



Oakland Unified School District

Board of Education
1011 Union Street, #940
Oakland, CA 94607
(510) 879-1944
boe@ousd.org E-Mail
<http://www.ousd.org>

Legislation Details

File #: 18-1911 **Version:** 1 **Name:** Special Committee on Fiscal Vitality - Testimony - OUSD's Challenges with Staff Retention - Fiscal Impact of Low Retention

Type: Discussion Item **Status:** Committee, New Business

File created: 8/31/2018 **In control:** Special Committee on Fiscal Vitality

On agenda: 9/6/2018 **Final action:**

Enactment date: **Enactment #:**

Title: Discussion by Special Committee on Fiscal Vitality of:
a. What is our turnover rate for teachers and principals? How does it vary across the district (geography as well as grade level and student need)?
b. How does OUSD compare to other districts in Alameda County in retention for first and second year teachers?
c. How much does it cost OUSD to recruit and support a new principal and teacher?
d. What are the key drivers of OUSD's teacher and leader turnover rates?
e. How do our teacher and principal salaries compare to other districts in Alameda County?
f. When it comes to salary, what should we consider doing differently to improve retention?
g. How much does salary come up in the retention/exit survey in terms of push/pull factor?
h. What comparison school districts are doing or have done to address retention challenges? What are the costs of these strategies?

Sponsors:

Indexes:

Code sections:

Attachments:

Contact:

Date	Ver.	Action By	Action	Result
------	------	-----------	--------	--------