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

Board Cover Memorandum

To Facilities Committee

From Denise Saddler, Ed. D., Interim Superintendent
Preston Thomas, Chief Systems & Services Officer
Pranita Ranbhise, Executive Director, Facilities Planning and Management

Meeting Date October 16, 2025

Subject Oakland Unified School District's Sustainability Strategy Overview and Update

Ask of the Committee This item provides an update on the district's energy management and sustainability efforts, which align with the adopted Oakland Unified School District (OUSD) Sustainability Policy and Climate Emergency Resolution. No action is required at this time; staff request feedback, questions, and input from the Committee.

Background OUSD's energy and sustainability strategy reduces utility costs, improves building performance, and advances the District's climate goals. The efforts outlined in the accompanying presentation provide an update on the 2025 Sustainability Planning process and highlight key projects that enhance energy efficiency, promote electrification, and support long-term carbon reduction across District facilities. Together, these initiatives advance OUSD's mission to provide flexible, resilient, and healthy learning environments for all students. This presentation is part of a quarterly commitment to provide updates on the sustainability strategy overview and progress.

Fiscal Impact Energy and sustainability projects are structured to achieve long-term utility savings, leverage external grants and incentives, and minimize General Fund costs. Leveraging Bond funds to meet the District's sustainability and energy management goals can free up funds that can be reinvested in student programs and school improvements.
Funding sources include, but are not limited to, Measure Y, grants, State & Federal programs.

Attachment(s) Presentation on the October 2025 Sustainability Strategy Overview

Updates to OUSD Sustainability Strategy

Facilities Committee Meeting, October 16th, 2025
OUSD Facilities Planning & Management



**OAKLAND UNIFIED
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AGENDA

- Sustainability Strategy
- Project Highlights
 - Implementation Plan Progress & Community Engagement Roadmap
 - District-wide Energy Efficiency Audit
- Other Current Project Updates
 - Water Heater Replacements
 - Energy & Utilities Dashboard
 - Other: Electric Vehicle / Solar / CalShape / Green Revolving Fund

Ask of the Board

What we need from you: Feedback, questions, comments or concerns

No decisions are needed at this time.

Energy & Sustainability Initiative Overview

Completed			In Progress		Conceptual
Utility Bill Tax Refunds	Sustainability Policy	EV Charging Pilot	Cal Shape Upgrades	Energy Efficiency Audit	Demand Response & Building Controls
Energy and Greenhouse Gas Baseline	Electricity Rate Contract		SunPower Solar O&M Contract	Solar Phase 2	Gas Rate Contract
Climate Action Roadmap	Formalize Green Revolving Fund		Electrification Plan & Facilities Master Plan	Solar Renewable Energy Credit Sales Contract	
Completed Solar Initiatives	Water Heater Replacement Pilot Program		Battery Pilots	Energy & Utilities Management Dashboard	





Community Engagement Roadmap & Implementation Plan Progress

Community Engagement Roadmap, updated August 2025

Completed

FORMING PLAN INITIATIVES



Baseline Assessments

Conduct updated baseline analysis of District sustainability programs to inform initiative development.



Synthesize Community Priorities

Identify shared themes and priorities discussed during previous community meetings.



Revisit Strategic Alignment

Cross-evaluate plan strategies with District strategic goals and existing initiatives.



Integrate Best Practice Research from Other Institutions

Identify transferable strategies from other school districts, cities, or higher education institutions.



Synthesize Community Sustainability Survey Results

Analyze survey data to reflect key concerns and ideas from students, families, staff, and community members.



Initial Sustainability Implementation Plan - Draft 1

Translate early ideas into detailed strategies with responsible parties, timelines, and success metrics.

We are here!

REFINING PLAN INITIATIVES



Community and Department Engagements

Meetings to inform and collect feedback on the initial sustainability implementation plan draft.



Student Focus Groups or Youth Climate Council Input

Engage students directly to gather youth perspectives and ideas.



Refined Sustainability Plan - Draft 2

Refined plan through engagement and feedback collected. Facilities Committee presentation to update on progress and next steps.

FINALIZING THE PLAN



Awareness Building

Work with the communications team to post website updates, informational videos, newsletters, and Parent Square messaging on progress at regular intervals.



Draft Implementation Plan Finalization

Finalize the plan narrative, timelines, implementation strategies, and actions.



Prioritizing Implementation

Prioritize strategies and actions for implementation through Department Leadership meetings. Develop a timeline with short to long-term milestones.



Present Final Sustainability Plan to Board

Present an overview of the evolved plan to the Board of Education to keep leadership informed.

IMPLEMENTING THE PLAN



Project Alignment

Identify and initiate new projects that align with the sustainability plan, using cost and emissions analysis to prioritize high-impact opportunities.



Incorporate into Strategic Plans, budgets, and Board updates

Align initiatives with known funding opportunities or grants.



Track Progress Towards Goals

Conduct project tracking and analysis to monitor progress toward achieving sustainability policy goals.



Incorporate into Curriculum

Integrate sustainability plan activities into classroom instruction using real-world school site projects and curriculum support for educators.

Action



Feedback Collected



Information Shared

Audience



District Staff



OUSD's Facilities Department Sustainability Team



Community



Sustainability Experts

Progress



On-going action



Completed action

*Steps in process are subject to change.

Next Steps - Refining the Plan

In coordination with the OUSD Communications Team, engagement activities will focus on refining the draft Sustainability Implementation Plan.

October - December (Q4 2025)

OUSD Departments: Interdepartmental meetings to ensure operational alignment, assess project feasibility, and integrate sustainability goals into ongoing initiatives.

January - March 2026 (Q1 2026)

Community: Sustainability website, Sustainability Advisory Council meetings, ParentSquare updates, align capital priorities, and gather community input.

School Year 2025 - 2026

Students: Classroom presentations and interactive activities to engage students in sustainability learning and participation.

March 2026

Finalize the revised plan incorporating feedback from all collaborators.

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District-wide Energy Efficiency Audit

Energy Efficiency – Investment Grade Audit (IGA)

Background

The Investment Grade Audit Project was approved in **June, 2025**. (OUSD legistar [link](#))

This audit is in alignment with the OUSD Sustainability Policy:

Willdan was selected to identify energy cost-saving equipment upgrades and other measures to improve efficiency across District facilities. Cost savings will contribute to the Green Revolving Fund.



Oakland Tech Battery: Solar Energy Storage

Energy Efficiency – Investment Grade Audit (IGA)

The Team



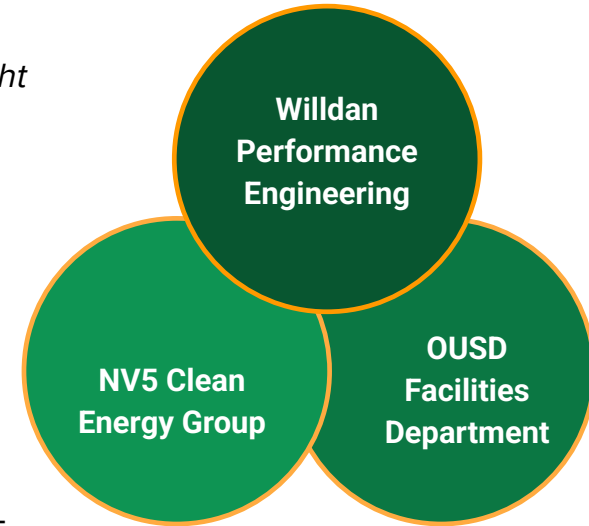
NV5 Clean Energy Group - *Owner's Representative | IGA Oversight*

- Nationally recognized engineering and consulting firm
- Extensive experience providing independent owner's representation and technical advisory services for California public entities on energy and sustainability projects



Willdan Performance Engineering - *Energy Services Partner*

- NAESCO-accredited
- OUSD's partner to conduct the district-wide IGA
- Supported California public entities for over 60 years, with 15 offices and 700 employees statewide



Investment Grade Audit (IGA) Outcomes

Goals & Alignment with OUSD Efforts

- Develop a collaborative roadmap for lasting, transformational outcomes. *(see appendix slide 22 and 24)*
- Support and align with the Facility Master Plan, Sustainability Policy, Sustainability Implementation Plan, and Energy Management Planning efforts
- Standardize materials, equipment, systems, and operations across the District
- Shift Operations & Maintenance from reactive to proactive, improving processes and staff capacity
- Maximize grants, incentives, lease/loans, and financing to ensure fiscal responsibility. *(see appendix slide 25)*
- Deliver resilient, healthy facilities and enhance student learning through STEM and trade program integration



Current Phase – Phase 1 IGA

Phase 1 IGA: Comprehensive analysis and consideration of all opportunities at each facility. Identify scopes, life-cycle cost analysis, develop ROM cost and savings estimates, identify all available grants/incentives/other funding sources, establish priority tiers and hone an overall Energy Master Plan.

Progress Update:

- IGA planning meetings and formal kickoff meeting
- District-wide site visits (103 sites) completed over the course of two weeks
- Major data gathering and organization effort

Next Step: 30% Milestone. Major decision point: determine whether to pursue a phased or comprehensive energy services performance contract (ESPC) project. Numerous stakeholder meetings inform the path forward based on opportunity, timing, funding, urgency, and needs. Updates to the committee will be provided at the progress milestones 60%, 90%, 100%.



Ongoing Engagement

Students

- Willdan's Clean Energy Academy provides experiential learning to OUSD students
- Collaborate with STEM Departments across OUSD and align with existing programs. Work directly with teachers to engage students with hands-on STEM lessons
- Educational curriculum, career pathways, Student involvement in facility operations, "Science in the Public Domain" courses, Internships

Community

- Organize Community Engagement Team
- Conduct project education forums, building and site tours, and other auxiliary events to promote OUSD and the project
- Work with OUSD and local trade partners to establish Business Incubator
- Actively participate in District and Community events

Facility Committee & Board Updates

- Attend quarterly Facility Committee Meetings with update on progress, updates and next steps
- Invitation to Milestone Meetings and other relevant workshops, tours, etc.



Living Schoolyard Project



Flowater Installations



Solar Panel Installations

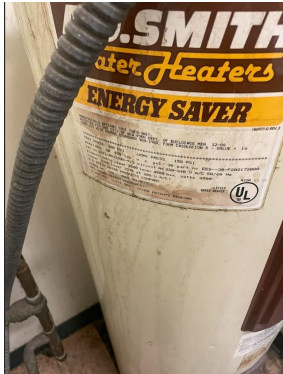


Other Energy & Sustainability Projects Update

Water Heater Replacements Pilot Project



Gas to
Electric



Gas to On
Demand



Project Goal: Reduce the District's Reliance on fossil fuels in alignment with Sustainability Policy goal to phase out fossil fuels by 2040.

Site Identification for Pilot Study: Sites with approaching end of life or faulty equipment.

Funding: Budget-Neutral for OUSD, utilized PG&E's GK-12 energy efficiency initiative.

Completed Electric and On-Demand Water Heater Pilot Replacements.

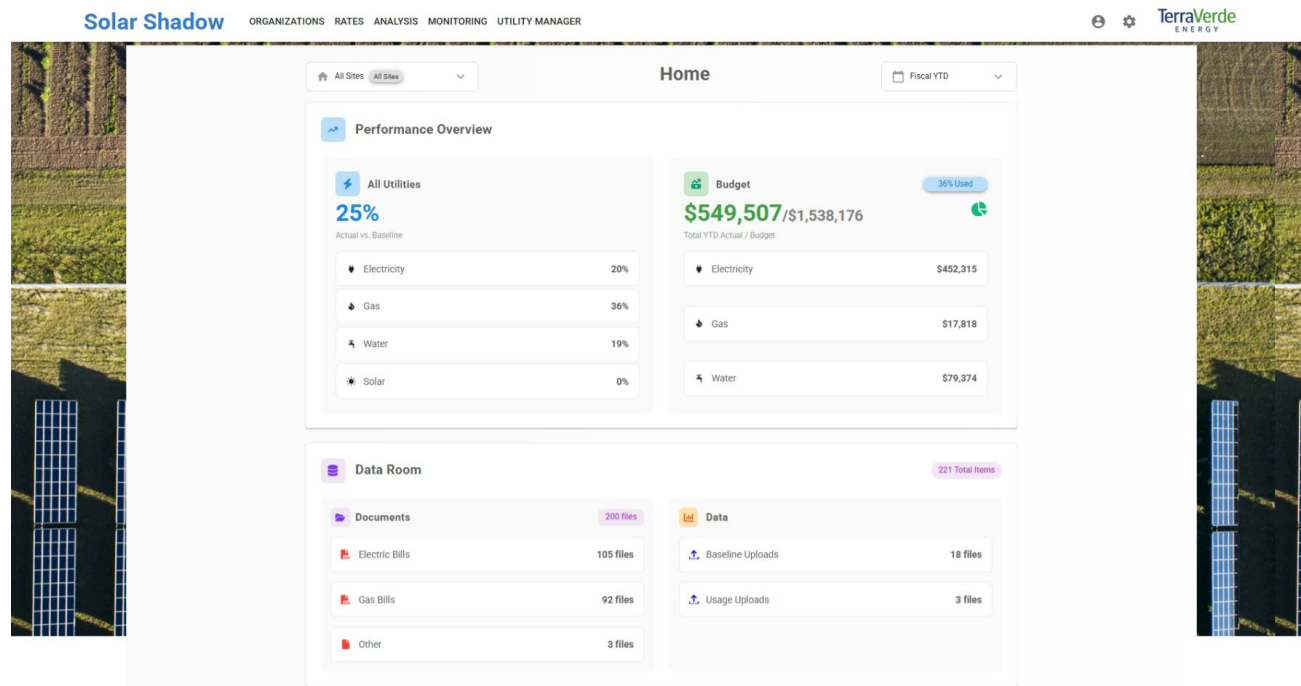
Pilot Installations: 21 total sites

- 6 sites received 14 electric heat pump units
- 16 sites received 25 gas on-demand units
- 7 sites received 9 timers for additional savings

Next Step: B&G to review installation quality and explore opportunities for additional replacements

Energy & Utilities Management Dashboard

Partnered with Terra Verde to implement a District-wide energy dashboard that tracks real-time usage, costs, and conservation progress, supporting transparency and education in line with the Sustainability Policy.



Additional Project Updates

Projects	Update	Alignment with District Goals
EV Charger Installation	Completed construction and activated new EV Charger in the East Oakland Pride parking lot	Sustainability Policy , Transportation goal
Solar Initiative	- Construction started at all five sites - Steel implementation in progress with solar module installation to follow	BP 3511 : Energy & Water Conservation Sustainability Policy , Energy Efficiency goal
CalShape	- Water fixture replacements and HVAC assessments are underway - On track to finish by October 31, 2026	Sustainability Policy , Facilities and Water Resilience goals BP 3511 : Energy & Water Conservation
Green Revolving Fund (GRF)	- Renewable Energy Credit (REC) check received from 7 solar sites installed last summer - Deposited into GRF for future sustainability project spending	Sustainability Policy , Sustainability Funding goal Resolution No. 1314-1109 : Green Revolving Fund Program (2014)
Extreme Heat Community Resilience Program (EHCRP)	- Grant Opportunity to fund Small-Scale Heat Mitigation Projects - Awaiting Notice of Available Funding (Fall/Winter of 2025) - Working with Sequoia and Laurel CDC Communities and establishing a local organization to be a co-applicant	Sustainability Policy , Facilities goal

THANK YOU

Any Questions?

Additionally, for more information, please reach out:

Preston Thomas, Chief of Systems & Services Officer

Pranita Ranbhise, Executive Director, Facilities Planning & Management

Hannah Press, Assistant Project Manager, Energy & Sustainability

Olivia Boitano, Sustainability Assistant

Appendix



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Community Schools, Thriving Students

Sustainability Project Timeline

ONE YEAR LOOK AHEAD

Projects	%	Q1 2025			Q2 2025			Q3 2025			Q4 2025		
		1	2	3	4	5	6	7	8	9	10	11	12
Solar Phase 2	25												
Calshape Upgrades	45												
Solar REC Sales Agreement	50												
EV Pilot	100												
Solar O&M	20												
Sustainability Policy	100												
Sustainability Plan	33												
Battery Projects	95												
Energy Efficiency Audit	15												
Water Heater Upgrades Pilot	100												

Procurement

Design

Construction

Complete

Energy Efficiency Audit - Goals and Outcomes

"Collaboratively develop a road map with OUSD that leads to lasting, transformational outcomes"



Transformational Outcomes

- Improved learning environments
- Healthier buildings
- Reinvest in student programs
- Safe campuses
- Increase and stabilize state funding
- Showcase fiscal responsibility
- Positive PR wins
- Expand “enrichment” areas for students (i.e. Living Schoolyards)
- Student STEM and other programs

Expressed District Facility & Sustainability Goals

- Improved comfort including mechanical cooling and ventilation
- Building resiliency
- Stabilize and control utilities and other operational expenses moving forward
- Progress and alignment with District Policies – Facility Master Plan, Energy, and Sustainability
- Onsite generation and energy storage
- Electrification and decarbonization

Fundamental Goals

- Significant utility savings
- Reduce maintenance and operational costs
- Tackle deferred maintenance
- Solve systemic problems and pain points
- Improve ease of operation of systems
- Data accuracy and increased capabilities
- Standardize equipment and materials
- Improved internal O&M and external PM agreements
- Maximize funding sources

Energy Efficiency Audit - Alignment with other OUSD Efforts

Facilities

- **Planning and Programs** – Support and increase the impact of the Facility Master Plan, Sustainability Policy and Implementation Plan, Energy Management Plan, etc.
- **Standardization** – Materials, equipment, systems, operations. Establish new Building and Construction Standards moving forward.
- **Operations and Maintenance** – “Paradigm shift from reactive to proactive”. Greater control for staff and a better process and partners for O&M.

Funding

- Pursue and **maximize all available funding sources**.
- Help OUSD **achieve more control over annual budgeting** moving forward.
- **Assist in showcasing fiscal responsibility** and positive public relations with the community.

Students

- Support OUSD Facilities Mission Statement of **providing flexible resilient, healthy, and safe schools** that deliver a joyful learning environment for all students.
- Host events and **create curriculum around STEM and trade programs**.



Willdan's Commitment to OUSD: "Be Intentional. Foster Collaboration. Execute Well. Make Real Impact."

Moving Forward – Major Steps in Phase 2 of IGA

IGA Phase 2

- **60% Milestone.** Begin design of priority scopes in parallel with full IGA and Energy Master Plan development.
- **90% Milestone.** Designs ready for competitive bid. Prepare implementation plan; manage bid process; coordinate with DSA/SFM; develop commissioning, M&V, O&M, and training plans.
- **100% Completion.** Deliver turnkey, guaranteed-maximum price ESPC project proposal and complete IGA/Energy Master Plan report.
- **ESPC Contract and Funding Approval.** District approves projects, executes contract, and Willdan secures funding/financing as applicable. Move forward with construction.



Budget Neutral Funding – The Foundation of ESPC

1

Federal & State Programs & Grants

- Up to 40% Inflation Reduction Act Tax Credits - Direct payment for solar, BESS, geothermal, generation, etc.
- Bay Area Air District funding –Options for EVCS funding and increases if paired with solar
- SGIP for various DER systems – Had \$1B available in 2024 and currently projecting that for 2025 and 2026, projects need to be shovel-ready
- Millions of \$ in 179D tax deductions to be passed through to OUSD by Willdan
- Other options being monitored and will continue to explore

2

Decarbonization Incentives & Carbon Credits

- Millions of \$ in possible CCA decarbonization incentives through the Eva CCA for the Bay Area
- \$250k+ per application for California Energy Design Assist (CEDA) Program for decarbonization incentives
- Millions of \$ in potential funding by monetizing carbon credits



3

Utility Incentives

- Millions of \$ in PG&E incentive and rebate programs
- GK12, in most instances pays for all upfront implementation costs
- PG&E EV Fleet Program
- Others to be explored

4

Leases & Loans

- 0% OBF through PG&E for qualifying EE and electrification scopes
- 0-1% CEC financing (multiple options)
- ~3-5% Green Bonds
- ~4% Grow America, non-profit 501(c)3 third party hyper low-interest financing
- 5-6%+ Tax Exempt Municipal Lease Purchase (TELP)

Alameda County

- OPEX Relief Through Use of Bond Funds: Using Bond money to pay for project while still using 4217 for ESPC, but plan to reallocate major OPEX savings in budget
- Share in Same Challenges: Comparable budget challenges and needed creative approach to relieve increasing operational costs and cuts in other areas

Energy Efficiency IGA - Summary

Project Detail	Description
Outcome / Alignment with District Goals	- In alignment with 100% clean electricity by 2030 - Align with Sustainability Board Policy and BP3511
Scope	- District-wide audit (103 sites) evaluating current HVAC, Thermostats/Controls, Interior Lighting and Controls, Exterior Lighting and Safety, Electrical, Generators and Backup Power, Plumbing Fixtures, Domestic Water, Roofing, Windows, Entryways, Insulation, Kitchens, Irrigation, Solar PV, BESS, and EV charging
Funding	- Primarily funded through Energy Savings (Fund 21, Measure Y)
Benefits / Impact	Infrastructure improvements, lower electricity costs, efficient energy usage, improved health amongst schools.
Current Phase	IGA Part 1 – All site visits completed, Conducting data analysis
Next Steps	Developing district-wide Energy Conservation Projects that incorporate clean energy initiatives, financing programs, and the sustainability board policy (Phases 30% - 100%)

Water Heater Replacements - Summary

Project Detail	Description
Outcome / Alignment with District Goals	Reduce District reliance on fossil fuels; align with Sustainability Policy & CEAR goals
Scope	21 total sites 6 sites: 14 electric heat pump units 16 sites: 25 gas on-demand units 7 sites: 9 timers for additional savings
Funding	Program is budget-neutral for the District, funded through PG&E's energy efficiency incentives
Benefits / Impact	Total Estimated: ~212.9 MT CO ₂ e avoided annually Heat Pumps: 43,093 kWh saved; 8,980 therms avoided → ~55.8 MT CO ₂ e On-Demand Units: -1,551 kWh; 29,702 therms avoided → ~157.1 MT CO ₂ e
Current Phase	Close-Out
Next Steps	Evaluate results from 21 pilot sites; explore roll-out to additional sites