

# Oakland Unified School District

Board of Education  
1000 Broadway, Suite 440  
Oakland, CA 94607-4033  
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## 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, April 18, 2022**

**6:37 PM**

### **Special Meeting (Board Retreat)**

**668 Hillgirt Circle, Oakland CA 94610**

**Great Room, LaEscuelita Education Center, 1050 2nd Avenue, Oakland, CA**

**((entrance at or near 286 East 10th St.); Internet - Zoom & Granicus;**

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

## **Board of Education**

*President Gary Yee*

*Vice President Benjamin "Sam" Davis*

*Directors: Aimee Eng, VanCedric Williams, Mike Hutchinson, Shanthi Gonzales,  
Clifford Thompson*

*Student Directors: Samantha Pal, Natalie Gallegos Chavez*

*Staff: Kyla Johnson-Trammell, 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

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## 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 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/81434194244> 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 814 3419 4244, 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 by Zoom, click the "Raise Your Hand" button to request to speak when Public Comment is being taken on the eligible Agenda item. You will be called on (by the name you logged in with), 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), press "\*9" to "Raise Your Hand" to request to speak when Public Comment is being taken on the eligible Agenda Item. You will be called on (by the Area Code and the last three digits of your phone number), unmuted and allowed to make public comment. After the allotted time, 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.

## **NOTICE - RESUME MEETING ENTIRELY VIRTUALLY IF THERE ARE PUBLIC HEALTH VIOLATIONS**

*If there are any violations of any state, local, or District health and safety protocols or other unsafe behavior in light of COVID-19 by one or more attendees that "would present imminent risks to the health or safety of attendees," then the Board President may recess the meeting. If the violation is serious, if there are more violations, or if the violations repeat (after resuming the meeting in person) or persist, then the meeting may resume entirely virtually pursuant to Assembly Bill No. 361 and Resolution No. 2122-0014F (Making Certain Findings Necessary To Permit Virtual Meetings In Specified Circumstances). Prior to resuming entirely virtually, members of the Board attending in-person will leave the premises (The Great Room, La Escuelita Education Center, 1050 2nd Avenue, Oakland, CA 94606-2291) and rejoin the Board meeting via phone/video conference. No teleconference locations need be posted pursuant to Assembly Bill No. 361 and Resolution No. 2122-0014F. All staff members, members of the public, and members of the media will need to join the Resumed Meeting virtually using the link provided in the Agenda. If the Board meeting is recessed and then resumed entirely virtually, it will resume as soon as practicable but no earlier than sixty (60) minutes after the in-person Board meeting is recessed.*

## **MEETING RULES OF ENGAGEMENT**

- Five (5) 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 Governing 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.*

### A. Call To Order

*President Gary Yee called the Special Meeting to order at 6:40 P.M.*

### B. Roll Call

- Present** 4 - Director Aimee Eng  
 Director Clifford Thompson  
 Vice President Benjamin "Sam" Davis  
 President Gary Yee
- Absent** 5 - Student Director Samantha Pal  
 Student Director Natalie Gallegos Chavez  
 Director VanCedric Williams  
 Director Shanthi Gonzales  
 Director Mike Hutchinson

### Roll Call (Secretary's Observation)

*Director VanCedric Williams present at 6:41 p.m.*

- Present** 5 - Director Aimee Eng  
 Director VanCedric Williams  
 Director Clifford Thompson  
 Vice President Benjamin "Sam" Davis  
 President Gary Yee
- Absent** 4 - Student Director Samantha Pal  
 Student Director Natalie Gallegos Chavez  
 Director Shanthi Gonzales  
 Director Mike Hutchinson

### Roll Call (Secretary's Observation)

*Director Mike Hutchinson present at 6:51 P.M.*

- Present** 6 - Director Aimee Eng  
 Director VanCedric Williams  
 Director Mike Hutchinson  
 Director Clifford Thompson  
 Vice President Benjamin "Sam" Davis  
 President Gary Yee
- Absent** 3 - Student Director Samantha Pal  
 Student Director Natalie Gallegos Chavez  
 Director Shanthi Gonzales

## C. Adoption of the General Consent Report

*"Adoption of the General Consent Report" means that all items appearing on the Agenda under this topic are approved in one motion unless a Board Member requests that an item be removed and voted on separately or otherwise acted upon. Generally, these items are routine in nature, and are acted upon in one motion to conserve time and permit focus on other than routine items on the Agenda. An item on the General Consent Report which a Member has requested be removed, shall be removed, without debate for separate consideration and vote or other disposition. All items remaining on the General Consent Report, thereafter, shall be adopted or otherwise disposed of in a single motion.*

*Public Comment*

*Zoom: 1. Kim Davis, 2. Assata Olugbala*

*In person: 1. Max, 2. Angelica*



C.-1

[22-0788A](#)

### **Agreement - Oakland Unified School District and the Building & Construction Trades Council of Alameda County - 2021-2022 Fiscal Year (Final Adoption)**

Final Approval by the Board of Education of the Tentative Agreement, As Agreement Between the District and the Buildings & Construction Trades Council of Alameda County, Fiscal Year 2021-2022, with ACOE's Letter to OUSD Regarding Recent Public Disclosure of Collective Bargaining Agreements (April 7, 2022) and AB 1200 Public Disclosure and Certification of Cost (March 24, 2022).

**Attachments:** [22-1045 Agreement - Oakland Unified School District and the Building & Construction Trades Council of Alameda County - 2021-2022 Fiscal Year \(Final Adoption\)](#)

**A motion was made by Director Thompson, seconded by Vice President Davis, to Approve the General Consent Report. The motion carried by the following vote:**

- Ayes:** 6 - Aimee Eng  
 VanCedric Williams  
 Mike Hutchinson  
 Clifford Thompson  
 Benjamin "Sam" Davis  
 Gary Yee
- Absent:** 3 - Samantha Pal  
 Natalie Gallegos Chavez  
 Shanthi Gonzales
- Enactment No: 22-1369



C.-2

[22-0791A](#)

**Agreement - Oakland Unified School District and the Oakland Education Association - As of November 12, 2021 (Final Adoption)**

Final Approval by the Board of Education of the Tentative Agreement, as of November 12, 2021, as Agreement Between the District and the Oakland Education Association (OEA), with *ACOE's Letter to OUSD Regarding Recent Public Disclosure of Collective Bargaining Agreements (April 7, 2022)* and *AB 1200 Public Disclosure and Certification of Cost (March 24, 2022)*.

**Attachments:** [22-0791A Agreement - Oakland Unified School District and the Oakland Education Association - As of November 12, 2021 \(Final Adoption\)](#)

**A motion was made by Director Thompson, seconded by Vice President Davis, to Approve the General Consent Report. The motion carried by the following vote:**

- Ayes:** 6 - Aimee Eng  
 VanCedric Williams  
 Mike Hutchinson  
 Clifford Thompson  
 Benjamin "Sam" Davis  
 Gary Yee
- Absent:** 3 - Samantha Pal  
 Natalie Gallegos Chavez  
 Shanthi Gonzales
- Enactment No: 22-1370



C.-3

[22-0792A](#)

**Side Letter of Agreement - Oakland Unified School District and United Administrators of Oakland Schools - As of December 1, 2021 (Final Adoption)**

Final Approval by the Board of Education of the Tentative Side Letter of Agreement, December 1, 2021, As Side of Letter Agreement Between the District and the United Administrators of Oakland Schools (UAOS), with *ACOE's Letter to OUSD Regarding Recent Public Disclosure of Collective Bargaining Agreements (April 7, 2022)* and *AB 1200 Public Disclosure and Certification of Cost (March 24, 2022)*.

**Attachments:** [22-0792A Side Letter of Agreement - Oakland Unified School District and United Administrators of Oakland Schools - As of December 1, 2021 \(Final Adoption\)](#)

**A motion was made by Director Thompson, seconded by Vice President Davis, to Approve the General Consent Report. The motion carried by the following vote:**

- Ayes:** 6 - Aimee Eng  
VanCedric Williams  
Mike Hutchinson  
Clifford Thompson  
Benjamin "Sam" Davis  
Gary Yee
- Absent:** 3 - Samantha Pal  
Natalie Gallegos Chavez  
Shanthi Gonzales
- Enactment No: 22-1371



C.-4

[22-0793A](#)

**Agreement (Side Letter of Agreement) - Oakland Unified School District and Teamsters Locals 70 and 853, As of January 20, 2022 (Final Adoption)**

Final Approval by the Board of Education of the Tentative Agreement (Side Letter of Agreement), as of January 20, 2022, as Agreement (Side Letter of Agreement) Between the District and Teamsters Locals 70 and 853 (Teamsters), with ACOE's Letter to OUSD Regarding Recent Public Disclosure of Collective Bargaining Agreements (April 7, 2022) and AB 1200 Public Disclosure and Certification of Cost (March 24, 2022).

**Attachments:** [22-0793A Agreement \(Side Letter of Agreement\) - Oakland Unified School District and Teamsters Locals 70 and 853, As of January 20, 2022 \(Final Adoption\)](#)

**A motion was made by Director Thompson, seconded by Vice President Davis, to Approve the General Consent Report. The motion carried by the following vote:**

- Ayes:** 6 - Aimee Eng  
VanCedric Williams  
Mike Hutchinson  
Clifford Thompson  
Benjamin "Sam" Davis  
Gary Yee
- Absent:** 3 - Samantha Pal  
Natalie Gallegos Chavez  
Shanthi Gonzales
- Enactment No: 22-1372





C.-5

[22-0794A](#)

**Agreement - Oakland Unified School District and Service Employees International Union, Local 1021 - July 1, 2021 - September 30, 2023 (Final Adoption)**

Final Approval by the Board of Education of the Tentative Agreement, As Agreement Between the District and Service Employees International Union (SEIU) Local 1021, for July 1, 2021 through September 30, 2023, with ACOE's Letter to OUSD Regarding Recent Public Disclosure of Collective Bargaining Agreements (April 7, 2022) and AB 1200 Public Disclosure and Certification of Cost (March 24, 2022).

**Attachments:** [22-1049 Agreement - Oakland Unified School District and Service Employees International Union, Local 1021 - July 1, 2021 - September 30, 2023 \(Final Adoption\)](#)

**A motion was made by Director Thompson, seconded by Vice President Davis, to Approve the General Consent Report. The motion carried by the following vote:**

**Ayes:** 6 - Aimee Eng  
VanCedric Williams  
Mike Hutchinson  
Clifford Thompson  
Benjamin "Sam" Davis  
Gary Yee

**Absent:** 3 - Samantha Pal  
Natalie Gallegos Chavez  
Shanthi Gonzales

Enactment No: 22-1373



C.-6

[22-1052](#)

**Compensation Increase - One Time Off Schedule Payments and Salary Schedule Adjustments - Unrepresented Substitute/Hourly Employees, Confidential Employees and Employees With Employment Contract**

Adoption by the Board of Education of Resolution No. 2122-0224 - One Time Off Schedule Payments And Salary Schedule Adjustments Effective July 1, 2022 For Unrepresented Substitute/Hourly Employees, Confidential Employees, And Employees With Employment Contract.

**Attachments:** [22-1052 Compensation Increase - One Time Off Schedule Payments and Salary Schedule Adjustments - Unrepresented Substitute/Hourly Employees, Confidential Employees and Employees With Employment Contract](#)

**A motion was made by Director Thompson, seconded by Vice President Davis, to Approve the General Consent Report. The motion carried by the following vote:**

**Ayes:** 6 - Aimee Eng  
 VanCedric Williams  
 Mike Hutchinson  
 Clifford Thompson  
 Benjamin "Sam" Davis  
 Gary Yee

**Absent:** 3 - Samantha Pal  
 Natalie Gallegos Chavez  
 Shanthi Gonzales

Enactment No: 22-1374

## Approval of the General Consent Report

**A motion was made by Director Thompson, seconded by Vice President Davis, to Approve the General Consent Report. The motion carried by the following vote:**

**Ayes:** 6 - Aimee Eng  
 VanCedric Williams  
 Mike Hutchinson  
 Clifford Thompson  
 Benjamin "Sam" Davis  
 Gary Yee

**Absent:** 3 - Samantha Pal  
 Natalie Gallegos Chavez  
 Shanthi Gonzales

## D. New Business



D.-1

[22-0974](#)

### **Board of Education - Retreat - Effective Board Meetings and Protocols - Dr. Carmella S. Franco, Facilitator**

The Board of Education, by and among members, facilitated by Dr. Carmella S. Franco, Government Consultant, will hold a discussion on District Governance: Effective Board Meetings and Protocols.

**Attachments:** [22-0974 Retreat PowerPoint: District Governance: Effective Board Meetings and Protocols](#)  
[22-0974 OUSD Board Bylaws - BB 9322 Agenda - Meeting Materials and BB 9323 Meeting Conduct](#)  
[22-0974 OUSD Board Meetings - Time Analysis - January 26, 2022 and March 23, 2022](#)  
[22-0974 Sample District Board Minutes](#)

*Dr. Carmella Franco facilitated the subject matter of this Agenda Item.*

*Dr. Franco stated that all activities of the Board leads to students. Also "As so goes the Board, so goes the District." The purpose of today's retreat is for*

members to come together to address self professional development. She said Board members are modeling lifelong practices for students and staff. She said tonight's meeting is a venue for members to share thoughts with fellow Board members. She provided two publications for Board Members: Roberts Rules of Order, Latest Edition, and the Brown Act. The PowerPoint Presentation, attached hereto, incorporated herein by reference, outlines and highlights the topics of discussion for tonight.

*Board Member Discussion:*

- Director Clifford Thompson*
- Director Mike Hutchinson*
- Director VanCedric Williams*
- President Gary Yee*
- Director Aimee Eng*
- Vice President Benjamin "Sam" Davis*

*Public Comment:*

1. *Max*
2. *Misty Cross*
3. *Azlinah*
4. *Assata Olugbala*
5. *Zugeyli Aguilar*

**Discussed and Closed**

Enactment No:

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

*Director Thompson absent from Special Meeting at 8:04 P.M.*

- Present** 5 - Director Aimee Eng  
Director VanCedric Williams  
Director Mike Hutchinson  
Vice President Benjamin "Sam" Davis  
President Gary Yee
- Absent** 4 - Student Director Samantha Pal  
Student Director Natalie Gallegos Chavez  
Director Shanthi Gonzales  
Director Clifford Thompson

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

*Director Mike Hutchinson absent from Special Meeting at 8:42 P.M.*

- Present** 4 - Director Aimee Eng  
Director VanCedric Williams  
Vice President Benjamin "Sam" Davis  
President Gary Yee

**Absent** 5 - Student Director Samantha Pal  
Student Director Natalie Gallegos Chavez  
Director Shanthi Gonzales  
Director Mike Hutchinson  
Director Clifford Thompson

## **E. Adjournment**

*President Yee adjourned the Special Meeting at 9:15 P.M.*

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

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