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Board Cover Memorandum

To Board of Education

From Denise G. Saddler, EdD, Interim Superintendent
 Tara Gard, Chief Talent Officer

Meeting Date January 14, 2026

Subject **Notice of Possible Reassignment or Release - Administrative and or Supervisory Certificated Employees - Effective School Year 2026-2027 – Talent/Human Resources**

Ask of the Board Approval by the Board of Education of Resolution No. 2526-0069 authorizing the Superintendent of Schools or designee to send a Notice to Administrative and/or Supervisory Certificated Employees of Possible Reassignment from or Release from Current Position for School Year 2026-2027, pursuant to provisions of California Education Code Section 44951.

Background California Education Code Section 44951 establishes the framework for notifying administrative and supervisory certificated employees of their possible reassignment or release from their current positions. According to this statute, the Board of Education must take formal action to authorize the issuance of such notices. These notices must be provided to affected employees by March 15th of the current school year if they may be reassigned to a different position or released from their current assignment for the following school year.

This process ensures compliance with legal timelines and allows the District to appropriately manage staffing levels and assignments while maintaining transparency and adherence to the law. It is not a reflection of performance or budgetary decisions but rather a standard procedural step to prepare for potential adjustments to staffing needs.

Discussion The Board is being asked to authorize the Superintendent or designee to issue notices to administrative and supervisory certificated employees regarding possible reassignment or release from their current positions for the 2026-2027 school year.

These notices provide flexibility for the District to respond to evolving organizational and staffing needs, including adjustments to align with educational priorities, compliance requirements, or shifts in administrative structures. The process allows employees to be informed in a timely manner about potential changes to their roles while complying with Education Code Section 44951.

The District recognizes the importance of providing advance notice to allow impacted employees to prepare for possible changes. Issuing these notices does not mean that all employees receiving them will be reassigned or released; rather, it preserves the District's ability to manage administrative and supervisory positions in alignment with its strategic goals.

Fiscal Impact None

Recommendation Approval by the Board of Education of Resolution No. 2526-0069 authorizing the Superintendent of Schools or designee to send a Notice to Administrative and/or Supervisory Certificated Employees of Possible Reassignment from or Release from Current Position for School Year 2026-2027.



**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL
Resolution No. 2526-0069**

Notice of Possible Reassignment or Release - Administrative and or Supervisory Certificated Employees -
Effective School Year 2026-2027 – Talent/Human Resources

WHEREAS, California Education Code Section 44951 requires that administrative and/or supervisory certificated employees be notified on or before March 15th of their possible reassignment or release from their current position for the following school year; and

WHEREAS, the Board of Education recognizes the importance of adhering to statutory deadlines to ensure compliance with legal requirements and provide transparency to impacted employees; and

WHEREAS, the issuance of such notices allows the District to maintain flexibility in responding to evolving organizational and staffing needs for the 2026-2027 school year, including alignment with strategic goals, educational priorities, and operational requirements; and

WHEREAS, the notification process is not a reflection of individual performance but a procedural step to ensure the District's ability to manage its administrative and supervisory workforce effectively; and

WHEREAS, timely notification ensures that administrative and supervisory certificated employees are informed of potential changes in a manner that respects their professional planning and preparation needs; and

WHEREAS, the Superintendent or designee must be authorized to act on behalf of the Board of Education to issue these notices in accordance with Education Code Section 44951 to meet the legal deadline of March 15, 2026;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education authorizes the Superintendent of Schools or their designee to send Notices of Possible Reassignment or Release to Administrative and/or Supervisory Certificated Employees for the 2026-2027 school year as required by California Education Code Section 44951.

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 14, 2026.

OAKLAND UNIFIED SCHOOL DISTRICT

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By:	

Jennifer Brouhard
President, Board of Education

Denise G. Saddler, EdD
Interim Superintendent and Secretary, Board of Education

**CALIFORNIA EDUCATION CODE
SECTION 44951**

44951. Unless a certificated employee holding a position requiring an administrative or supervisory credential is sent written notice deposited in the United States registered mail with postage prepaid and addressed to his or her last known address by March 15 that he or she may be released from his or her position for the following school year, or unless the signature of the employee is obtained by March 15 on the written notice that he or she may be released from his or her position for the following year, he or she shall be continued in the position. The provisions of this section do not apply to a certificated employee who holds a written contract with an expiration date beyond the current school year, or to a certificated employee holding a position that is funded for less than a school year, or to a certificated employee assigned to an acting position whose continuing right to hold this position depends on being selected from an eligible list established for the position, or to the termination of employment pursuant to Section 44955.