



Board Office Use: <b>Legislative File Info.</b>	
File ID Number	26-0448
Introduction Date	02/25/2026
Enactment Number	26-0285
Enactment Date	02/25/2026 er

# Board Cover Memorandum

**To** Board of Education **AS AMENDED**

**From** Dr. Denise Saddler, Interim Superintendent  
Tara Gard, Chief Talent Officer

**Meeting Date** February 25, 2026

**Subject** Notice of Layoff: Classified Employees – Reduction in Force Due to Lack of Funds and/or Lack of Work - Talent/Human Resources

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**Ask of the Board** Approval of Resolution No. 2526-0082 authorizing notice of layoff for certain classified positions due to lack of funds and/or lack of work.

## Background

The District continues to face significant fiscal challenges driven by declining enrollment, expiring one-time funding, and increasing operating costs. As part of the Board-approved 2025–26 Budget Balancing Solutions to address a \$95 million deficit, staffing levels must be adjusted to align with projected revenues and program needs.

Following the annual budget development process, including collaboration with school sites and departments to assess staffing needs for the upcoming school year, the District has determined that certain classified positions must be reduced or eliminated due to lack of funds and/or lack of work.

Education Code requires Board approval to implement these reductions. In addition, affected employees must be notified in accordance with statutory timelines and provided information regarding hearing rights, displacement rights, and reemployment rights as applicable. While layoff notices are required, some employees may remain employed through reassignment to vacant positions where permitted by law.

**Discussion** During the annual budget development process, school sites and central departments conduct a comprehensive review of projected enrollment, anticipated revenue, and programmatic priorities to determine staffing needs for the upcoming school year. This process includes collaboration with

site leadership teams and School Site Councils, who review funding allocations and make recommendations aligned to student needs, academic goals, and available resources.

Staffing decisions are informed by projected enrollment trends, changes in categorical and general fund allocations, adjustments to academic programs, modifications to staffing formulas, and operational requirements. As funding levels fluctuate and program priorities evolve, reductions or increases in hours, reassignments, or eliminations of classified positions may occur at both the site and central office levels.

Before any layoff determinations are finalized, the District conducts a review of current vacancies to determine whether displaced employees may be reassigned in accordance with Education Code. When placement into a vacant position is possible, a layoff does not occur. If no appropriate vacancies exist, affected classified employees and child development permit teachers will receive notice consistent with statutory requirements.

The attached resolution and Exhibit A identify the classified positions proposed for reduction or elimination for the 2026–27 school year and thereafter. While these actions are difficult, they are necessary to align staffing with projected resources and maintain the District’s fiscal stability and long-term sustainability.

**Fiscal Impact** Implementation of these reductions will generate salary and benefit savings in the 2026–27 fiscal year and is necessary to align ongoing expenditures with projected revenues amid declining enrollment and reduced funding.

**Attachment(s)** Resolution No. 2526-0082 authorizing notice of layoff for certain classified positions due to lack of funds and/or lack of work.

Exhibit A - Classified Position Changes for 26-27 SY  
Exhibit B - Position Change Summary 26-27 SY



**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2526-0082**

Notice of Layoff: Classified Employees –  
Reduction in Force Due to Lack of Funds and/or Lack of Work (2026-27)

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**WHEREAS**, the Oakland Unified School District (“District” or “OUSD”), impacted by declining enrollment, a decrease in average daily attendance (“ADA”), and facing increased costs, must reduce its expenses in Fiscal Year 2025-26 to ensure that expenditures are aligned with the needs of students and staff; and

**WHEREAS**, the primary mission of the District is to educate its early childhood and K-12 pupils with the annual revenue and resources at its disposal; and

**WHEREAS**, for Fiscal Year 2026-2027, it is necessary for the District to streamline, reorganize, reduce and/or eliminate positions, in whole or in part; and

**WHEREAS**, Education Code sections 45101, 45114, 45117, 45298 and 45308 require action by the Board of Education if services for classified staff are, in good faith, to be reduced or eliminated in order to permit the layoff of classified employees due to lack of funds and/or program need.

**NOW, THEREFORE, BE IT RESOLVED**, the Board of Education (“Board”) hereby determines that the following particular kinds of classified services or positions, detailed in Exhibit A (attached hereto and incorporated herein by reference), shall be and hereby are eliminated and reduced due to lack of funds and/or lack of work;

**BE IT FURTHER RESOLVED**, the Board authorizes the Superintendent or her designee to:

- (1) send appropriate notices to all classified employees whose positions are lost, reduced, or otherwise impacted by the foregoing elimination of positions, and
- (2) take all proper steps pursuant to Education Code to reduce and/or eliminate said positions;

**BE IT FURTHER RESOLVED**, the Board, in approving this Resolution, intends that the position results labeled in the column “FTE Net Change” be achieved; ~~and~~

**BE IT FURTHER RESOLVED**, if new ongoing funds for 2026-27 are identified above projections as of the District’s Second Interim Report, before the District’s final budget is presented to the Board, the Board directs the Superintendent, first, to alert the Board and, then, to bring to the Board recommendations, that are feasible and consistent with Board Policies; ~~and~~

**BE IT FURTHER RESOLVED**, provided that the District meets its general fund reserve requirements per statute and board policies, if new or ongoing funding are identified subsequent to the District’s Second Interim Report, the Board directs the Superintendent to alert the Board of Education and bring forth

recommendations regarding the use of such funds that are consistent with Board Policies, feasible, and which prioritize the restoration of student-facing employee positions, that support attendance, safety, academics, and enrollment, who are subject to layoff, effective the 2026-2027 school year.-

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 February 25, 2026.

<b>Legislative File</b>	
File ID Number:	
Introduction Date:	02/25/2026
Enactment Number:	
Enactment Date:	
By:	

### **OAKLAND UNIFIED SCHOOL DISTRICT**

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Jennifer Brouhard  
President, Board of Education

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Dr. Denise Saddler  
Interim Superintendent and Secretary, Board of  
Education



**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2526-0082**

Notice of Layoff: Classified Employees –  
Reduction in Force Due to Lack of Funds and/or Lack of Work (2026-27)

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- (2) take all proper steps pursuant to Education Code to reduce and/or eliminate said positions;

**BE IT FURTHER RESOLVED**, the Board, in approving this Resolution, intends that the position results labeled in the column “FTE Net Change” be achieved;

**BE IT FURTHER RESOLVED**, if new ongoing funds for 2026-27 are identified above projections as of the District’s Second Interim Report, before the District’s final budget is presented to the Board, the Board directs the Superintendent, first, to alert the Board and, then, to bring to the Board recommendations, that are feasible and consistent with Board Policies; and

**BE IT FURTHER RESOLVED**, provided that the District meets its general fund reserve requirements per statute and board policies, if new or ongoing funding are identified subsequent to the District’s Second Interim Report, the Board directs the Superintendent to alert the Board of Education and bring

forth recommendations regarding the use of such funds that are consistent with Board Policies, feasible, and which prioritize the restoration of student-facing employee positions, that support attendance, safety, academics, and enrollment, who are subject to layoff, effective the 2026-2027 school year.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: Marianna Smith

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSED: None

AYES: Rachel Latta, VanCedric Williams, Clifford Thompson, Vicie President Valarie Bachelor, President Jennifer Brouhard

NOES: Patrice Berry, Mike Hutchinson

ABSTAINED: None

RECUSED: None

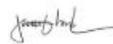
ABSENT: Maximus Simmons (Student Director)

### **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 February 25, 2026.

<b>Legislative File</b>	
File ID Number:	25-0448
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By:	er

### **OAKLAND UNIFIED SCHOOL DISTRICT**



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Jennifer Brouhard  
President, Board of Education



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Dr. Denise Saddler  
Interim Superintendent and Secretary, Board of Education

The following information provides explanation of Exhibit A: Classified Position Changes for the 2026-27 SY column headers. The list is sorted by 'Position Title' and then by 'Action'	
Exhibit A Column Header	Description
<b>Action</b>	The action taken on the position.  <b>Elimination:</b> The position exists currently and is being eliminated. <b>Addition:</b> The position does not exist currently and is being added. <b>Reduction:</b> The position's current year FTE is being lowered. <b>Increase:</b> The position's current year FTE is being increased.
<b>Position Funding Site</b>	The department or school site that is funding the position.
<b>Position Location</b>	The work location of the employee holding the position
<b>Position #</b>	Position Control Number (PCN) is the position control number is a unique identifying number that codes a position to a specific classification
<b>Position Title</b>	The title of the position that references the responsibilities the employee has in the role
<b>F/V</b>	Filled: There is currently an employee in the position. Vacancy: The position is vacant.
<b>Type</b>	<b>CL:</b> Classified position - a non-certificated role within the school district that does not require a teaching or administrative credential. Classified employees typically provide operational, technical, clerical, maintenance, transportation, food service, instructional aide, or other support services essential to school and district operations.  <b>CE:</b> Certificated position - a role that requires a valid state-issued credential or license, such as a teaching, administrative, pupil services, or specialist credential. Certificated employees typically provide instructional, counseling, leadership, or other professional educational services directly tied to student learning and academic programs.
<b>Union</b>	The union that represents the position  <b>SEIU:</b> Service Employees International Union, Local 1021 <b>AFSCME:</b> American Federation of State, Local and Municipal Employees <b>UAOS:</b> United Administrators of Oakland Schools <b>Teamsters:</b> Teamsters Local 70 <b>BCTC:</b> Buildings and Construction Trades Council <b>OCDPA:</b> Oakland Child Development Paraprofessional Association  There are also positions that are not represented by a union. <b>CONF:</b> Confidential Unrepresented <b>UNREP:</b> Unrepresented not-confidential

<p><b>Grant Status</b></p>	<p><b>EG-BR:</b> School sites or departments plan to maintain these positions however the budget office needs to further confirm availability of funding. When confirmation is made the position would be returned to fully funded by board action  <b>EG:</b> Position is reduced or eliminated due to an expiring grant that was funding the position  <b>Grant Funded:</b> New position that is being funded with grant funds  <b>n/a:</b> Position is not funded by a grant</p>
<p><b>FTE (25-26)</b></p>	<p>The calculation of full-time equivalent (FTE) is an employee's scheduled hours divided by the employer's hours for a full-time workweek. OUSD has a variety of positions that range from a 40-hour workweek to a 37.5-hour workweek. Employees who are scheduled to work 40 hours per week are 1.0 FTEs. Employees scheduled to work 20 hours per week are 0.5 FTEs. This column shows the FTE for each position in the current year.</p>
<p><b>FTE (26-27)</b></p>	<p>The calculation of full-time equivalent (FTE) is an employee's scheduled hours divided by the employer's hours for a full-time workweek. OUSD has a variety of positions that range from a 40-hour workweek to a 37.5-hour workweek. Employees who are scheduled to work 40 hours per week are 1.0 FTEs. Employees scheduled to work 20 hours per week are 0.5 FTEs. This column shows the FTE for each position indicated for next year.</p>
<p><b>FTE Net Change</b></p>	<p>This column is a calculation: FTE 26-27 minus FTE 25-26, the calculation is done to show the net difference between the current year FTE and what is projected next year.</p>
<p><b>PARS</b></p>	<p><b>Yes:</b> Current employee has taken part in the PARS retirement incentive  <b>No:</b> Current employee has not taken part in the PARS retirement incentive  <b>n/a:</b> The position is vacant</p>

Exhibit A: Classified Position Changes for 26-27 SY\_Final

Action	Position Funding Site	Position Location	Position #	Position Title	F/V	Type	Union	Grant Status	FTE (25-26)	FTE (26-27)	FTE Net Change	PARS
Reduction	301 - Castlemont High School	301 - Castlemont High School	9500	Administrative Assist II Bil	Filled	CL	SEIU	EG-BR	1.00	0.80	(0.20)	No
Reduction	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	4020	Administrative Assist III Bil	Filled	CL	SEIU	n/a	1.00	0.80	(0.20)	No
Elimination	912 - Linked Learning	912 - Linked Learning	8946	Administrative Assist III Bil	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Reduction	928 - Opsr Counseling	928 - Hs Linked Learning Counseling	10438	Administrative Assist III Bil	Filled	CL	SEIU	EG	0.25	0.00	(0.25)	No
Reduction	305 - Oakland Tech High School	305 - Oakland Tech High School	11446	Administrative Assistant I	Filled	CL	SEIU	n/a	0.70	0.50	(0.20)	No
Reduction	308 - Young Adult Program	308 - Young Adult Program	9627	Administrative Assistant I	Filled	CL	SEIU	n/a	1.00	0.50	(0.50)	No
Elimination	965 - Middle School Network	965 - Middle School Network	3709	Administrative Assistant I	Filled	CL	SEIU	EG-BR	1.00	0.00	(1.00)	No
Elimination	965 - Middle School Network	965 - Middle School Network	11516	Administrative Assistant I	Vacancy	CL	SEIU	EG-BR	1.00	0.00	(1.00)	n/a
Elimination	976 - Special Ed Local Plan Area	976 - Special Ed Local Plan Area	1154	Administrative Assistant I	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	Yes
Elimination	306 - Skyline High School	306 - Skyline High School	1242	Administrative Assistant II	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	307 - Home and Hospital	307 - Home and Hospital	10838	Administrative Assistant II	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	989 - Custodial Services	9890 - Custodial Services	7085	Administrative Assistant III	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	Yes
Elimination	944 - Talent	944 - Talent	11337	Assistant Recruitment	Filled	CL	CONF	EG	1.00	0.00	(1.00)	No
Elimination	944 - Talent	944 - Talent	11449	Assistant Recruitment	Filled	CL	CONF	EG	1.00	0.00	(1.00)	No
Elimination	944 - Talent	944 - Talent	11450	Assistant Recruitment	Filled	CL	CONF	EG	1.00	0.00	(1.00)	No
Elimination	944 - Talent	944 - Talent	9042	Assistant Staffing Support	Filled	CL	CONF	EG	1.00	0.00	(1.00)	No
Elimination	944 - Talent	944 - Talent	9043	Assistant Staffing Support	Filled	CL	CONF	EG	1.00	0.00	(1.00)	No
Elimination	944 - Talent	944 - Talent	7321	Associate Talent Development	Filled	CL	CONF	EG-BR	1.00	0.00	(1.00)	No
Elimination	306 - Skyline High School	306 - Skyline High School	10449	Asst Newcomer Learning Lab	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	4494	Asst Newcomer Learning Lab	Filled	CL	SEIU	EG	1.00	0.00	(1.00)	No
Reduction	913 - Chief of Operations	913 - Chief of Operations	9271	Asst PM Systems & Svcs	Filled	CL	UAOS	EG-BR	1.00	0.40	(0.60)	No
Increase	116 - Franklin	116 - Franklin	1246	Attendance Specialist	Filled	CL	SEIU	n/a	0.40	1.00	0.60	No
Increase	143 - Montclair	143 - Montclair	3699	Attendance Specialist	Filled	CL	SEIU	n/a	0.70	0.80	0.10	No
Reduction	145 - Peralta	145 - Peralta	1623	Attendance Specialist	Filled	CL	SEIU	n/a	0.80	0.50	(0.30)	No
Increase	169 - Oakland Academy of Knowledge	169 - Oakland Academy of Knowledge	3929	Attendance Specialist	Filled	CL	SEIU	n/a	0.50	0.90	0.40	No
Reduction	183 - Prescott	183 - Prescott	5184	Attendance Specialist	Filled	CL	SEIU	n/a	0.60	0.50	(0.10)	No
Elimination	204 - West Oakland Middle	204 - West Oakland Middle	3689	Attendance Specialist	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Increase	304 - Oakland High School	304 - Oakland High School	11471	Attendance Specialist	Filled	CL	SEIU	n/a	0.10	0.20	0.10	No
Increase	305 - Oakland Tech High School	305 - Oakland Tech High School	9345	Attendance Specialist	Filled	CL	SEIU	n/a	0.30	0.50	0.20	No
Reduction	309 - Ralph J. Bunche Academy	309 - Ralph J. Bunche Academy	2076	Attendance Specialist	Filled	CL	SEIU	n/a	1.00	0.80	(0.20)	No
Increase	179 - Manzanita Community School	179 - Manzanita Community School	1946	Attendance Specialist Bil	Filled	CL	SEIU	n/a	0.75	1.00	0.25	No
Addition	204 - West Oakland Middle	204 - West Oakland Middle	n/a	Attendance Specialist Bil	Vacancy	CL	SEIU	Grant Funded	0.00	1.00	1.00	n/a
Reduction	206 - Bret Harte Middle	206 - Bret Harte Middle	1362	Attendance Specialist Bil	Filled	CL	SEIU	n/a	1.00	0.50	(0.50)	No
Reduction	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	6448	Attendance Specialist Bil	Filled	CL	SEIU	n/a	1.00	0.80	(0.20)	No
Reduction	229 - Elmhurst United	229 - Elmhurst United	5177	Attendance Specialist Bil	Filled	CL	SEIU	n/a	0.90	0.80	(0.10)	No
Elimination	950 - Strategic Resource Planning	950 - Strategic Resource Planning	7405	Business Mgr Central Office	Filled	CL	UAOS	n/a	0.50	0.00	(0.50)	No
Elimination	103 - Brookfield	103 - Brookfield	10580	Case Manager 20	Filled	CL	SEIU	n/a	0.40	0.00	(0.40)	No
Elimination	107 - East Oakland Pride	107 - East Oakland Pride	11071	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	112 - Greenleaf Elementary	112 - Greenleaf Elementary	10607	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	Yes
Elimination	114 - Global Family School	114 - Global Family School	10622	Case Manager 20	Vacancy	CL	SEIU	n/a	0.60	0.00	(0.60)	n/a

Exhibit A: Classified Position Changes for 26-27 SY\_Final

Elimination	116 - Franklin	116 - Franklin	10959	Case Manager 20	Filled	CL	SEIU	n/a	0.60	0.00	(0.60)	No
Increase	118 - Garfield	118 - Garfield	10976	Case Manager 20	Filled	CL	SEIU	n/a	0.60	1.00	0.40	No
Elimination	125 - Highland Community School	125 - Highland Community School	10649	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	133 - Lincoln	133 - Lincoln	9453	Case Manager 20	Filled	CL	SEIU	n/a	0.60	0.00	(0.60)	No
Elimination	146 - Piedmont Avenue	146 - Piedmont Avenue	11020	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	154 - Madison Lower	154 - Madison Lower	10674	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	169 - Oakland Academy of Knowledge	169 - Oakland Academy of Knowledge	10686	Case Manager 20	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	178 - Bridges Academy @ Melrose	178 - Bridges Academy @ Melrose	10731	Case Manager 20	Filled	CL	SEIU	n/a	0.60	0.00	(0.60)	No
Elimination	179 - Manzanita Community School	179 - Manzanita Community School	10734	Case Manager 20	Filled	CL	SEIU	n/a	0.60	0.00	(0.60)	No
Increase	183 - Prescott	183 - Prescott	10746	Case Manager 20	Filled	CL	SEIU	n/a	0.40	0.50	0.10	No
Elimination	193 - Reach Academy	193 - Reach Academy	11054	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	201 - Claremont Middle	201 - Claremont Middle	10613	Case Manager 20	Vacancy	CL	SEIU	n/a	0.40	0.00	(0.40)	n/a
Reduction	206 - Bret Harte Middle	206 - Bret Harte Middle	10694	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.40	(0.60)	No
Elimination	210 - Edna Brewer Middle	210 - Edna Brewer Middle	10698	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	211 - Montera Middle	211 - Montera Middle	10827	Case Manager 20	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	211 - Montera Middle	211 - Montera Middle	10830	Case Manager 20	Filled	CL	SEIU	n/a	0.20	0.00	(0.20)	No
Reduction	212 - Roosevelt Middle	212 - Roosevelt Middle	9458	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.80	(0.20)	No
Reduction	212 - Roosevelt Middle	212 - Roosevelt Middle	9459	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.80	(0.20)	No
Elimination	213 - Westlake Middle	213 - Westlake Middle	10925	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	215 - Madison Park Academy 6-12	215 - Madison Park Academy 6-12	8858	Case Manager 20	Vacancy	CL	SEIU	n/a	0.40	0.00	(0.40)	n/a
Elimination	215 - Madison Park Academy 6-12	215 - Madison Park Academy 6-12	10130	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	228 - United For Success Academy	228 - United For Success Academy	9641	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Reduction	228 - United For Success Academy	228 - United For Success Academy	9040	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.70	(0.30)	No
Reduction	228 - United For Success Academy	228 - United For Success Academy	9058	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.80	(0.20)	No
Elimination	236 - Urban Promise Academy	236 - Urban Promise Academy	10846	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	302 - Fremont High School	302 - Fremont High School	10134	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	304 - Oakland High School	304 - Oakland High School	2555	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	305 - Oakland Tech High School	305 - Oakland Tech High School	10966	Case Manager 20	Vacancy	CL	SEIU	n/a	1.00	0.00	(1.00)	n/a
Elimination	305 - Oakland Tech High School	305 - Oakland Tech High School	10970	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	305 - Oakland Tech High School	305 - Oakland Tech High School	11447	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	305 - Oakland Tech High School	305 - Oakland Tech High School	11448	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	330 - Sojourner Truth Independ Study	330 - Sojourner Truth Independ Study	7392	Case Manager 20	Vacancy	CL	SEIU	n/a	0.40	0.00	(0.40)	n/a
Elimination	335 - LIFE Academy	335 - LIFE Academy	2900	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	Yes
Elimination	352 - Rudsdale Continuation	352 - Rudsdale Continuation	11130	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	352 - Rudsdale Continuation	352 - Rudsdale Continuation	11131	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	9892	Case Manager 20	Filled	CL	SEIU	EG	1.00	0.00	(1.00)	No
Increase	353 - Oakland International High Sch	353 - Oakland International High Sch	9409	Case Manager 20	Filled	CL	SEIU	n/a	0.80	0.70	(0.10)	No
Elimination	910 - Early Childhood Development	194 - Sankofa United Elem	10773	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	8892	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	8989	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	8997	Case Manager 20	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No

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Elimination	905 - Office Of Sr. Business Officer	905 - Office Of Sr. Business Officer	7705	Chief Business Officer	Vacancy	CL	CONF	n/a	1.00	0.00	(1.00)	n/a
Elimination	901 - Chief of Staff	901 - Chief of Staff	9867	Chief Partnerships Officer	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	Yes
Reduction	912 - Linked Learning	305 - Oakland Tech High School	1292	Coach College/Career Pathways	Filled	CL	UAOS	EG-BR	1.00	0.75	(0.25)	No
Reduction	912 - Linked Learning	301 - Castlemont High School	1584	Coach College/Career Pathways	Filled	CL	UAOS	EG-BR	1.00	0.75	(0.25)	No
Reduction	912 - Linked Learning	306 - Skyline High School	1672	Coach College/Career Pathways	Filled	CL	UAOS	EG-BR	1.00	0.75	(0.25)	No
Reduction	912 - Linked Learning	215 - Madison Park Academy 6-12	2472	Coach College/Career Pathways	Filled	CL	UAOS	EG-BR	1.00	0.75	(0.25)	No
Reduction	912 - Linked Learning	912 - Linked Learning	2803	Coach College/Career Pathways	Vacancy	CL	UAOS	EG-BR	1.00	0.30	(0.70)	n/a
Reduction	912 - Linked Learning	304 - Oakland High School	3513	Coach College/Career Pathways	Filled	CL	UAOS	EG-BR	1.00	0.75	(0.25)	No
Reduction	912 - Linked Learning	302 - Fremont High School	3520	Coach College/Career Pathways	Filled	CL	UAOS	EG-BR	1.00	0.75	(0.25)	No
Reduction	912 - Linked Learning	335 - LIFE Academy	10309	Coach College/Career Pathways	Filled	CL	UAOS	EG-BR	1.00	0.75	(0.25)	No
Reduction	201 - Claremont Middle	201 - Claremont Middle	9659	Community Assistant	Vacancy	CL	SEIU	n/a	0.50	0.30	(0.20)	n/a
Addition	154 - Madison Lower	154 - Madison Lower	n/a	Community Relations Ast II Bil	Vacancy	CL	SEIU	Grant Funded	0.00	1.00	1.00	n/a
Addition	181 - Encompass Academy	181 - Encompass Academy	n/a	Community Relations Ast II Bil	Vacancy	CL	SEIU	Grant Funded	0.00	0.75	0.75	n/a
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	10229	Community Relations Ast II Bil	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	987 - Risk Management	987 - Risk Management	3469	Coord Disability Management	Vacancy	CL	CONF	n/a	1.00	0.00	(1.00)	n/a
Elimination	944 - Talent	944 - Talent	8663	Coord Employee Divers & Includ	Filled	CL	CONF	EG	1.00	0.00	(1.00)	No
Elimination	944 - Talent	944 - Talent	8664	Coord Employee Divers & Includ	Vacancy	CL	CONF	EG	1.00	0.00	(1.00)	n/a
Reduction	912 - Linked Learning	912 - Linked Learning	6515	Coord Skilled Trades & Apprent	Filled	CL	UAOS	EG	2.00	1.00	(1.00)	No
Elimination	913 - Chief of Operations	913 - Chief of Operations	1599	Coordinator Classified	Vacancy	CL	UAOS	EG	1.00	0.00	(1.00)	n/a
Elimination	965 - Middle School Network	965 - Middle School Network	9198	Coordinator Outdoors Environ	Filled	CL	UAOS	EG-BR	1.00	0.00	(1.00)	No
Reduction	335 - LIFE Academy	335 - LIFE Academy	9482	Coordinator Work-Base Learning	Filled	CL	UAOS	n/a	0.90	0.85	(0.05)	No
Elimination	912 - Linked Learning	912 - Linked Learning	11	Coordinator Work-Base Learning	Filled	CL	UAOS	EG-BR	1.00	0.00	(1.00)	No
Elimination	991 - Food Services	991 - Food Services	7329	Coordinator, Nutrition Svcs	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	912 - Linked Learning	912 - Linked Learning	11473	Coordinatr Career/College Path	Vacancy	CL	UAOS	n/a	0.50	0.00	(0.50)	n/a
Elimination	211 - Montera Middle	211 - Montera Middle	10834	Culture Keeper	Vacancy	CL	SEIU	EG	1.00	0.00	(1.00)	n/a
Elimination	910 - Early Childhood Development	910 - Early Childhood Development	11188	Culture Keeper	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	910 - Early Childhood Development	910 - Early Childhood Development	11201	Culture Keeper	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	989 - Custodial Services	1310 - Laurel Elementary	207	Custodian	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	Yes
Elimination	989 - Custodial Services	119 - Glenview	1026	Custodian	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	Yes
Elimination	989 - Custodial Services	116 - Franklin	1470	Custodian	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	Yes
Elimination	989 - Custodial Services	305 - Oakland Tech High School	2108	Custodian	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	Yes
Elimination	989 - Custodial Services	102 - Bella Vista	2751	Custodian	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	No
Elimination	989 - Custodial Services	1220 - Grass Valley Elementary	2752	Custodian	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	No
Elimination	989 - Custodial Services	2120 - Roosevelt Middle	2754	Custodian	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	No
Elimination	989 - Custodial Services	1930 - Reach Academy Elementary	2755	Custodian	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	No
Elimination	989 - Custodial Services	3060 - Skyline High School	2757	Custodian	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	No
Elimination	989 - Custodial Services	2040 - West Oakland Middle School	2762	Custodian	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	No
Elimination	948 - Research Assessment & Data	948 - Research Assessment & Data	1945	Data Analyst II	Vacancy	CL	SEIU	n/a	1.00	0.00	(1.00)	n/a
Reduction	948 - Research Assessment & Data	948 - Research Assessment & Data	4257	Data Analyst II	Filled	CL	SEIU	EG-BR	1.00	0.66	(0.34)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	9942	Dir Continuous Ed Lrning Lab	Filled	CL	UAOS	n/a	0.75	0.00	(0.75)	No
Elimination	956 - Continuous School Improvement	956 - Continuous School Improvement	9278	Dir Continuous Sch Improvement	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No

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Elimination	956 - Continuous School Improvement	956 - Continuous School Improvement	9279	Dir Continuous Sch Improvement	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	907 - Student Assignment	907 - Student Assignment	9994	Dir Program Improvement	Vacancy	CL	UAOS	EG	1.00	0.00	(1.00)	n/a
Reduction	913 - Chief of Operations	913 - Chief of Operations	9270	Dir Program Improvement	Filled	CL	UAOS	EG-BR	1.00	0.40	(0.60)	No
Elimination	950 - Strategic Resource Planning	950 - Strategic Resource Planning	7246	Dir, Strategic Resource Plan	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	905 - Office Of Sr. Business Officer	905 - Office Of Sr. Business Officer	7372	Director Program Accounting	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	928 - Opsr Counseling	928 - Hs Linked Learning Counseling	6760	District Registrar	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Addition	105 - Burckhalter	105 - Burckhalter	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Addition	107 - East Oakland Pride	107 - East Oakland Pride	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Reduction	112 - Greenleaf Elementary	112 - Greenleaf Elementary	10631	Early Literacy Reading Tutor	Filled	CL	SEIU	EG-BR	0.80	0.50	(0.30)	No
Addition	115 - Emerson Elementary	115 - Emerson Elementary	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Elimination	117 - Fruitvale	117 - Fruitvale	10949	Early Literacy Reading Tutor	Vacancy	CL	SEIU	n/a	0.50	0.00	(0.50)	n/a
Elimination	118 - Garfield	118 - Garfield	10977	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.50	0.00	(0.50)	No
Addition	121 - La Escuelita	121 - La Escuelita	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Addition	121 - La Escuelita	121 - La Escuelita	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Increase	122 - Grass Valley	122 - Grass Valley	8237	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.60	0.80	0.20	No
Elimination	131 - Laurel Elementary	131 - Laurel Elementary	10999	Early Literacy Reading Tutor	Vacancy	CL	SEIU	n/a	0.80	0.00	(0.80)	n/a
Addition	136 - Horace Mann	136 - Horace Mann	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Elimination	136 - Horace Mann	136 - Horace Mann	10657	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.40	0.00	(0.40)	No
Addition	138 - Markham	138 - Markham	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Addition	143 - Montclair	143 - Montclair	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Reduction	151 - Sequoia	151 - Sequoia	11032	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.40	(0.40)	No
Addition	160 - Lockwood Steam Academy	160 - Lockwood Steam Academy	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Increase	172 - Fred T Korematsu Discovery Ac	172 - Fred T Korematsu Discovery Ac	10353	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.40	0.80	0.40	No
Addition	177 - Esperanza Academy	177 - Esperanza Academy	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Elimination	178 - Bridges Academy @ Melrose	178 - Bridges Academy @ Melrose	10718	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.40	0.00	(0.40)	No
Increase	178 - Bridges Academy @ Melrose	178 - Bridges Academy @ Melrose	10073	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.40	0.80	0.40	No
Addition	181 - Encompass Academy	181 - Encompass Academy	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Elimination	182 - Martin Luther King Jr. K-3	182 - Martin Luther King Jr. K-3	11047	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Addition	183 - Prescott	183 - Prescott	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Addition	186 - International Community School	186 - International Community School	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.40	0.40	n/a
Addition	186 - International Community School	186 - International Community School	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.40	0.40	n/a
Addition	186 - International Community School	186 - International Community School	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Addition	190 - Think College Now	190 - Think College Now	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Elimination	194 - Sankofa United Elem	194 - Sankofa United Elem	10090	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Addition	229 - Elmhurst United	229 - Elmhurst United	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.50	0.50	n/a
Addition	303 - McClymonds High School	303 - McClymonds High School	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Addition	303 - McClymonds High School	303 - McClymonds High School	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Addition	330 - Sojourner Truth Independ Study	330 - Sojourner Truth Independ Study	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Addition	330 - Sojourner Truth Independ Study	330 - Sojourner Truth Independ Study	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.80	0.80	n/a
Addition	353 - Oakland International High Sch	353 - Oakland International High Sch	n/a	Early Literacy Reading Tutor	Vacancy	CL	SEIU	Grant Funded	0.00	0.55	0.55	n/a
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	8030	Early Literacy Reading Tutor	Vacancy	CL	SEIU	n/a	0.80	0.00	(0.80)	n/a

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Elimination	909 - Academics and Instruction	201 - Claremont Middle School	9775	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	210 - Edna Brewer Middle	9776	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	118 - Garfield	9850	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	118 - Garfield	9852	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	181 - Encompass	9859	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	190 - Think College Now	9860	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	232 - Coliseum College Prep Academy	9914	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	229 - Elmhurst United	9989	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	219 - Frick United Academy Language	9990	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	353 - Oakland International High Sch	9992	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	301 - Castlemont High School	9998	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	105 - Burckhalter Elementary	10036	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	146 - Piedmont Ave Elementary	10037	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	146 - Piedmont Ave Elementary	10038	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	169 - Oakland Academy Of Knowledge	10039	Early Literacy Reading Tutor	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	986 - Technology Services	986 - Technology Services	4422	Exec Dir Technology Services	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	Yes
Elimination	986 - Technology Services	986 - Technology Services	743	Enduser Support Specialist II	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	Yes
Elimination	989 - Custodial Services	9890 - Custodial Services	1256	Exec Dir Custodial Svcs Grnds	Vacancy	CL	CONF	n/a	1.00	0.00	(1.00)	n/a
Elimination	923 - Elementary Network 4	923 - Elementary Network 4	6374	Executive Office Assistant	Filled	CL	CONF	n/a	0.50	0.00	(0.50)	No
Elimination	991 - Food Services	991 - Food Services	7953	Financial Accountant II	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	991 - Food Services	1330 - Lincoln Elementary	943	Food Service Assistant I	Filled	CL	AFSCME	n/a	1.00	0.00	(1.00)	Yes
Elimination	991 - Food Services	3060 - Skyline High School	3474	Food Service Assistant I	Filled	CL	AFSCME	n/a	0.67	0.00	(0.67)	Yes
Elimination	991 - Food Services	1860 - Intl Cmty/Esc Intncl	8442	Food Service Assistant I	Filled	CL	AFSCME	n/a	0.53	0.00	(0.53)	No
Elimination	991 - Food Services	2350 - Melrose Ldrshp Academy	8526	Food Service Assistant III	Vacancy	CL	AFSCME	n/a	0.80	0.00	(0.80)	n/a
Elimination	991 - Food Services	1450 - Peralta Elementary	9719	Food Service Assistant III	Filled	CL	AFSCME	n/a	0.67	0.00	(0.67)	Yes
Elimination	991 - Food Services	831 - United Nation CDC	10281	Food Service Assistant III	Filled	CL	AFSCME	n/a	0.54	0.00	(0.54)	Yes
Elimination	988 - Buildings & Grounds	988 - Buildings & Grounds	989	Gardener	Filled	CL	BCTC	n/a	1.00	0.00	(1.00)	Yes
Elimination	986 - Technology Services	986 - Technology Services	7244	Info Systems Specialist II	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	Yes
Elimination	910 - Early Childhood Development	160 - Lockwood Steam Academy	683	Instruction Aide CDC Bilingual	Vacancy	CL	OCDP	n/a	0.80	0.00	(0.80)	n/a
Elimination	910 - Early Childhood Development	812 - Kaiser Early Childhood Center	1143	Instructional Aide CDC	Vacancy	CL	OCDP	n/a	0.80	0.00	(0.80)	n/a
Elimination	910 - Early Childhood Development	824 - Yuk Yau CDC	1329	Instructional Aide CDC	Vacancy	CL	OCDP	n/a	0.80	0.00	(0.80)	n/a
Elimination	910 - Early Childhood Development	910 - Early Childhood Development	11440	Instructional Aide CDC	Vacancy	CL	OCDP	n/a	0.80	0.00	(0.80)	n/a
Elimination	946 - Legal Counsel	946 - Legal Counsel	9467	Legal Asst/Law Clerk III	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	No
Elimination	215 - Madison Park Academy 6-12	215 - Madison Park Academy 6-12	9463	Liaison Family Parent	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Reduction	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	7911	Liaison Family Parent	Filled	CL	SEIU	n/a	0.90	0.70	(0.20)	No
Elimination	303 - McClymonds High School	303 - McClymonds High School	10361	Liaison Family Parent	Vacancy	CL	SEIU	n/a	0.60	0.00	(0.60)	n/a
Elimination	177 - Esperanza Academy	177 - Esperanza Academy	10715	Liaison Family Parent Bil	Vacancy	CL	SEIU	n/a	0.40	0.00	(0.40)	n/a
Reduction	229 - Elmhurst United	229 - Elmhurst United	7001	Liaison Family Parent Bil	Filled	CL	SEIU	n/a	1.00	0.80	(0.20)	No
Elimination	236 - Urban Promise Academy	236 - Urban Promise Academy	8855	Liaison Family Parent Bil	Filled	CL	SEIU	EG	1.00	0.00	(1.00)	No
Elimination	106 - Chabot	106 - Chabot	10596	Library Technician	Filled	CL	SEIU	n/a	0.50	0.00	(0.50)	No
Increase	143 - Montclair	143 - Montclair	9543	Library Technician	Filled	CL	SEIU	n/a	0.40	0.60	0.20	No

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Reduction	143 - Montclair	143 - Montclair	10662	Library Technician	Filled	CL	SEIU	n/a	0.60	0.40	(0.20)	No
Elimination	338 - MetWest High	338 - MetWest High	7553	Library Technician	Vacancy	CL	SEIU	n/a	1.00	0.00	(1.00)	n/a
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	11285	Manager Community Partnership	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	944 - Talent	11315	Manager Substitute Services	Vacancy	CL	CONF	n/a	1.00	0.00	(1.00)	n/a
Elimination	958 - Communications	958 - Communications	9057	Mgr Internal & Web Communicatn	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	No
Elimination	907 - Student Assignment	907 - Student Assignment	7379	Mgr Publications	Filled	CL	CONF	EG	1.00	0.00	(1.00)	No
Elimination	958 - Communications	958 - Communications	8906	Mgr Publications	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	No
Increase	101 - Allendale	101 - Allendale	10956	Noon Supervisor	Filled	CL	SEIU	n/a	0.20	0.30	0.10	No
Reduction	102 - Bella Vista	102 - Bella Vista	10575	Noon Supervisor	Filled	CL	SEIU	n/a	0.40	0.20	(0.20)	No
Increase	104 - Burbank	104 - Burbank	10585	Noon Supervisor	Vacancy	CL	SEIU	n/a	0.10	0.20	0.10	n/a
Reduction	105 - Burckhalter	105 - Burckhalter	9604	Noon Supervisor	Filled	CL	SEIU	n/a	0.40	0.20	(0.20)	No
Increase	108 - Cleveland	108 - Cleveland	4318	Noon Supervisor	Filled	CL	SEIU	n/a	0.30	0.35	0.05	No
Increase	108 - Cleveland	108 - Cleveland	4915	Noon Supervisor	Filled	CL	SEIU	n/a	0.30	0.35	0.05	No
Increase	111 - Crocker Highlands	111 - Crocker Highlands	4986	Noon Supervisor	Filled	CL	SEIU	n/a	0.30	0.40	0.10	No
Elimination	118 - Garfield	118 - Garfield	1754	Noon Supervisor	Filled	CL	SEIU	n/a	0.25	0.00	(0.25)	No
Elimination	118 - Garfield	118 - Garfield	2330	Noon Supervisor	Vacancy	CL	SEIU	n/a	0.25	0.00	(0.25)	n/a
Elimination	118 - Garfield	118 - Garfield	9007	Noon Supervisor	Filled	CL	SEIU	n/a	0.25	0.00	(0.25)	No
Elimination	118 - Garfield	118 - Garfield	9008	Noon Supervisor	Filled	CL	SEIU	n/a	0.25	0.00	(0.25)	No
Increase	118 - Garfield	118 - Garfield	1497	Noon Supervisor	Filled	CL	SEIU	n/a	0.25	0.60	0.35	No
Increase	119 - Glenview	119 - Glenview	10985	Noon Supervisor	Vacancy	CL	SEIU	n/a	0.30	0.40	0.10	n/a
Addition	121 - La Escuelita	121 - La Escuelita	n/a	Noon Supervisor	Vacancy	CL	SEIU	Grant Funded	0.00	0.30	0.30	n/a
Reduction	121 - La Escuelita	121 - La Escuelita	8421	Noon Supervisor	Filled	CL	SEIU	n/a	0.80	0.40	(0.40)	No
Reduction	142 - Joaquin Miller	142 - Joaquin Miller	3483	Noon Supervisor	Filled	CL	SEIU	n/a	0.60	0.50	(0.10)	No
Increase	143 - Montclair	143 - Montclair	4470	Noon Supervisor	Filled	CL	SEIU	n/a	0.30	0.40	0.10	No
Reduction	151 - Sequoia	151 - Sequoia	10194	Noon Supervisor	Filled	CL	SEIU	n/a	0.60	0.30	(0.30)	No
Increase	157 - Thornhill	157 - Thornhill	3113	Noon Supervisor	Vacancy	CL	SEIU	n/a	0.30	0.35	0.05	n/a
Increase	157 - Thornhill	157 - Thornhill	8951	Noon Supervisor	Vacancy	CL	SEIU	n/a	0.30	0.35	0.05	n/a
Elimination	168 - Carl B. Munck Elementary	168 - Carl B. Munck Elementary	969	Noon Supervisor	Vacancy	CL	SEIU	n/a	0.20	0.00	(0.20)	n/a
Increase	170 - Hoover	170 - Hoover	5294	Noon Supervisor	Filled	CL	SEIU	n/a	0.50	0.60	0.10	No
Reduction	172 - Fred T Korematsu Discovery Ac	172 - Fred T Korematsu Discovery Ac	1963	Noon Supervisor	Filled	CL	SEIU	n/a	0.40	0.30	(0.10)	No
Increase	178 - Bridges Academy @ Melrose	178 - Bridges Academy @ Melrose	2590	Noon Supervisor	Filled	CL	SEIU	n/a	0.30	0.40	0.10	No
Reduction	178 - Bridges Academy @ Melrose	178 - Bridges Academy @ Melrose	9676	Noon Supervisor	Filled	CL	SEIU	n/a	0.30	0.20	(0.10)	No
Elimination	179 - Manzanita Community School	179 - Manzanita Community School	11399	Noon Supervisor	Vacancy	CL	SEIU	n/a	0.40	0.00	(0.40)	n/a
Elimination	182 - Martin Luther King Jr. K-3	182 - Martin Luther King Jr. K-3	9643	Noon Supervisor	Vacancy	CL	SEIU	n/a	0.40	0.00	(0.40)	n/a
Reduction	183 - Prescott	183 - Prescott	3719	Noon Supervisor	Filled	CL	SEIU	n/a	0.20	0.10	(0.10)	No
Reduction	186 - International Community School	186 - International Community School	1764	Noon Supervisor	Filled	CL	SEIU	n/a	0.80	0.50	(0.30)	No
Reduction	186 - International Community School	186 - International Community School	7795	Noon Supervisor	Filled	CL	SEIU	n/a	0.60	0.50	(0.10)	No
Reduction	186 - International Community School	186 - International Community School	10756	Noon Supervisor	Filled	CL	SEIU	n/a	0.60	0.50	(0.10)	No
Increase	193 - Reach Academy	193 - Reach Academy	4500	Noon Supervisor	Filled	CL	SEIU	n/a	0.70	0.80	0.10	No
Reduction	194 - Sankofa United Elem	194 - Sankofa United Elem	2569	Noon Supervisor	Filled	CL	SEIU	n/a	0.40	0.30	(0.10)	No
Increase	235 - Melrose Leadership Acad	235 - Melrose Leadership Acad	10164	Noon Supervisor	Filled	CL	SEIU	n/a	0.20	0.30	0.10	No

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Increase	235 - Melrose Leadership Acad	235 - Melrose Leadership Acad	10166	Noon Supervisor	Filled	CL	SEIU	n/a	0.20	0.30	0.10	No
Elimination	910 - Early Childhood Development	910 - Early Childhood Development	11205	Occupational Therapist	Vacancy	CL	SEIU	n/a	1.00	0.00	(1.00)	n/a
Elimination	910 - Early Childhood Development	910 - Early Childhood Development	11206	Occupational Therapist	Vacancy	CL	SEIU	n/a	1.00	0.00	(1.00)	n/a
Reduction	912 - Linked Learning	912 - Linked Learning	11517	Office Manager	Vacancy	CL	UAOS	n/a	1.00	0.50	(0.50)	n/a
Addition	104 - Burbank	104 - Burbank	n/a	Paraeducator, Special Ed & TK	Vacancy	CL	AFSCME	Grant Funded	0.00	0.80	0.80	n/a
Addition	104 - Burbank	104 - Burbank	n/a	Paraeducator, Special Ed & TK	Vacancy	CL	AFSCME	Grant Funded	0.00	0.80	0.80	n/a
Addition	104 - Burbank	104 - Burbank	n/a	Paraeducator, Special Ed & TK	Vacancy	CL	AFSCME	Grant Funded	0.00	0.80	0.80	n/a
Addition	115 - Emerson Elementary	115 - Emerson Elementary	n/a	Paraeducator, Special Ed & TK	Vacancy	CL	AFSCME	Grant Funded	0.00	0.80	0.80	n/a
Elimination	125 - Highland Community School	125 - Highland Community School	10651	Paraeducator, Special Ed & TK	Vacancy	CL	AFSCME	n/a	0.80	0.00	(0.80)	n/a
Addition	143 - Montclair	143 - Montclair	n/a	Paraeducator, Special Ed & TK	Vacancy	CL	AFSCME	Grant Funded	0.00	0.80	0.80	n/a
Addition	175 - Manzanita Seed	175 - Manzanita Seed	n/a	Paraeducator, Special Ed & TK	Vacancy	CL	AFSCME	Grant Funded	0.00	0.80	0.80	n/a
Addition	187 - Hintil Preschool	187 - Hintil Preschool	n/a	Paraeducator, Special Ed & TK	Vacancy	CL	AFSCME	Grant Funded	0.00	0.80	0.80	n/a
Elimination	193 - Reach Academy	193 - Reach Academy	11056	Paraeducator, Special Ed & TK	Vacancy	CL	AFSCME	n/a	0.80	0.00	(0.80)	n/a
Elimination	923 - Elementary Network 4	923 - Elementary Network 4	1525	Partner Network	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	962 - Pre-k-5 Network 2	962 - Pre-k-5 Network 2	91	Partner Network	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	306 - Skyline High School	306 - Skyline High School	10176	PE Attendant	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Reduction	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	9205	PM Mental Health Internships	Filled	CL	UAOS	EG-BR	1.00	0.50	(0.50)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	9207	PM Sch Gard & Live Schyard	Filled	CL	UAOS	EG	1.00	0.00	(1.00)	No
Elimination	111 - Crocker Highlands	111 - Crocker Highlands	10606	Prog Mgr Community Schools11	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No
Increase	170 - Hoover	170 - Hoover	8715	Prog Mgr Community Schools11	Filled	CL	UAOS	n/a	0.60	0.80	0.20	No
Elimination	922 - Comm. Schools & Student Svcs	206 - Bret Harte Middle	10499	Prog Mgr Community Schools11	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	954 - Eng Lang Lmr/multilingual Ach	954 - Eng Lang Lmr/multilingual Ach	7922	Prog Mgr Newcomer & Refuge	Filled	CL	UAOS	EG	1.00	0.00	(1.00)	No
Elimination	976 - Special Ed Local Plan Area	976 - Special Ed Local Plan Area	11503	Prog Mgr PEC Special Projects	Vacancy	CL	UAOS	n/a	1.00	0.00	(1.00)	n/a
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	8205	Prog Mgr Restorative Justice	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	929 - Office Of Equity	929 - Office Of Equity	8440	Program Assistant III	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	229 - Elmhurst United	229 - Elmhurst United	10948	Program Assistant1 10	Vacancy	CL	SEIU	n/a	1.00	0.00	(1.00)	n/a
Reduction	913 - Chief of Operations	913 - Chief of Operations	8286	Program Manager Classified	Filled	CL	UAOS	EG-BR	1.00	0.40	(0.60)	No
Reduction	912 - Linked Learning	912 - Linked Learning	9976	Program Manager CTE	Filled	CL	UAOS	EG	2.00	1.00	(1.00)	No
Reduction	912 - Linked Learning	912 - Linked Learning	11518	Program Manager Grants	Vacancy	CL	UAOS	EG-BR	1.00	0.34	(0.66)	n/a
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	2644	Program Mgr Behavioral Health	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	Yes
Reduction	106 - Chabot	106 - Chabot	9835	Program Mgr Community School	Filled	CL	UAOS	n/a	1.00	0.50	(0.50)	No
Reduction	127 - Hillcrest	127 - Hillcrest	9838	Program Mgr Community School	Filled	CL	UAOS	n/a	1.00	0.50	(0.50)	No
Elimination	145 - Peralta	145 - Peralta	9840	Program Mgr Community School	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No
Reduction	148 - Redwood Heights	148 - Redwood Heights	8701	Program Mgr Community School	Filled	CL	UAOS	n/a	1.00	0.50	(0.50)	No
Reduction	151 - Sequoia	151 - Sequoia	9842	Program Mgr Community School	Filled	CL	UAOS	n/a	1.00	0.80	(0.20)	No
Reduction	157 - Thornhill	157 - Thornhill	9844	Program Mgr Community School	Filled	CL	UAOS	n/a	1.00	0.50	(0.50)	No
Elimination	177 - Esperanza Academy	177 - Esperanza Academy	8721	Program Mgr Community School	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	918 - Facilities Planning	918 - Facilities Planning	2774	Project Manager Facilities Pln	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	988 - Buildings & Grounds	988 - Buildings & Grounds	9080	Project Manager Facilities Pln	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	905 - Office Of Sr. Business Officer	905 - Office Of Sr. Business Officer	708	Receptionist	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	Yes
Reduction	211 - Montera Middle	211 - Montera Middle	9550	Receptionist Bilingual	Filled	CL	SEIU	EG	1.00	0.50	(0.50)	No

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Elimination	943 - Marcus A Foster Leadership Ctr	943 - Marcus A Foster Leadership Ctr	10549	Receptionist Bilingual	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	907 - Student Assignment	907 - Student Assignment	8866	Regional Fam Engage Liaison	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	118 - Garfield	118 - Garfield	8670	Restorative Justic Facilitator	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Increase	172 - Fred T Korematsu Discovery Ac	172 - Fred T Korematsu Discovery Ac	9887	Restorative Justic Facilitator	Filled	CL	SEIU	n/a	0.50	0.60	0.10	No
Elimination	210 - Edna Brewer Middle	210 - Edna Brewer Middle	10235	Restorative Justic Facilitator	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	212 - Roosevelt Middle	212 - Roosevelt Middle	10425	Restorative Justic Facilitator	Filled	CL	SEIU	EG	1.00	0.00	(1.00)	No
Elimination	213 - Westlake Middle	213 - Westlake Middle / 201 - Claremont Middle	8770	Restorative Justic Facilitator	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Reduction	228 - United For Success Academy	228 - United For Success Academy	7877	Restorative Justic Facilitator	Filled	CL	SEIU	n/a	1.00	0.80	(0.20)	No
Elimination	310 - Dewey High School	310 - Dewey High School	10422	Restorative Justic Facilitator	Filled	CL	SEIU	n/a	0.80	0.00	(0.80)	No
Elimination	922 - Comm. Schools & Student Svcs	304 - Oakland High School	9245	Restorative Justic Facilitator	Filled	CL	SEIU	EG	1.00	0.00	(1.00)	No
Elimination	991 - Food Services	991 - Food Services	7967	Sanitation Utility Technician	Vacancy	CL	AFSCME	n/a	1.00	0.00	(1.00)	n/a
Elimination	215 - Madison Park Academy 6-12	215 - Madison Park Academy 6-12	10725	Site Liaison Work-Based Lrning	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	335 - LIFE Academy	335 - LIFE Academy	11326	Site Liaison Work-Based Lrning	Filled	CL	SEIU	n/a	0.10	0.00	(0.10)	No
Elimination	302 - Fremont High School	302 - Fremont High School	8597	Spec Career Path Transitions	Vacancy	CL	SEIU	n/a	1.00	0.00	(1.00)	n/a
Elimination	304 - Oakland High School	304 - Oakland High School	11454	Spec Career Path Transitions	Vacancy	CL	SEIU	EG-BR	1.00	0.00	(1.00)	n/a
Elimination	306 - Skyline High School	306 - Skyline High School	11451	Spec Career Path Transitions	Filled	CL	SEIU	EG-BR	1.00	0.00	(1.00)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	8290	Spec Career Path Transitions	Filled	CL	SEIU	EG	1.00	0.00	(1.00)	No
Elimination	928 - Opsr Counseling	303 - McClymonds High School	8202	Spec College/Career Readiness	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	929 - Office Of Equity	929 - Office Of Equity	8173	Spec District Family Engage	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	929 - Office Of Equity	929 - Office Of Equity	8174	Spec District Family Engage	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	929 - Office Of Equity	929 - Office Of Equity	8175	Spec District Family Engage	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	929 - Office Of Equity	929 - Office Of Equity	8178	Spec District Family Engage	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	976 - Special Ed Local Plan Area	976 - Special Ed Local Plan Area	8239	Spec District Family Engage	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	Yes
Elimination	944 - Talent	944 - Talent	9910	Spec Educator Effectiveness	Filled	CL	SEIU	EG	1.00	0.00	(1.00)	No
Elimination	918 - Facilities Planning	918 - Facilities Planning	6781	Spec Fac Contracts & Bids	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	929 - Office Of Equity	929 - Office Of Equity	8157	Spec Target Stud Grp Intervent	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	929 - Office Of Equity	929 - Office Of Equity	8171	Spec Target Stud Grp Intervent	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	929 - Office Of Equity	929 - Office Of Equity	8218	Spec Target Stud Grp Intervent	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	929 - Office Of Equity	929 - Office Of Equity	8436	Spec Target Stud Grp Intervent	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	9281	Specialist Behavior	Vacancy	CL	SEIU	n/a	1.00	0.00	(1.00)	n/a
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	9282	Specialist Behavior	Vacancy	CL	SEIU	n/a	1.00	0.00	(1.00)	n/a
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	11467	Specialist Behavior	Vacancy	CL	SEIU	n/a	1.00	0.00	(1.00)	n/a
Elimination	947 - Charter Schools Admin Office	947 - Charter Schools Admin Office	10260	Specialist Charter School Policy	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	11208	Specialist School Technology	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	No
Elimination	986 - Technology Services	986 - Technology Services	8098	Specialist School Technology	Filled	CL	SEIU	EG-BR	1.00	0.00	(1.00)	No
Elimination	986 - Technology Services	986 - Technology Services	8159	Specialist School Technology	Filled	CL	SEIU	EG-BR	1.00	0.00	(1.00)	No
Elimination	986 - Technology Services	986 - Technology Services	8160	Specialist School Technology	Filled	CL	SEIU	EG-BR	1.00	0.00	(1.00)	No
Elimination	986 - Technology Services	986 - Technology Services	8176	Specialist School Technology	Filled	CL	SEIU	EG-BR	1.00	0.00	(1.00)	No
Elimination	986 - Technology Services	986 - Technology Services	10257	Specialist School Technology	Filled	CL	SEIU	EG-BR	1.00	0.00	(1.00)	No
Elimination	950 - Strategic Resource Planning	950 - Strategic Resource Planning	10523	Specialist Strat Resource Plan	Vacancy	CL	SEIU	n/a	0.60	0.00	(0.60)	n/a
Elimination	950 - Strategic Resource Planning	950 - Strategic Resource Planning	10974	Specialist Strat Resource Plan	Vacancy	CL	SEIU	n/a	0.50	0.00	(0.50)	n/a

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Reduction	950 - Strategic Resource Planning	950 - Strategic Resource Planning	7248	Specialist Strat Resource Plan	Filled	CL	SEIU	n/a	0.80	0.40	(0.40)	No
Elimination	929 - Office Of Equity	929 - Office Of Equity	587	Specialist Translator-Chinese	Filled	CL	SEIU	n/a	1.00	0.00	(1.00)	Yes
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	4850	Specialist Wellness	Vacancy	CL	SEIU	EG	1.00	0.00	(1.00)	n/a
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	10487	Specialist Wellness	Vacancy	CL	SEIU	EG-BR	1.00	0.00	(1.00)	n/a
Elimination	944 - Talent	944 - Talent	7917	Specialist, Employee Support	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	No
Elimination	913 - Chief of Operations	913 - Chief of Operations	11281	Sr Dir Strategic Projects	Vacancy	CL	CONF	EG	1.00	0.00	(1.00)	n/a
Elimination	901 - Chief of Staff	901 - Chief of Staff	10157	Sr Exec Asst Superintendent	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	No
Elimination	913 - Chief of Operations	913 - Chief of Operations	8231	Sr Exec Asst Superintendent	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	Yes
Elimination	941 - Office Of The Superintendent	941 - Office Of The Superintendent	992	Sr Exec Asst Superintendent	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	Yes
Elimination	946 - Legal Counsel	946 - Legal Counsel	8657	Sr Exec Asst Superintendent	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	No
Elimination	907 - Student Assignment	907 - Student Assignment	298	Student Assignment Counselor	Filled	CL	SEIU	n/a	0.40	0.00	(0.40)	No
Elimination	989 - Custodial Services	9890 - Custodial Services	1024	Supervisor Custodian Field	Filled	CL	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	988 - Buildings & Grounds	988 - Buildings & Grounds	539	Technician Alarm	Filled	CL	BCTC	n/a	1.00	0.00	(1.00)	Yes
Elimination	986 - Technology Services	986 - Technology Services	3066	Technology Information Officer	Filled	CL	CONF	n/a	1.00	0.00	(1.00)	Yes



For the 2026–27 school year, the District is proposing the elimination of 421 positions (374.66 FTE), the reduction of 144 positions (48.67 FTE) and 40.10 FTE in adds and increases resulting in a total net decrease of 383.20 FTE across 666 positions. These numbers reflect the districtwide scope of change and represent structural adjustments designed to align our ongoing expenses with ongoing revenues. This is driven by three realities: declining enrollment, the expiration of one-time funding sources, and the need to correct a structural deficit that cannot be sustained.

Before proposing reductions at school sites, the District began by reducing central office administrative positions. This included executive and confidential roles, as well as other administrative functions. We made a deliberate decision to start here to demonstrate that structural correction would not be placed solely on schools. The central office may be physically separate from campuses, but its work is directly connected to schools including supporting compliance, budgeting, payroll, human resources, student services, operations, and instructional coordination. These were not symbolic reductions; they represent real operational change.

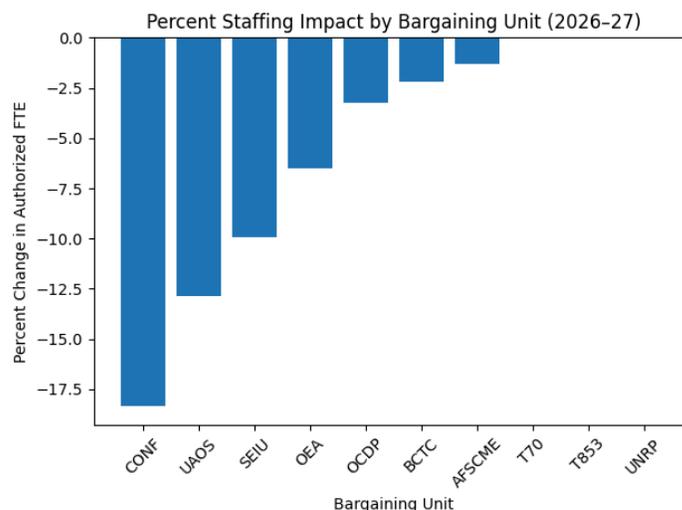
Over the past several years, the District utilized supplemental, concentration, learning recovery, and grant funding to expand staffing in targeted areas including attendance support, newcomer services, linked learning pathways, and intervention roles. In many cases, schools and central departments made strategic investments in additional case managers, counselors, teachers, or partial FTE increases. However, many of those funding sources were time-limited or enrollment-dependent.

As enrollment has declined and several grants or one-time funds have expired or remain uncertain, the District cannot sustain those expanded staffing levels without creating deeper structural imbalance. A portion of the reductions reflects formula alignment rather than the elimination of entire programs. For example, many counselor and teacher adjustments are fractional (0.1 to 0.3 FTE), representing the removal of increased allocations beyond strict formula levels. Similarly, case manager positions that were funded in response to chronic absenteeism rates were supported through supplemental and concentration funds that are no longer sufficient to maintain the additional staffing beyond the required staffing level.

In some schools, particularly those experiencing significant enrollment shifts due to a decline in our newcomer population, reductions are more substantial. Those impacts are directly tied to student enrollment and base staffing allocations. In other instances, positions coded as expiring or pending reflect grants that are under renewal or budget review; where funding is restored or confirmed, those positions may return.

We also analyzed reductions proportionally by authorized FTE to ensure impacts are relative to staffing base rather than targeted at any single bargaining unit.

- **Confidential** has the highest proportional reduction at -18.35% [149.90 FTE / -27.50 FTE].
- **UAOS** follows at -12.88% [448.07 FTE / -57.70 FTE]
- **SEIU** at -9.91% [1022.95 FTE / -101.39 FTE]
- **OEA**, while the largest absolute reduction, is -6.49% proportionally [2777.20 FTE / -180.13 FTE]
- **OCDPA** at -3.25% [98.40 FTE / -3.20 FTE]
- **BCTC** at -2,17% [92.00 / -2.00 FTE]
- **AFSCME** at -1.29% [868.57 FTE / -11.21 FTE]
- **Teamsters** units show 0% impact with 16.0 FTE.



These actions are not being taken lightly. They are structural corrections intended to close the District’s ongoing deficit and avoid even more disruptive emergency cuts in future years. The District will report annually on net staffing levels by major function and school or department, identify which changes are ongoing versus one-time, and disclose any positions restored through new funding sources.

This is a difficult moment. We recognize that staffing reductions directly affect our workforce, workload, and morale. These changes are not a reflection of the value of any employee or classification. It reflects larger statewide trends including declining enrollment, the end of pandemic-era funding, and increasing fixed costs - but the responsibility to respond belongs to us. The work ahead will require continued transparency, partnership with labor, and careful monitoring of student impact. These reductions are not the end of the conversation; they are the beginning of a more disciplined, data-informed approach to long-term stability.

## Central Office Impacts: 2026–27 Division Impact of Position Reductions

The proposed 2026-27 staffing reductions require structural adjustments across central administration, operations, instructional support, and talent management functions. While many reductions occur at the school-site level, these divisional changes reflect a broader realignment of how the District organizes leadership, coordination, and operational support in response to enrollment trends and the expiration of one-time funding.

Within the Office of the Superintendent, the elimination of the Chief Partnerships Officer represents a consolidation of executive-level leadership. Over the past several years, this role provided focused oversight of private philanthropy, public grants, cross-agency partnerships, and districtwide coordination with community-based and governmental partners. Beginning in 2026-27, these responsibilities will transition back to the Chief of Staff, where they were historically housed. This adjustment reduces executive overhead while maintaining continuity of fundraising, partnership stewardship, and external engagement efforts.

In Systems & Services, the reductions primarily affect central coordination and administrative capacity rather than eliminating essential school-based services. Enrollment Services reductions reflect the completion of stabilization efforts implemented during recent enrollment volatility. Operations and Facilities staffing will be streamlined, requiring tighter integration across finance, contracting, and facilities teams while preserving core maintenance and safety functions. Technology Services reductions reflect retirements and the sunset of pandemic-era funding; while the district will continue operating a robust 1:1 student device environment, proactive system enhancements and response timelines will require prioritization within a leaner structure.

In Buildings & Grounds and Custodial Services, staffing adjustments align positions to standardized formulas and available funding. Core cleaning, maintenance, and safety services will continue districtwide, though service frequency and response timelines may require adjustment depending on site allocation and staffing levels. These changes reflect a recalibration to sustainable funding levels rather than a withdrawal of operational support.

Within the Continuous School Improvement (CSI) Division, reductions result in a more focused central structure that prioritizes essential instructional oversight while consolidating specialized coordination roles. Adjustments to literacy, STEM, and Visual & Performing Arts coordination reduce centralized subject-area leadership but maintain core instructional support functions through integrated roles. Linked Learning and College & Career pathway oversight will continue, though grant management and compliance functions will be absorbed into remaining leadership positions. Community Schools reductions shift certain centralized case management and coordination functions more directly to school sites while maintaining targeted behavioral health and restorative practices supports within available funding. Network consolidation reduces layers of supervision while preserving principal oversight and instructional guidance through combined leadership structures.

In the Talent Division, reductions affect recruitment, workforce development, and compliance operations. These changes impact the district's capacity to sustain and grow teacher residency programs and other "grow-your-own" pipelines that support long-term staffing stability. Recruitment and retention efforts will continue, but with a leaner team supporting credentialing, onboarding, and workforce planning across the district. Reductions also affect the management of evaluation programs, including support structures that ensure consistent implementation of certificated and classified evaluation cycles. Day-to-day employment operations such as employment verifications, substitute placement and management, and onboarding processes will continue, though timelines and capacity for individualized support may require prioritization during peak seasons.

Within the Governance Division reductions affect the District's core legal compliance and the Board's ability to be responsible Charter authorizers. As the Board serves as the authorizer for charter schools, the Charter Office will continue required oversight, reporting, and renewal processes; however, reduced staffing may limit discretionary monitoring capacity and require prioritization of statutory reporting requirements and renewal timelines. The reduction of law clerk support decreases internal capacity for legal research, document preparation, and case management assistance. While essential legal compliance functions will continue, the District must monitor the impacts of this reduction to ensure legal compliance. The shift may result in greater reliance on outside resources for complex matters and require tighter internal prioritization of legal workload.

Taken together, these divisional adjustments represent a structural realignment designed to align ongoing expenditures with ongoing revenue. The District will continue to monitor operational performance, instructional implementation, compliance timelines, workforce stability, and service delivery indicators to ensure that the impact of these reductions is transparent and responsibly managed. While these reductions address our immediate fiscal challenges, additional restructuring and thoughtful reorganization will be necessary in the coming years to ensure we are operating sustainably within our enrollment trends and financial realities.