

Recommendations to Board from OUSD Task Force on Outsourcing

November 12, 2025



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Our Vision

All OUSD students will find joy in their academic experience while graduating with the skills to ensure they are caring, competent, fully-informed, critical thinkers who are prepared for college, career, and community success.

Our Mission

Oakland Unified School District (OUSD) will build a Full Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers, every day.



Taskforce on Outsourcing Introduction

This is the first report of the OUSD Task Force on Outsourcing, as directed by Board Resolution #25-0493, after our first four meetings as a group, representing a broad spectrum of OUSD stakeholders.

Taskforce Members

Oakland Education Association (OEA)	Gabriel Kahn
Building and Construction Trades Council (BCTC)	Michael Pletcher
Service Employees International Union (SEIU) 1021	Phoebe Nguyen
American Federation of State, County and Municipal Employees (AFSCME)	Jo Bates
Teamsters	Dom Chiovare
United Administrators Oakland Schools (UAOS)	Mario Capitelli
District Staff Designee #1	Rain Johnson
District Staff Designee #2	Martha Pena Andrea Bustamante

Community Advisory Committee (CAC) for Special Education	Carol Delton
District English Language Learners' Subcommittee (DELLS)	Melissa Ramirez-Medina
Parent and Student Advisory Committee (PSAC)	Tiffany Hampton-Amons
All City Council (ACC)	Lina Nguyen and Inara Shafiq
Student Board Directors	Marianna Smith and Maximus Simmons
Board Member	Rachel Latta
Superintendent Designee	Tom Felix

Rationale

The Board shall consider the Control Over Outsourcing Task Force's Outsourcing Control and Reduction Plan to reduce total expenditures for consulting services, create staff stability and improve student services as outlined in [Resolution #2425-0083, Establishing the “Control Over Outsourcing” Task Force](#) and the [Task Force workplan](#).

We appreciate the support we have received from OUSD staff, especially Troy Christmas, Dan Bellino, General Counsel Jenine Lindsey and Interim Superintendent Denise Saddler.

Recommendations with Consensus



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Recommendation #1

Amend and strengthen existing contract approval process, including: identifying positions with ability to initiate contracts, training of designees and those with authority, to end supplanting of in-house bargaining unit work, including documenting sufficient notice to the relevant bargaining unit after exhaustive efforts to hire in-house have been made and establish a Meet and Confer with impacted bargaining unit, yielding a MOU. Hiring in-house employees should always be the standard practice.

- a) For example, Early Literacy Reading Tutors.

Recommendation #2

A foundational document for hiring an employee is having a written position job description for the role available. (For example: staff has stated that OUSD does not have a job description for an Artist-in-Residence, which means that sites end up contracting out this work).

- a) If departments identify a needed position, a job description must be developed in partnership with the relevant bargaining unit and become usable for posting openings. *We note: When such job descriptions are not available, bargaining units may prefer that OUSD rely on the collective bargaining agreement.*

Recommendation #3

Create a database of employees who would be interested in working additional hours and/or a posting board for these opportunities that employees can access.

- a) This shall not impinge upon the expansion of full time, represented positions

Recommendation #4

Student stipends are a valuable tool for supporting students in spending their time in work that is adjacent to their field of study and may provide a foundation for future career development.

- a) As currently structured, some student stipends are processed through the district but the majority are not; bring as many as possible in-house.

Recommendation #5

Renewed contracts should go through the same ***legal and fiscal review as new contracts***, and have a process for stakeholder inclusive quality control and a long term plan for in-housing.

Recommendation #6

When purchasing products that require specialized maintenance, ***consider how to best have district staff trained***, in consultation with appropriate labor bargaining unit(s), in those tasks so that outside contracting for maintenance of district property is minimized.

- a) For example: security camera installation and maintenance.

Recommendation #7

Vendors with multiple contracts with various school sites and departments ***should be combined into master contracts***. If the total annual cost is greater than the statutory limit (\$114,800 for FY 2025-2026), these contracts should go through Procurement. Build on, strengthen, amend and enforce as needed policies already in existence:

<https://www.ousd.org/procurement>

- a) Develop a preferred vendor system to take advantage of bulk purchasing/contracting power for goods and services. OUSD has started this process with the consolidation of printer contracts, and district staff has stated that there are other areas where this principle could be applied.
 - i) This could mean having 2 to 3 vendors as options and a multi-year duration.
- b) This process will take additional staff capacity and training and will need a realistic timeline for implementation, acknowledging this is a significant change from current practice.

Recommendation #8

Establish a review process for any policy or operational changes enacted to document extent of implementation, quality, and fulfillment of purpose.

Next Steps



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Implementation Concerns & Recommendation

Without careful implementation, these recommendations could cause significant disruption to direct services to students and families.

While the recommendations are intended to result in shifts in terms of staffing and how services are provided, disruptions can be mitigated with:

- Phased implementation of new procedures
- Time for extensive training of existing staff to honor new guidance and hiring of new staff in Procurement to manage anticipated increase in master contracts
- Time for collaboration between OUSD and labor partners to meet and confer, update job descriptions, and facilitate in house hiring



Community Schools, Thriving Students



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

www.ousd.org     [@OUSDnews](https://twitter.com/OUSDnews)

1011 Union Street, Oakland, CA 94607