Board Office Use: Legislative File Info.		
File ID Number	23-2846	
Introduction Date	11/20/25	
Enactment Number		
Enactment Date		



Board Cover Memorandum

To Facilities Committee

From Preston Thomas, Chief Systems and Services Officer

Nilafur Abdul, Assistant Manager, Systems and Services

Meeting Date November 20, 2025

Subject Water Quality Update and Board Policy 3511.3 – Clean Drinking Water: Strategic

Direction, Operational Needs, and Policy Revision Discussion

Ask of the Board Provide feedback on the District's long-term financial and staffing needs required

to sustain the water quality program; and offer guidance on revisions needed to Board Policy 3511.3 to align policy expectations with actual resource requirements

and operational capacity.

Background The OUSD Board has made clean, safe drinking water a priority and dedicated \$20.5

million in Measure J, Measure Y, and one-time funds to address water quality challenges across the District. Over the last year, OUSD has conducted comprehensive water testing—6,781 samples across 2,411 fixtures—and adopted an internal action threshold of <5 ppb, a more protective standard than federal or

state requirements.

To maintain high-quality drinking water, staff has implemented a districtwide strategy centered on filtered water stations, EPA-aligned diagnostic testing protocols, fixture replacement, expanded signage, kitchen plumbing upgrades, and improved communication methods. A public-facing Water Quality Dashboard is scheduled to launch January 1, 2026, and the Facilities Master Plan will include a dedicated chapter on long-term water quality capital needs, risks, and operational

requirements.

Board Policy **3511.3** has not been updated since **2018** and does not reflect the required staffing, funding, testing frequency, or reporting structures necessary to

sustain the District's current standards.

Discussion OUSD's water quality program will require approximately \$885,000 annually for

testing, filtration, and system upkeep, as well as ongoing funding for dedicated staffing currently supported only by one-time funds. These operational needs are not reflected in the existing version of Board Policy 3511.3, which lacks clarity on required staffing, testing frequency, fixture scope, and public reporting expectations. Staff seeks Committee guidance on how the revised policy should

align ambition with fiscal realities, ensuring the District's <5 ppb standard is achievable and maintainable long-term.

Fiscal Impact No Fiscal Impact for this item at this time. There may be Fiscal Impacts as the Board

determines funding necessary to support a long term sustainable water systems

for the District.

Attachment(s) Water Quality Update Presentation

Board Policy 3511.3 (Clean Drinking Water) – Current Version

Water Quality Update Presentation

Water Quality Update

Facilities Committee Update November 20, 2025

Presentation By:
Preston Thomas, OUSD Chief of Systems & Services



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.









Agenda

- Facilities Master Plan
- Building High Water Quality
 Standards in OUSD
- Dashboard Development
 Samples
- Cost of Maintaining System
- Cost of Staffing
- Board Policy 3511.3 Clean
 Water Policy









Providing Safe, Clean Drinking Water across OUSD

<u>Strategy 1</u> Installation of FloWater Systems

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Strategy 2:
Comprehensive
Diagnostic Testing

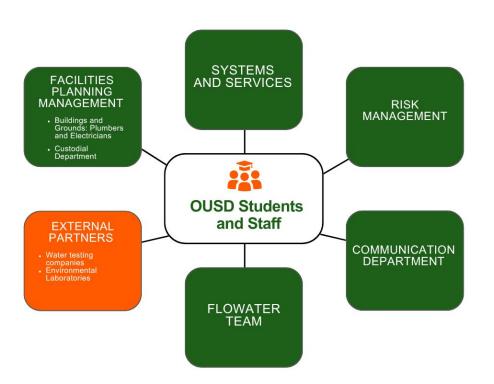
Strategy 3
Replace Identified
Fixtures

Strategy 4
Signage and Visible Cues

Strategy 5
Replace Kitchen Plumbing
Systems

Strategy 6
Improve
Communication Systems

Effective Systems = Effective Teams



- ❖ The OUSD Board has dedicated \$20.5 Million of Measure J and Y, and one time funding to address this problem.
- This work brings together teams across OUSD to build healthier, more supportive learning environments at every school.





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Facilities Master Plan

Addition to Scope of Work: Addressing Water Quality

- Develop district wide approaches/strategies for water testing and management
- Outline costs, staffing needs, operational considerations, and risks for each approach
- Analyze existing water testing data alongside facility age, condition, and system information
- Provide recommendations from short-term operational fixes to long-term capital projects
- Integrate lead mitigation strategies into the Facility Master Plan, including a dedicated chapter toward the strategies
- Align water quality planning with districtwide capital and facility priorities

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OUSDs Commitment to High Standards

Goal: Provide safe, lead-free drinking water across all facilities.

OUSD Standard: < **5 ppb** at consumable outlets (more protective than federal 15 ppb).

Regulatory backdrop: California **AB 746** required school lead sampling by **July 1, 2019**; EPA **3Ts** remains the federal recommended framework for Training, Testing, Taking Action. <u>Cal Water Board</u>

OUSD has adopted this framework in the testing we have completed during Summer 2025.

Summer 2025 comprehensive testing (completed):

• 6,781 samples across 2,411 fixtures

Peer/Local policies (context):

- **SFUSD** Outlets remain closed until re-test < 5 ppb.. <u>San Francisco Public Schools</u> in 2023.
- LAUSD Outlets remain closed until re-test < 15 ppb, goal to reach 5 ppb. <u>LAUSD</u> in 2019.
- **SDUSD** Outlets remain closed until re-test < 5 ppb. <u>San Diego Unified</u> in 2017.
- DJUSD Outlets remain closed until < 15 ppb <u>Davis Joint Unified School District</u> in 2017.

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Staff Guidance

Scan QR code for updates!



MAXIMIZING WATER QUALITY AT OUSD



Access to clean drinking water is vital for the health and well-being of every student and staff member.

OUSD has implemented a tiered approach to ensure all water on our campuses meets the District's high water quality standards. In addition, we are actively replacing water fixtures that test with elevated levels of lead. Any fixture that does not meet OUSD's strict standards is shut down immediately and remains out of service until the issue is fully addressed.

OUR APPROACH

- Installation of Filtered Hydration Stations
- Comprehensive Diagnostic Testing
- Replace Identified Fixtures
- Signage and Visible Cues
- Replace Kitchen Plumbing Systems
- Improve Communication Systems

BEST PRACTICES FOR ACCESSING SAFE DRINKING WATER AT YOUR SCHOOL

Encourage Use of Designated Filtered Hydration Stations

- · Guide students to use FloWater, Elkay, and similar water dispensers that meet OUSD water quality
- · Please see OUSD Water Filtration Systems Dashboard to track your schools testing progress. See here.

Promote Use of Personal Water Bottles

- · OUSD has delivered 60,000 reusable, aluminum water bottles to elementary schools for students to
- · Encourage students to bring and refill personal bottles from designated safe water sources.
- Develop a routine for students to be able to access water bottle filling stations and drinking fountains that meet our water quality standards.

Encourage Proper Use of Designated Drinking Fountains

· Please guide students to ONLY use drinking fountains that are designated as safe with the placement of our our OUSD water quality sticker.







Scan QR code for updates!







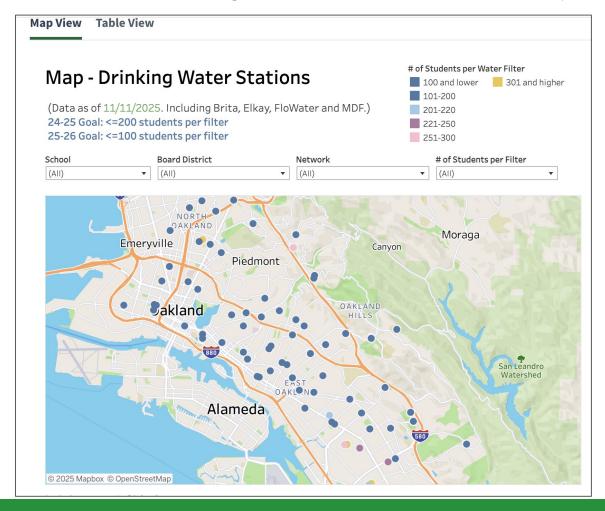
Dashboard Development





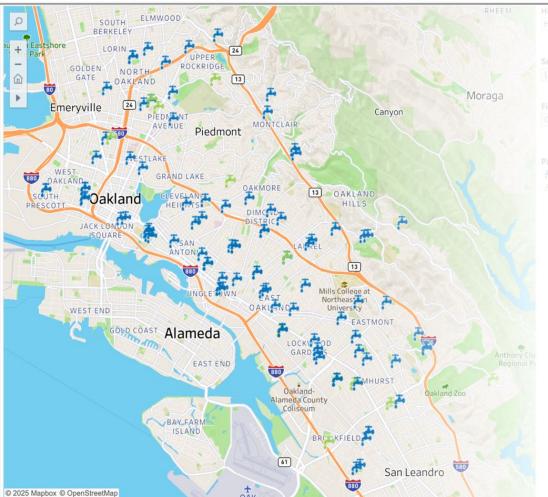


Water Filtration Systems Dashboard (Active)





Testing and Repair Dashboard (GoLive 1/1/2026)



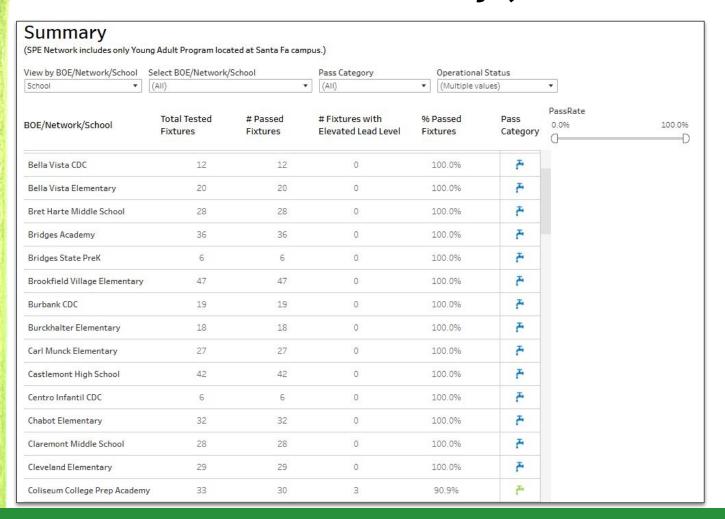
Testing Dashboard

You Asked, We Listened

When families and staff said test results were hard to interpret, we created a user-friendly dashboard that shows each site, testing data — making water quality information clear and accessible for everyone.

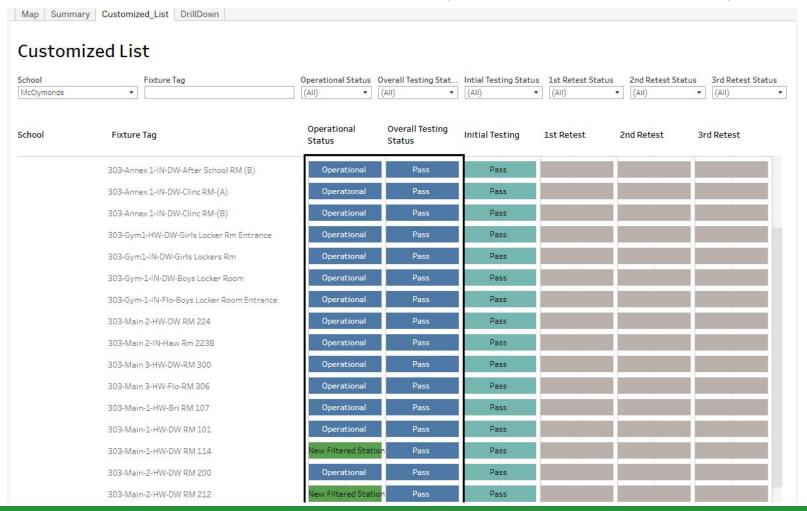
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Draft School Site Summary (GoLive 1/1/2026)



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Draft Customized List (GoLive 1/1/2026)



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Draft School Site Summary (GoLive 1/1/2026)



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Costs and Staffing Levels





Maintenance Costs for System Integrity

Category	Description	Per station/unit	Estimated Annual Cost
FloWater Station Replacements	35 units annually	\$8,000.00	\$280,000
FloWater Stations	251 active units	\$522.00	\$131,059
Elkay Filtration Stations	31 active units FL10 Ultra-Capacity (10,000 gal) lead + microplastics filter 1 filter/station/yr \$210.99 each	\$210.99	\$6,540
Regular Filter Replacement (District-Wide)	361 filters in rotation Avg unit ≈ \$210.99	\$210.99	76,170
Reverse Osmosis (RO) Systems	Install \$3 K–\$4 K per unit Membranes \$369 every 2–3 yrs	\$184.50	\$15,867.00
Testing (Summer 2025 cycle)	6,781 samples / 2,411 fixtures Lab \$375,280	\$55.34	\$375,280.00
			\$884,916

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Staffing Needs: OUSD 108 sites

Manager Dedicated to the Program:

- Currently 1 FTE staffing in 1x Funds (\$231,477.00):
 - Coordination, data/reporting, EPA/CDPH compliance, communication with site leader, dashboard development and maintenance, database integrity

Water Testing Team:

- Ongoing: Currently 2 Full Time Staff funding on 1x Funds in contracts
 - Certified sample collection, outlet database/labels, filter tracking, signage, training.

Plumbing Team:

- 10 FTE Plumbers (All B and G)
- Ongoing: 1-2 Dedicated Plumbers (\$177,382 per Staff)
 - Repairs and replacement of fixtures, filter replacements

Board Policy 3511.3 Clean Drinking Water

The Governing Board recognizes that clean, healthy water in its schools and early childhood centers is essential for student's well-being and wants to ensure that the drinking water in each of its schools and early childhood centers is, at a minimum, within all state and federal health standards with a phased plan to strive towards even more stringent standards that exceed state and federal guidelines. Full implementation of this policy shall take place within 180 days of its enactment.

Key Challenges and Considerations:

- Did not allocate funding to address problem.
- Did not allocated staffing implied current staff could manage workflow.
- Was not specific as to "what" would be tested other than consumable.
- Public posting times are impossible to meet.
- Did not articulate a district standard for frequency of testing.
- Did not specify well the type of testing to be performed.
- Public reporting needs to be explicit and timing often challenging to coordinate with site leaders and other key constituents.
- No AR's were developed to support the policy.

Did not happen:

By June 30, 2019, the Board will review this policy, the District's facilities, potential funding sources, and other relevant information to consider testing and remediation for lead in consumable water at anything above 1 ppb.

(last update was 2/28/18)

Next Steps

Next Steps

- January 1, 2026: Launch Dashboard to replace old system for updating the community.
- 2. January 2026: Receive recommendations from Facilities Master Plan in January to address water quality issues in OUSD.
- 3. February 2026: Incorporate positions needed to sustain program in the 2026-27 Budget Development to be approved by Board in June.
- February 2026: Bring Policy recommendations to the February 2026 Facilities Committee Meeting.
- 5. March 2026: Bring Board Policy 3511.3 to the Board for revision.



THANK YOU Any Questions?

Additionally, for more information, please reach out:

Preston Thomas

Chief Systems & Services Officer preston.thomas@ousd.org

Nilufar Abdul

Assistant Manager Systems & Services Department nilufar.abdul@ousd.org





Appendix







WE BELIEVE

EVERY HUMAN HAS A FUNDAMENTAL RIGHT TO DRINKING WATER THEY CAN TRUST



FLOWATER

THE MOST ADVANCED WATER PURIFICATION **TECHNOLOGY**

Removes up to 99.9% of contaminants through a 7x Advanced Purification process

Lead is removed from the **Advanced Osmosis System**

PURIFY



Sediment Filter



Carbon Filter



Advanced Osmosis



IMPROVE

Activated Oxygen



Alkaline Enhanced



Electrolyte Enhanced

FINISH →



Coconut Carbon





Filtered Water Station Installation Progress

Why FloWater?

- FloWater adopted as the **district standard** for filtered water stations on March 18, 2025.
- All FloWater units have tested <1.00 ppb lead— well below EPA (15 ppb), state, and internal OUSD (5 ppb) action thresholds

District Progress

- **193 FloWater stations** installed since 2024
- **88 new units purchased** to support hydration access
- Updated goal: 1 filtered water station per 100 students (previously 200:1)

Installation Timeline

- Phase I: Summer 2025
 - Site assessments, plumbing, and electrical work completed
 - **60 units** to be installed before the start of the school year



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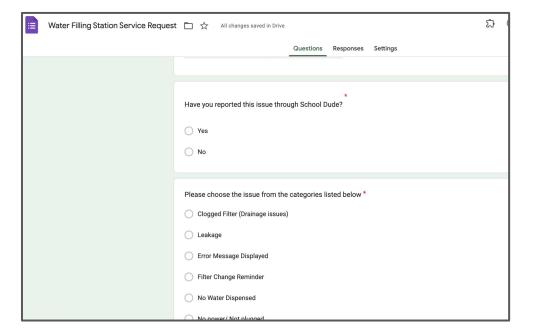




Water Filling Station Service Request

QR codes are placed on every FloWater unit. When an issue is reported using the QR code, the form is sent to internal staff, who then coordinate directly with FloWater to arrange repairs and monitor the progress.

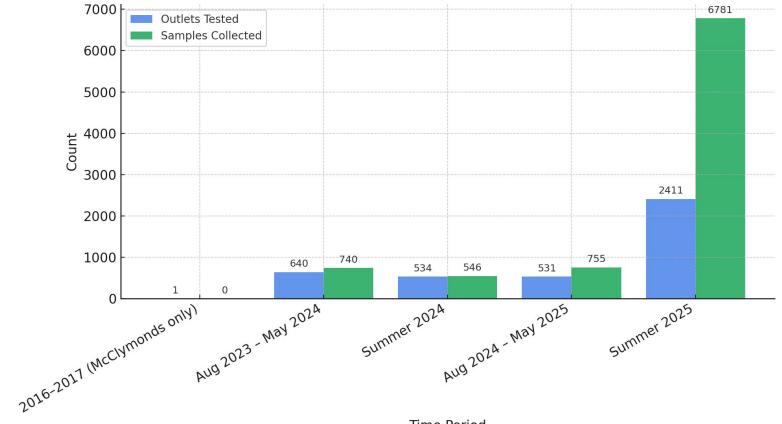




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Strategy 2: Comprehensive Diagnostic Testing

Testing Data for Recent Testing Windows



Time Period

Water Quality Outlet Testing and Sample Collection

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Testing Protocol

Environmental Protection Agency (EPA) Guidelines

- OUSD follows EPA guidelines for school water quality testing
- Developed district-wide protocol to ensure consistency and accuracy

Sequential Testing Protocol (Drinking Fountains and Kitchens)

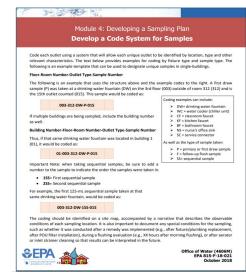
- Three samples collected per fountain:
 - 125 mL Bubbler (tests outlet)
 - 125 mL Angle Stop (tests behind fixture)
 - 250 mL In-Wall Piping (tests upstream plumbing)
- Allows precise identification of lead source if levels are elevated

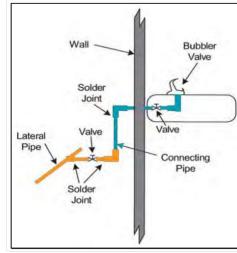
Filtered Water Stations

- Single 250 mL sample collected per unit
- Assesses filter effectiveness and water quality at point of use

Fixture Labeling & Tracking

- Unique nomenclature system created for every drinking fountain and filtered station
- Labels are matched to test results for targeted repairs
- Enables clear tracking of what's elevated, where it is, and how to fix it





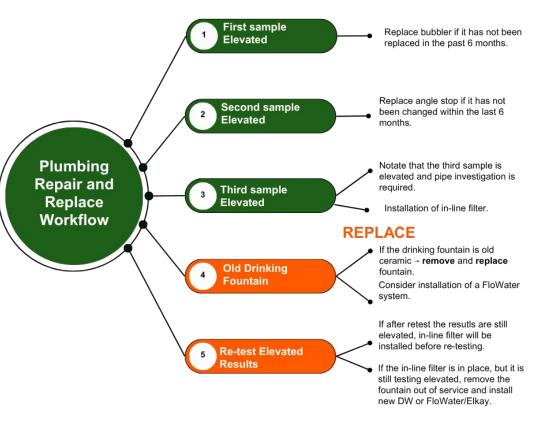
U.S. Environmental Protection Agency. (2021). 3Ts for Reducing Lead in Drinking Water in Schools and Child Care Facilities: Revised Technical Guidance. Retrieved from EPA Guidelines, pp. 62

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Strategy 3: Replace Identified Fixtures

Replacement and Repair of Fixtures

REPAIR







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Strategy 4: Signage and Visible Cues

Improved Notification for Community



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Link to reports for individual validation

Punch outs that signify the date of the last test that was below 5 ppb.



Overview and Progress

Goal: Upgrade kitchen plumbing for safe, reliable water in compliance with health standards

Key Upgrades

- New Fixtures: sinks, faucets, hand-wash stations
- Pipe Replacement: up to 20 ft per site
- Restored Hot/Cold Access
- Better Water Points for Food Safety
- Completed Before Staff/Student Return

Sites With Plumbing Upgrades

- ✓ Acorn CDC
- ✓ Allendale ES
- ∠ Bella Vista ES
- ✓ Castlemont HS
- ✓ Centro Infantil
- Edna Brewer MS
- ✓ Hillcrest ES

- ✓ Jefferson CDC
- ✓ Lincoln ES
- ✓ Madison Primary
- ✓ McClymonds HS

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- ✓ Sequoia ES
- ✓ Skyline HS

Kitchen Pipe and Fixture Replacement



Hillcrest K-8



Sequoia ES



Allendale ES



McClymonds HS

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Internal Communicating and Tracking Repairs

Internal Tracking

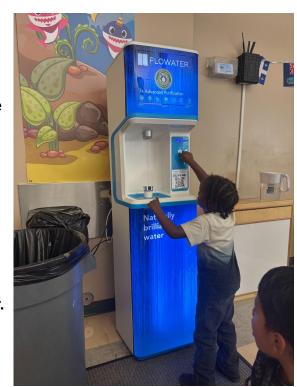
- Each elevated fixture is logged in our central tracking spreadsheet. A **SchoolDude ticket** is created for the specific school site and assigned to OUSD plumbers.
- Once repairs are completed, the ticket is marked closed.
- The water quality team is notified and then schedules **retesting** for the repaired fixture.

Dashboard in Development (Fall 2025)

A searchable, public-facing dashboard is being built to display fixture-level test results by school.

How Schools Are Notified

- Principals are notified within 24 hours of any elevated results.
- Communication is sent via email by OUSD Risk Management Officer.
- Schools receive clear information on affected fixtures and next steps.
- We are currently developing an **automated notification system** to streamline this process.



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Updated Website

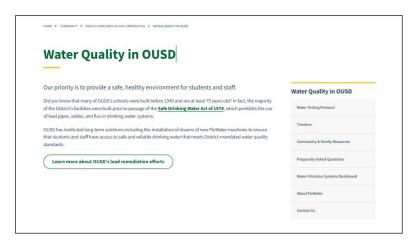
We've established multiple communication channels to ensure students, school staff, families, and the community are informed with the work happening to improve water quality across the District.

ParentSquare: Our main hub to share with parents and caregivers about the work happening across the District.

Website: All water test results from across the District are stored here, along with updates on the work we are doing to ensure access to safe, clean drinking water for our schools. Updates are made daily. www.ousd.org/waterquality

Board Presentations: Consistently updating the Board on our progress.

Contact Us: Contact your school principal or the Risk Management Office at waterquality@ousd.org



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Improving Water Testing Visibility with Stickers

To help students and staff easily identify water safety at school



Placed on water fixtures that meet OUSD's water quality standards.



Placed on **classroom sinks** to clarify that these fixtures are **not intended for drinking**, helping students and staff make informed choices.



Signage is posted at out-of-order drinking fountains. Water to these fixtures is also shut off for repairs

Messaging: How We Talk about the Work

A message was shared via Parent Square on Sunday, August 10, 2025 to announce that all schools have FloWater and other water filtration stations for students to use. We clearly communicated that all fixtures that have tested above the District standard have been shut off and will remain out of service until they are repaired or replaced and retested.

FloWater Machines

- FloWater machines are safe; it is a misconception that the water from the machines is contaminated.
- Not a single FloWater machine has ever tested above the District Standard of 5 parts per billion (ppb) for lead. In fact, none has even tested above 1 ppb.

School Culture and Climate

- School leadership and staff will be key in reminding students and families about the safety and effectiveness
 of the machines.
- We currently have 40,000 water bottles ready to go to school sites, and they will be transported in the coming days for students to use.

Strategy

Because replacing piping inside our older schools will take years and cost tens of millions of dollars, the
best, quickest, and most efficient method of making sure OUSD students are drinking safe and clean water
is to install FloWater machines and take faucets and drinking fountains with elevated lead levels (>5 ppb)
out of service.

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Challenges

to Water Connections

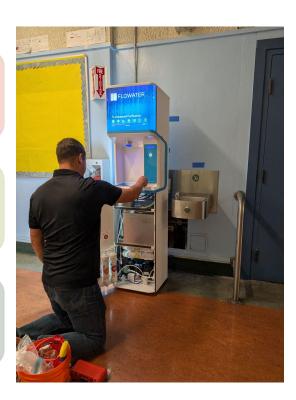
 A major barrier to installation has been the lack of readily accessible water lines at some sites

Conversion of Existing Fixtures

 Most current installations have replaced existing drinking fountains to utilize pre-existing plumbing

Phase 2 Complexity

- •Upcoming installations in Phase 2 will require connecting to **in-wall** water lines, which involves
- •Wall modifications
- More extensive plumbing work
- Coordination with external vendors











Looking Ahead to SY 2025-2026

Water Testing & Faucet Repairs

Schedule repairs based on test results and number of elevated fixtures per site

Retest after repairs

Final step: relabel fixtures and determine next steps

In-House Sampling

2 certified OUSD staff now trained to collect water samples

Enables quicker response and long-term sustainability

Communications

Address misinformation about FloWater machines

Educate school communities on filter use and repairs

Update website with accurate info and resources

Public Dashboard

Develop searchable tool for viewing water test results by school/fixture

Improves access for families and staff

FloWater Installations – Phase 2

Ongoing installs of FloWater and Elkay stations

Phase 2 includes major plumbing to connect to building pipes

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Board Policy 3511.3 (Clean Drinking Water) – Current Version

OAKLAND UNIFIED SCHOOL DISTRICT

Board Policy

Business and Noninstructional Operations

BP 3511.3 Clean Drinking Water

The Governing Board recognizes that clean, healthy water in its schools and early childhood centers is essential for student's well-being and wants to ensure that the drinking water in each of its schools and early childhood centers is, at a minimum, within all state and federal health standards with a phased plan to strive towards even more stringent standards that exceed state and federal guidelines. Full implementation of this policy shall take place within 180 days of its enactment.

- * The Superintendent or designee shall perform sample testing of the consumable water (which includes water fountains and water sources used in cooking) in all District-owned schools and early childhood centers for potential contaminants, including lead, and publicly post the results. Each test for lead shall be conducted by a laboratory certified for this purpose, and shall be tested to detect lead to at least 5 ppb. All test results shall be publicly posted within 72 hours of their receipt. Under section 116277 of the Health and Safety Code, the District will also make its sites accessible for water testing by community water agencies and shall follow all required reporting and remediation efforts.
- * The Superintendent or designee shall minimize risks of potential water contamination by training and requiring staff to flush water lines daily prior to use at sites that have not been cleared as meeting standards while testing or remediation (which may, among other things, include installation of filters or replacement of fixtures) is underway. The Board does not view flushing as a substitute for clean water sources, but recognizes that it is a best practice that helps flush bacteria, debris, rust, and other contaminants from the water.
- * If testing reveals a lead level above 5 ppb or tests above state or federal legal requirements for other contaminants at a consumable water source, the school or early childhood program shall within 24 hours close off access to the water source until the lead or other contaminant is remediated within the standards set forth in this policy as reflected by subsequent testing. The Superintendent or designee shall also test all other fixtures at the site where one or more fixtures had lead levels over 5 ppb.
- * If testing reveals a lead level above 5 ppb or other contaminant above state or federal levels at a consumable water sources, the Superintendent or designee shall, within one business day, notify teachers, other school personnel, and parents directly, through written notice, or electronic mail. Such notification shall include, but need not be limited to: (1) a summary of the results of the testing conducted, and information on the availability of the complete test results for public inspection at a suitable location and on the Internet website of the school or early childhood program; (2) a description of any remedial measures being taken; (3) general information on the public health effects and risks posed by lead or other contaminants in drinking water, and information on the availability of additional resources concerning lead in

drinking water; (4) where to be tested for lead poisoning in Alameda County; and (4) the name and contact information of the person designated to communicate with the public about water conditions.

- * The Superintendent or designee shall test the water at charter schools that are located on District-owned properties in the same manner as District schools and shall report the test results to the leader of the charter school within one business day of receipt of the results by the District. For District authorized charter schools in non- District properties, the District shall request a copy of all water testing results conducted at the charter facility. The District shall require District authorized charter schools to provide notifications to the parents and guardians of charter school students in the same manner and content as District schools as set forth in this policy.
- * The Superintendent shall develop a plan and corresponding budget for continued monitoring of consumable water sources and early childhood centers that provides for ongoing testing, posting of results, and other communication efforts.
- * With these testing and remediation measures, the Superintendent shall develop an information campaign notifying families how to file water-related complaints or concerns, where to get water testing information, and the benefits of healthy water and multi-use water bottles over sugary beverages and/or single-use bottles.
- * In collaboration with other public agencies focused on these issues, including without limitation, East Bay Municipal Utility District and the Alameda County Child Lead Poisoning Prevention Program, the Board is committed to furthering education on potential sources of lead exposure for children, potential impacts, symptoms and signs of exposure, and opportunities for testing students for lead.
- * By June 30, 2019, the Board will review this policy, the District's facilities, potential funding sources, and other relevant information to consider testing and remediation for lead in consumable water at anything above 1 ppb.

2/28/18