ ត្រូវផ្តល់ដំណឹងទៅកាន់ទីការិយាល័យនៃក្រុមប្រឹក្សាអប់រំ ឱ្យបានចិតសិចពី (72) ម៉ោងមុនកិច្ចប្រជុំ តាមរយៈទូរស័ព្ទលេខ (510) 879-8199 ឬតាមរយៈអ៊ីមែល boe@ousd.org ឬទូរស័ព្ទ eTTY/TDD លេខ (510) 879-2300 ឬទូរសារលេខ (510) 879-2299។

الامتثال لفانون الأمريكيين ذوي الإعاقات (ADA) وتوفير الخدمات اللغوية

من يحتاج إلى خدمات الترجمة المكتوبة أو خدمات الترجمة الفورية أو الترتيبات التيسيرية المعقولة لكي يساهم في الاجتماعات فالمرجو منه إبلاغ مكتب إدارة التعليم إثنين وسبعين (72) ساعة قبل الاجتماع بوسيلة من الوسائل التالية:

الهاتف الصوتي:	الهاتف للصم والبكم:	الفاكس الإلكتروني:	البريد الإلكتروني:
510.879.8199	510.879.2300	510.879.2299	boe@ousd.org

## ON-LINE SPEAKER CARD REGISTRATION

*Public Comment, at the meeting, will be taken individually on Agenda Items indicated by microphone icon.*

*You may register to speak in advance on the Agenda Item whether attending the meeting by teleconference, e.g., Zoom, or in person.*

*On line Speaker Card Registration (Sign In To Speak) opens at minimum 72 hours in advance for a Regular Meeting or at minimum 24 hours in advance for a Special Meeting. Use the eComment Link to Sign In (Register) to Speak up to one hour before the beginning of the meeting. Manual (Paper) Speaker Cards also will be available at the meeting for completion.*

*Sign In to Speak, on an eligible Agenda Item, as a matter of equity, is first registered, first called, in order of Registration whether participation is in person or virtually, e.g. Zoom, or by audio, e.g., telephone.*

*For advanced pre-meeting Registration, You must establish a one time OUSD eComment - Sign In (Register) To Speak Account providing your First Name and Last Name and your email address. Your First Name and Last Name, as Registered, must also show as the Participant or Profile Name on a teleconference system (i.e., Zoom, webex, other). You will be requested to Register the first time you use eComment - Sign In To Speak.*

*The Sign In To Speak System, after the one time registration, will remember you by first name and last name associated with your email address (profile), making it easier for you to electronically Register or Sign In to Speak on an Agenda Item at a future OUSD legislative meeting, e.g., Board, committee, commission.*

*Early pre-meeting Sign In To Speak (Registration) is urged for all - whether you plan to attend meeting in person or view meeting via teleconference or listen to the meeting by telephone. Names will be called in Sign In To Speak order received.*

## NOTICE - MEDIA/MEMBERS OF THE PUBLIC MAY ATTEND AND PARTICIPATE IN-PERSON OR VIRTUALLY

*Members of the media and the public may attend and participate in the Board meeting in-person in The Great Room, La Escuelita Education Center, 1050 2nd Avenue, Oakland, CA 94606-2291 (entrance located at or near 286 East 10th St.) or other noticed location or virtually as described herein.*

*The following information is for those members of the media and public interested in viewing or listening to the Board meeting virtually.*

- *Zoom: To view by Zoom, please click <https://ousd.zoom.us/j/89210854000> on or after the Noticed meeting time. Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193-Joining-a-Meeting>.*
- *Phone: To listen by phone (via Zoom), please do the following at or after the Noticed meeting time: call (669) 900-9128, then enter Webinar ID 892 1085 4000, then press "#". If asked for a participant id or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663> -Joining-a-meeting-by-phone.*
- *To view the Board meeting from the District's Home Page - Upcoming Events & Live Meeting Video, please select the meeting name and click on the "In Progress" link under Video or go to the Legislative Information Center (under Board of Education on Home Page)>Calendar Tab>Calendar>Today>Board of Education>"In Progress" link under Video.*

*Public comment in-person is permitted within the times allotted for public comment on the Agenda. Virtual comment will also be permitted within the times allotted for public comment on the Agenda in the following two ways:*

## NOTICE - MEDIA/MEMBERS OF THE PUBLIC MAY ATTEND AND PARTICIPATE IN-PERSON OR VIRTUALLY (CONTINUED)

- *To comment virtually by Zoom, if you have made a pre-meeting Request to Speak, when your name is called, click the "Raise Your Hand" button. You will be unmuted and allowed to make public comment. After the allotted time, you will then be re-muted. Instructions on how to "Raise Your Hand" is available at: <https://support.zoom.us/hc/en-us/articles/205566129-RaiseHand-In-Webinar>.*
- *To comment by phone (via Zoom), if you have made a pre-meeting Request to Speak, when your name is called, press "\*9" to "Raise Your Hand." You will be unmuted and allowed to make public comment. You will then be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663-Joinin-g-a-meeting-by-phone>.*

*In addition, members of the public may submit written comments for a posted Board of Education Meeting Agenda Item, before a meeting or while a meeting is "In Progress," from the District's Home Page - Upcoming Events & Live Meeting Video by selecting Board of Education Agenda "eComment" or from the Legislative Information Center, as follows:*

- *If before Sunday, click Calendar Tab>Next Week>Board of Education>eComment*
- *If Sunday or thereafter up thru day before Meeting, click Calendar Tab>This Week>Board of Education>eComment*
- *If day of Meeting, click Calendar Tab>Today>Board of Education>eComment*

*Or "eComment" in bold on the cover page of the Agenda.*

*Written comments made on an eligible Agenda item, upon clicking of the Submit Button, are immediately sent via email to all members of the legislative body and key staff supporting the legislative body. Each eComment is a Public Record.*

## BOARD OF EDUCATION PROTOCOLS

*The purpose of these protocols is to provide a basic set of professional standards by which the Board and the Superintendent are to function as a team. There is no intention to abridge the rights and obligations of Board Members to oversee the operation of the organization, nor to interfere with the Superintendent with her role as the Superintendent of OUSD.*

### *General*

- 1. Every action by a Board Member should be directed toward improving the educational program for students.*
- 2. Every Board Member will exhibit behavior that is honorable, honest, and dedicated to the success of the students and staff of the district.*
- 3. Each Board Member is to be treated with dignity and respect.*
- 4. Board Member Commitment will include:*
  - Participate fully in the discussion of issues*
  - Listen respectfully to all views and opinions*
  - Respect each individual's opinion*
  - Accept the majority action of the Board*

### *Board Members*

- 5. An individual Board Member will not use the media as a personal forum, unless it is clearly indicated that the opinion is personal and not representative of the Board majority position.*
- 6. Each Board Member will make every effort to attend all Board meetings in person; and to start and end on time.*
- 7. Board Members will ensure opportunities for each to comment.*

### *Superintendent*

- 8. Staff is the responsibility of the Superintendent who will bring recommendations to the Board for action.*
- 9. Questions regarding Board agenda items are to be communicated to the Superintendent prior to the Board meeting and the Superintendent will respond in a timely manner.*
- 10. The Superintendent is to communicate all significant administrative actions to the Board.*
- 11. Legal and personnel matters will be confidential.*

## MEETING RULES OF ENGAGEMENT

- \* *Up to Three (3) minute speaking limit for Board Members*
- \* *No mingling with the audience*
- \* *Address comments to other Board Members*
- \* *Focus on agenda items*
- \* *Don't repeat what's been said*
- \* *Always be respectful*
- \* *No interruptions*
- \* *Enforce norms*
- \* *Model desired behavior*

## MEETING PROCEDURES

*All Board meetings shall begin on time and shall be guided by an Agenda prepared in accordance with Board bylaws and posted and distributed in accordance with the Ralph M. Brown Act (open meeting requirements) and other applicable laws.*

*(cf. 9322 - Agenda/Meeting Materials)*

*The President shall conduct Board meetings in accordance with law, Board Bylaws, and its parliamentary authority which shall enable the Board to efficiently consider issues and carry out the will of the majority.*

*(cf. 9121 - President)*

*The Board believes that late night meetings deter public participation, can affect the Board's decision-making ability, and can be a burden to staff. Regular Board meetings shall be adjourned not later than 11:00 p.m. unless the Board agrees to extend the meeting, which may only be done once by 45 minutes.*

*(cf. 9320 - Meetings and Notices)*

### A. Call To Order - 5:00 P.M.

*President Jennifer Brouhard called the December 15, 2025, Special Meeting of the Board of Education to Order at 5:04 P.M.*

### B. Roll Call

**Present** 4 - Director Rachel Latta  
 Director VanCedric Williams  
 Vice President Valarie Bachelor  
 President Jennifer Brouhard

**Absent** 5 - Student Director Maximus Simmons  
 Student Director Marianna Smith  
 Director Mike Hutchinson  
 Director Patrice Berry  
 Director Clifford Thompson

**Interpretation Announcement No. 1**

*Ou Fin Saechao facilitated language availability in Cantonese, Spanish and Arabic through the Interpreters.*

**C. President's Statement Disclosing Item(s) To Be Discussed In Closed Session**

*The items are listed pursuant to law.*

*President Brouhard disclosed items to be discussed in Closed Session (as published on the Agenda).*

**C1. Public Comment on Closed Session Items**

*This section for 10 minutes provides an opportunity for members of the Public to address the Board on any Closed Session Item on the Agenda prior to the Board's recess to Closed Session for possible consideration of such Item.*

C1.-1 [25-3026](#)

**Public Comment on Closed Session Item**

Public Comment on Closed Session Item(s).


**No Public Comments**

**D. Recess to Closed Session**

*President Brouhard recessed the Meeting to Closed Session at 5:10 P.M.*

**Closed Session Item(s):**

**Public Employee Performance Evaluation Matter(s)**

 D.-1      25-2494      **Public Employee Performance Evaluation**  
Interim Superintendent of Schools

**E. Reconvene to Public Session - 6:00 P.M.**

*President Brouhard reconvened the Special Meeting to Public Session at 6:28 P.M.*

**F. Second Roll Call**

- Present** 6 - Director Rachel Latta  
Director VanCedric Williams  
Director Mike Hutchinson  
Director Clifford Thompson  
Vice President Valarie Bachelor  
President Jennifer Brouhard
- Absent** 3 - Student Director Maximus Simmons  
Student Director Marianna Smith  
Director Patrice Berry

**Interpretation Announcement No. 2**

*Ou Fin Saechao facilitated language availability in Cantonese, Spanish and Arabic through the Interpreters.*

**G. President's Statement of Reportable Action Taken In Closed Session and the Vote or Abstention of Members Present, If Any**

*D.-1 - The Board discussed this Matter.*

**H. Unfinished Business**

H.-1 [25-3027](#)

**Governing Board - 2025-2026 Search / Appointment of Superintendent of Schools - Planning Session - Hazard, Young, Attea & Associates (HYA), Executive Search Firm**

Governing Board planning session with Hazard, Young, Attea & Associates (HYA), Executive Search Firm. for 2025-2026 Search / Appointment of Superintendent of Schools.

**Attachments:** [25-3026 Governing Board - 2025-2026 Search / Appointment of Superintendent of Schools - Planning Session - Hazard, Young, Attea & Associates \(HYA\), Executive Search Firm](#)

*Micah Ali, Hazard Young Attea Associates, gave a presentation on the Executive Search Firm and how it will conduct the 2025-2026 Search/Appointment of Superintendent of Schools, and responded to comments and questions from the Board.*

*Discussion - Directors Hutchinson, Thompson, Vice President Bachelor, President Brouhard*

*Public Comment - None*

**Discussed**

**Roll Call (Secretary's Observation)**

*Director Latta is absent at 6:56 P.M.*

- Present** 5 - Director VanCedric Williams  
Director Mike Hutchinson  
Director Clifford Thompson  
Vice President Valarie Bachelor  
President Jennifer Brouhard
- Absent** 4 - Student Director Maximus Simmons  
Student Director Marianna Smith  
Director Rachel Latta  
Director Patrice Berry

**I. Adjournment**

*President Brouhard adjourned the Special Meeting at 7:13 P.M.*

Prepared By: \_\_\_\_\_

Approved By: \_\_\_\_\_