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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 of Talent

Meeting Date January 22, 2025

Subject **Notice of Release from Position to each and every probationary and temporary certificated employee who will not be reelected for employment for the School Year 2025-2026**

Ask of the Board Approval by the Board of Education of Resolution No. 2425-0071 authorizing the Superintendent of Schools or designee to send a Notice of Release from Position to each and every probationary and temporary certificated employee who will not be reelected for employment for the School Year 2025-2026, pursuant to provisions of California Education Code Section 44929.21 and 44954.

Background The California Education Code establishes procedures for the release of probationary and temporary certificated employees who will not be reelected for the subsequent school year. Specifically:

- **Education Code Section 44929.21(b):** Allows the Board of Education to give notice to a probationary certificated employee of the decision not to reelect them for the next school year. This notice must be provided on or before March 15th of the employee's second consecutive complete school year of employment. Failure to issue this notice results in the employee being deemed reelected for the next school year.
- **Education Code Section 44954:** Provides for the release of temporary certificated employees at the discretion of the district at the conclusion of their temporary assignment, provided they are appropriately notified.

These provisions enable districts to make necessary staffing adjustments in compliance with state laws and timelines.

Discussion The District must notify probationary and temporary certificated employees of their release from employment for the 2025-2026 school year by March

15, 2025, in compliance with Education Code Sections 44929.21(b) and 44954.

This process is a standard procedure conducted annually to ensure compliance with state-mandated deadlines and does not reflect a budgetary decision. Notices of release are issued based on the end of probationary periods or temporary assignments and ensure that employees are informed of their status for the upcoming school year.

By issuing these notices, the District will:

- Comply with Education Code provisions regarding employment timelines.
- Provide timely communication to affected employees to support their professional planning.
- Align staffing decisions with the District's educational goals and operational needs.

The Superintendent or designee seeks Board approval to proceed with the issuance of these notices. Once approved, notices will be distributed to probationary and temporary certificated employees, informing them of their release from their current positions at the conclusion of the 2024-2025 school year.

This process ensures compliance with legal requirements while supporting transparent and efficient personnel management.

Fiscal Impact None

Recommendation Approval by the Board of Education of Resolution No. 2425-0071 authorizing the Superintendent of Schools or designee to send a Notice of Release from Position to each and every probationary and temporary certificated employee who will not be reelected for employment for the School Year 2025-2026.

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2425-0071**

Notice of Release from Position to each and every probationary and temporary certificated employee who will not be reelected for employment for the academic year 2025-2026

WHEREAS: California Education Code Section 44929.21(b) authorizes the Board of Education to provide notice to a probationary certificated employee of its decision not to reelect the employee for the next school year, provided such notice is issued on or before March 15th of the employee's second consecutive complete school year of employment with the District;

WHEREAS: California Education Code Section 44954 permits the release of temporary certificated employees at the conclusion of their assignment, provided they are appropriately notified;

WHEREAS: The District is required to comply with Education Code timelines and procedures to ensure proper notification of employees whose employment will not continue in the 2025-2026 school year;

WHEREAS: This process is a standard and legally required procedure conducted annually and is not a reflection of budgetary decisions or financial constraints;

WHEREAS: The issuance of these notices ensures compliance with state laws, supports clear communication to employees, and allows the District to effectively manage staffing decisions for the upcoming school year;

WHEREAS: The District Superintendent or designee must provide timely notification to all probationary certificated employees and temporary certificated employees identified for release;

NOW, THEREFORE, BE IT RESOLVED: That the Board of Education authorizes the Superintendent or the Superintendent's designee to issue Notices of Release from Position to each probationary and temporary certificated employee who will not be reelected for employment for the 2025-2026 school year in accordance with California Education Code Sections 44929.21(b) and 44954;

BE IT FURTHER RESOLVED: That the Superintendent or designee is authorized to take any necessary actions to ensure compliance with applicable laws and regulations and to carry out the intent of this Resolution. The employees employed by the District as probationary certificated employees for the 2024-2025 school year and whom the Superintendent/Designee recommends for non-reelection, shall be non reelected as certificated employees of the District for the coming 2025- 2026 school year.

The Superintendent/Designee is authorized and directed to give notice to each affected employee of this decision. Notice shall be given: a. in the manner required by law; and in conformity with the mandated timeline.

Passed by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSE:

ABSENT:

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 January 22, 2025.

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By:	

OAKLAND UNIFIED SCHOOL DISTRICT

Jennifer Brouhard
President, Board of Education

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education