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Introduction Date	02/25/2026
Enactment Number	25-0286
Enactment Date	02/25/2026 er

Board Cover Memorandum

To Board of Education

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

AS AMENDED

Meeting Date February 25, 2026

Subject Approval by the Board of Education of Resolution No. 2526-0083, to Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service

Ask of the Board Approval of Resolution No. 2526-0083 authorizing the reduction or elimination of certificated positions due to a reduction of particular kinds of service in accordance with Education Code section 44955.

Background The District continues to confront significant fiscal pressures driven by declining enrollment, reduced or expiring funding sources, and rising operating costs. As part of the Board's previously adopted budget stabilization measures, staffing levels must be aligned with projected revenue and program needs.

Based on enrollment projections, funding availability, and identified program adjustments, staff recommends reducing or discontinuing certain services delivered by certificated employees. These reductions are necessary to maintain fiscal stability and ensure resources are aligned with student demand and district priorities.

Discussion Under Education Code sections 44949 and 44955, certificated positions may be reduced when the Board determines that particular kinds of services will be eliminated or scaled back. A reduction of particular kinds of service (PKS) occurs when the District discontinues or reduces specific programs, services, or instructional offerings.

Exhibit A to the attached resolution identifies the services proposed for reduction and the corresponding FTE adjustments for the 2026–27 school year. Upon adoption of this resolution, the District will issue preliminary

notices to affected certificated employees in accordance with statutory timelines. Employees receiving notice will have the right to request a hearing as provided by law.

Following Board action, staff will continue to monitor attrition and enrollment changes to minimize the number of final layoffs where possible.

Fiscal Impact These reductions are required to align staffing with projected enrollment and revenue levels and are part of the District's broader strategy to address ongoing budget constraints and ensure long-term financial sustainability.

Attachment(s) Resolution No. 2526-0083 authorizing the reduction or elimination of certificated positions due to a reduction of particular kinds of service in accordance with Education Code section 44955

Exhibit A - Exhibit A: Certificated Position Changes for 26-27 SY

Exhibit B - Exhibit B: Position Elimination & Reduction Impact Report 26-27 SY

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2526-0083**

Eliminate Certificated Positions
Due to a Reduction of Particular Kinds of Service

WHEREAS, the Board of Education has determined that it shall be necessary to reduce or discontinue the particular kinds of services of the District as itemized in Exhibit "A" at the close of the current school year; and

WHEREAS, it shall be necessary to eliminate at the end of the 2025-2026 school year, and for the 2025-2026 school year, the employment of certain certificated employees of the District as a result of this reduction or discontinuance in particular kinds of services;

NOW, THEREFORE, BE IT RESOLVED, nothing herein shall be deemed to confer any status or rights upon temporary or categorically funded certificated employees beyond those specifically granted to them by statute. The Superintendent or designee is directed to send appropriate notices to all employees whose services shall be eliminated by virtue of this action, effective February 25, 2026.

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

- (1) send appropriate notices to all certificated 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.

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

OAKLAND UNIFIED SCHOOL DISTRICT

Jennifer Brouhard
President, Board of Education

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

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2526-0083**

Eliminate Certificated Positions
Due to a Reduction of Particular Kinds of Service

WHEREAS, the Board of Education has determined that it shall be necessary to reduce or discontinue the particular kinds of services of the District as itemized in Exhibit "A" at the close of the current school year; and

WHEREAS, it shall be necessary to eliminate at the end of the 2025-2026 school year, and for the 2025-2026 school year, the employment of certain certificated employees of the District as a result of this reduction or discontinuance in particular kinds of services;

NOW, THEREFORE, BE IT RESOLVED, nothing herein shall be deemed to confer any status or rights upon temporary or categorically funded certificated employees beyond those specifically granted to them by statute. The Superintendent or designee is directed to send appropriate notices to all employees whose services shall be eliminated by virtue of this action, effective February 25, 2026.

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- (1) send appropriate notices to all certificated 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;

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: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSED: None

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

NOES: Mike Hutchinson

ABSTAINED: Patrice Berry

RECUSED: None

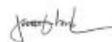
ABSENT: Maximus Simmons (Student Director), Marianna Smith (Student Director)

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.

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OAKLAND UNIFIED SCHOOL DISTRICT



Jennifer Brouhard
President, Board of Education



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

The following information provides explanation of Exhibit A: Certificated 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
Action	The action taken on the position. Elimination: The position exists currently and is being eliminated. Addition: The position does not exist currently and is being added. Reduction: The position's current year FTE is being lowered. Increase: The position's current year FTE is being increased.
Position Funding Site	The department or school site that is funding the position.
Position Location	The work location of the employee holding the position
Position #	Position Control Number (PCN) is the position control number is a unique identifying number that codes a position to a specific classification
Position Title	The title of the position that references the responsibilities the employee has in the role
F/V	Filled: There is currently an employee in the position. Vacancy: The position is vacant.
Type	CL: 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. CE: 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.
Union	The union that represents the position SEIU: Service Employees International Union, Local 1021 AFSCME: American Federation of State, Local and Municipal Employees UAOS: United Administrators of Oakland Schools Teamsters: Teamsters Local 70 BCTC: Buildings and Construction Trades Council OCDPA: Oakland Child Development Paraprofessional Association There are also positions that are not represented by a union. CONF: Confidential Unrepresented UNREP: Unrepresented not-confidential
Grant Status	EG-BR: 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 EG: Position is reduced or eliminated due to an expiring grant that was funding the position Grant Funded: New position that is being funded with grant funds n/a: Position is not funded by a grant

Exhibit A: Certificated Position Changes for 26-27 SY_Final

<p>FTE (25-26)</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>FTE (26-27)</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>FTE Net Change</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>PARS</p>	<p>Yes: Current employee has taken part in the PARS retirement incentive No: Current employee has not taken part in the PARS retirement incentive n/a: The position is vacant</p>

Exhibit A: Certificated 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
Addition	103 - Brookfield	103 - Brookfield	n/a	Asst Principal, Elem School	Vacancy	CE	UAOS	Grant Funded	0.00	1.00	1.00	n/a
Reduction	210 - Edna Brewer Middle	210 - Edna Brewer Middle	6935	Asst Principal, Middle School	Filled	CE	UAOS	EG-BR	1.00	0.24	(0.76)	No
Elimination	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	2645	Asst Principal, Middle School	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	229 - Elmhurst United	229 - Elmhurst United	7414	Asst Principal, Middle School	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	235 - Melrose Leadership Acad	235 - Melrose Leadership Acad	9634	Asst Principal, Middle School	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	944 - Talent	7322	Coord, Certificated	Filled	CE	UAOS	EG	1.00	0.00	(1.00)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	8089	Coord, Education at The Center	Filled	CE	UAOS	EG	1.00	0.00	(1.00)	No
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	7942	Coord, Literacy	Filled	CE	UAOS	EG	1.00	0.00	(1.00)	Yes
Reduction	909 - Academics and Instruction	909 - Academics and Instruction	7600	Coord, Literacy	Filled	CE	UAOS	n/a	0.20	0.00	(0.20)	No
Elimination	912 - Linked Learning	912 - Linked Learning	8060	Coord, Literacy	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	954 - Eng Lang Lmr/multilingual Ach	954 - Eng Lang Lmr/multilingual Ach	9894	Coord, Multilingual Pathway	Filled	CE	UAOS	n/a	0.60	0.50	(0.10)	No
Elimination	976 - Special Ed Local Plan Area	976 - Special Ed Local Plan Area	11227	Coord, Special Education	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	7055	Coord, STEM	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	7119	Coord, STEM	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	9288	Coord, STEM	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	9300	Coord, STEM	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	304 - Oakland High School	304 - Oakland High School	3697	Counselor	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	338 - MetWest High	338 - MetWest High	8324	Counselor	Filled	CE	OEA	n/a	0.60	0.00	(0.60)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	10228	Counselor	Filled	CE	OEA	EG-BR	1.00	0.20	(0.80)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	9145	Counselor	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	923 - Elementary Network 4	923 - Elementary Network 4	10344	Counselor	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	928 - Opsr Counseling	229 - Elmhurst United	499	Counselor	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	928 - Opsr Counseling	928 - Hs Linked Learning Counseling	10245	Counselor	Vacancy	CE	OEA	n/a	0.20	0.00	(0.20)	n/a
Elimination	928 - Opsr Counseling	212 - Roosevelt Middle	11181	Counselor	Filled	CE	OEA	n/a	0.20	0.00	(0.20)	No
Elimination	928 - Opsr Counseling	928 - Hs Linked Learning Counseling	11526	Counselor	Vacancy	CE	OEA	n/a	0.40	0.00	(0.40)	n/a
Increase	928 - Opsr Counseling	303 - McClymonds High School	240	Counselor	Filled	CE	OEA	n/a	0.60	0.70	0.10	No
Increase	928 - Opsr Counseling	304 - Oakland High School	6572	Counselor	Filled	CE	OEA	n/a	0.80	1.00	0.20	No
Reduction	928 - Opsr Counseling	215 - Madison Park Academy 6-12	1603	Counselor	Filled	CE	OEA	n/a	0.40	0.20	(0.20)	Yes
Reduction	928 - Opsr Counseling	335 - LIFE Academy	1793	Counselor	Filled	CE	OEA	n/a	1.00	0.90	(0.10)	No
Reduction	928 - Opsr Counseling	219 - Frick United Academy of Lang	3813	Counselor	Filled	CE	OEA	n/a	1.00	0.70	(0.30)	No
Reduction	928 - Opsr Counseling	229 - Elmhurst United	4332	Counselor	Filled	CE	OEA	n/a	1.00	0.50	(0.50)	No
Reduction	928 - Opsr Counseling	228 - United For Success Academy	4658	Counselor	Filled	CE	OEA	n/a	0.80	0.70	(0.10)	No
Reduction	928 - Opsr Counseling	305 - Oakland Tech High School	4824	Counselor	Filled	CE	OEA	n/a	0.80	0.60	(0.20)	No
Reduction	928 - Opsr Counseling	211 - Montera Middle	7184	Counselor	Filled	CE	OEA	n/a	0.60	0.50	(0.10)	No
Reduction	928 - Opsr Counseling	206 - Bret Harte Middle	7186	Counselor	Filled	CE	OEA	n/a	0.80	0.60	(0.20)	No
Reduction	928 - Opsr Counseling	302 - Fremont High School	8301	Counselor	Filled	CE	OEA	n/a	0.60	0.40	(0.20)	No
Reduction	928 - Opsr Counseling	232 - Coliseum College Prep Academy	8305	Counselor	Filled	CE	OEA	n/a	1.00	0.90	(0.10)	No
Reduction	928 - Opsr Counseling	235 - Melrose Leadership Acad	8553	Counselor	Filled	CE	OEA	n/a	1.00	0.50	(0.50)	No
Reduction	928 - Opsr Counseling	127 - Hillcrest	11180	Counselor	Filled	CE	OEA	n/a	0.40	0.30	(0.10)	No
Elimination	954 - Eng Lang Lmr/multilingual Ach	353 - Oakland International High Sch	6299	Counselor	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	962 - Pre-k-5 Network 2	962 - Pre-k-5 Network 2	10342	Counselor	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	933 - Oakland Athletic League (oal)	933 - Oakland Athletic League (oal)	10266	Director, Comprehensive Com HS	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	443	Director, Visual & Perf Arts	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	Yes
Increase	305 - Oakland Tech High School	305 - Oakland Tech High School	10462	Facilitator, AA Female Exc	Filled	CE	OEA	n/a		0.30	0.30	No
Increase	305 - Oakland Tech High School	305 - Oakland Tech High School	10488	Facilitator, AA Female Exc	Filled	CE	OEA	n/a		0.30	0.30	No
Reduction	106 - Chabot	106 - Chabot	9509	Facilitator, Manhood Dev Prgm	Filled	CE	OEA	n/a	0.90	0.50	(0.40)	No
Elimination	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	10941	Facilitator, Manhood Dev Prgm	Vacancy	CE	OEA	n/a	0.50	0.00	(0.50)	n/a
Elimination	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	10942	Facilitator, Manhood Dev Prgm	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	305 - Oakland Tech High School	305 - Oakland Tech High School	9871	Facilitator, Manhood Dev Prgm	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Reduction	305 - Oakland Tech High School	305 - Oakland Tech High School	11334	Facilitator, Manhood Dev Prgm	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Elimination	923 - Elementary Network 4	923 - Elementary Network 4	1979	Network Superintendent PreK-5	Filled	CE	CONF	n/a	1.00	0.00	(1.00)	No
Elimination	962 - Pre-k-5 Network 2	962 - Pre-k-5 Network 2	1585	Network Superintendent PreK-5	Filled	CE	CONF	n/a	1.00	0.00	(1.00)	No
Elimination	968 - Health Services (nurses)	968 - Health Services (nurses)	1639	Nurse	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	Yes

Exhibit A: Certificated Position Changes for 26-27 SY_Final

Elimination	968 - Health Services (nurses)	968 - Health Services (nurses)	2412	Nurse	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	Yes
Elimination	968 - Health Services (nurses)	968 - Health Services (nurses)	3420	Nurse	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	Yes
Elimination	968 - Health Services (nurses)	968 - Health Services (nurses)	3585	Nurse	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	Yes
Elimination	923 - Elementary Network 4	923 - Elementary Network 4	9284	Partner Multi-Tiered Systems	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	962 - Pre-k-5 Network 2	962 - Pre-k-5 Network 2	9228	Partner Multi-Tiered Systems	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	103 - Brookfield	103 - Brookfield	11378	Principal, Elem School Large	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	10427	Principal, High School Small	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	Yes
Elimination	964 - High School Network	964 - High School Network	6496	Prog Mgr, Home and Hospital	Filled	CE	UAOS	n/a	1.00	0.00	(1.00)	No
Elimination	143 - Montclair	143 - Montclair	10664	Social Worker	Filled	CE	OEA	n/a	0.50	0.00	(0.50)	No
Elimination	215 - Madison Park Academy 6-12	215 - Madison Park Academy 6-12	10131	Social Worker	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	236 - Urban Promise Academy	236 - Urban Promise Academy	6210	Social Worker	Filled	CE	OEA	n/a	0.50	0.00	(0.50)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	9944	Social Worker	Filled	CE	OEA	EG-BR	1.00	0.00	(1.00)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	11521	Social Worker	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Increase	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	11335	Social Worker	Filled	CE	OEA	EG-BR	0.40	1.00	0.60	No
Increase	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	11462	Social Worker	Filled	CE	OEA	n/a	0.50	1.00	0.50	No
Reduction	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	9171	Social Worker	Filled	CE	OEA	EG	0.20	0.00	(0.20)	No
Elimination	954 - Eng Lang Lmr/multilingual Ach	206 - Bret Harte Middle	4903	Social Worker	Filled	CE	OEA	n/a	0.50	0.00	(0.50)	No
Elimination	954 - Eng Lang Lmr/multilingual Ach	228 - Eng Lang Lmr/multilingual Ach	7926	Social Worker	Vacancy	CE	OEA	n/a	0.50	0.00	(0.50)	n/a
Reduction	954 - Eng Lang Lmr/multilingual Ach	304 - Oakland High School	4938	Social Worker	Filled	CE	OEA	n/a	1.00	0.50	(0.50)	No
Reduction	954 - Eng Lang Lmr/multilingual Ach	215 - Madison Park Academy 6-12	7925	Social Worker	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	954 - Eng Lang Lmr/multilingual Ach	306 - Skyline High School	9501	Social Worker	Filled	CE	OEA	n/a	0.63	0.00	(0.63)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	9616	Social Worker, Psychiatric	Filled	CE	OEA	n/a	0.75	0.00	(0.75)	No
Elimination	301 - Castlemont High School	301 - Castlemont High School	4742	Teacher 11Mos 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	301 - Castlemont High School	301 - Castlemont High School	6230	Teacher 11Mos 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	301 - Castlemont High School	301 - Castlemont High School	8147	Teacher 11Mos 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	301 - Castlemont High School	301 - Castlemont High School	7039	Teacher 11Mos 12Pay	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Elimination	302 - Fremont High School	302 - Fremont High School	8298	Teacher 11Mos 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	178 - Bridges Academy @ Melrose	178 - Bridges Academy @ Melrose	4081	Teacher Bilingual	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Increase	235 - Melrose Leadership Acad	235 - Melrose Leadership Acad	9637	Teacher Bilingual	Filled	CE	OEA	n/a	0.30	0.80	0.50	No
Elimination	910 - Early Childhood Development	103 - Brookfield	316	Teacher CDC	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	910 - Early Childhood Development	815 - Highland CDC	347	Teacher CDC	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	910 - Early Childhood Development	812 - Kaiser Early Childhood Center	9237	Teacher CDC	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	910 - Early Childhood Development	910 - Early Childhood Development	11324	Teacher CDC	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Increase	306 - Skyline High School	306 - Skyline High School	2683	Teacher Department Head	Filled	CE	OEA	n/a	0.80	1.00	0.20	No
Reduction	102 - Bella Vista	102 - Bella Vista	924	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.80	0.60	(0.20)	No
Reduction	102 - Bella Vista	102 - Bella Vista	10144	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.40	0.25	(0.15)	No
Increase	103 - Brookfield	103 - Brookfield	274	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.60	1.00	0.40	No
Increase	105 - Burckhalter	105 - Burckhalter	10045	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.40	0.50	0.10	No
Reduction	105 - Burckhalter	105 - Burckhalter	10592	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.40	0.20	(0.20)	No
Elimination	119 - Glenview	119 - Glenview	595	Teacher Education Enhancement	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	119 - Glenview	119 - Glenview	6214	Teacher Education Enhancement	Filled	CE	OEA	n/a	1.00	0.90	(0.10)	No
Increase	122 - Grass Valley	122 - Grass Valley	1830	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.60	1.00	0.40	No
Elimination	133 - Lincoln	133 - Lincoln	10059	Teacher Education Enhancement	Vacancy	CE	OEA	n/a	0.30	0.00	(0.30)	n/a
Elimination	142 - Joaquin Miller	142 - Joaquin Miller	11016	Teacher Education Enhancement	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	143 - Montclair	143 - Montclair	4272	Teacher Education Enhancement	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	151 - Sequoia	151 - Sequoia	1218	Teacher Education Enhancement	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Increase	154 - Madison Lower	154 - Madison Lower	10115	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.60	1.00	0.40	No
Increase	157 - Thornhill	157 - Thornhill	10679	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.50	0.60	0.10	No
Reduction	169 - Oakland Academy of Knowledge	169 - Oakland Academy of Knowledge	9312	Teacher Education Enhancement	Filled	CE	OEA	n/a	1.00	0.90	(0.10)	No
Elimination	175 - Manzanita Seed	175 - Manzanita Seed	10705	Teacher Education Enhancement	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Increase	177 - Esperanza Academy	177 - Esperanza Academy	10070	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.90	1.00	0.10	No
Increase	180 - Kaiser Early Childhood Center	180 - Kaiser Early Childhood Center	10514	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.40	0.80	0.40	No
Elimination	182 - Martin Luther King Jr. K-3	182 - Martin Luther King Jr. K-3	11050	Teacher Education Enhancement	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	183 - Prescott	183 - Prescott	10086	Teacher Education Enhancement	Filled	CE	OEA	n/a	1.00	0.60	(0.40)	No

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Reduction	183 - Prescott	183 - Prescott	11490	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.40	0.30	(0.10)	No
Reduction	186 - International Community School	186 - International Community School	55	Teacher Education Enhancement	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Elimination	193 - Reach Academy	193 - Reach Academy	10124	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.80	0.00	(0.80)	No
Increase	194 - Sankofa United Elem	194 - Sankofa United Elem	4217	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.40	0.50	0.10	No
Increase	194 - Sankofa United Elem	194 - Sankofa United Elem	10091	Teacher Education Enhancement	Filled	CE	OEA	n/a	0.60	0.75	0.15	No
Elimination	235 - Melrose Leadership Acad	235 - Melrose Leadership Acad	11059	Teacher Education Enhancement	Vacancy	CE	OEA	n/a	0.50	0.00	(0.50)	n/a
Elimination	964 - High School Network	964 - High School Network	459	Teacher Home/Hospital	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	964 - High School Network	964 - High School Network	2361	Teacher Home/Hospital	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Increase	116 - Franklin	116 - Franklin	7729	Teacher Librarian	Filled	CE	OEA	n/a	0.80	1.00	0.20	No
Elimination	944 - Talent	944 - Talent	8121	Teacher Replacement	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	8125	Teacher Replacement	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	944 - Talent	944 - Talent	8126	Teacher Replacement	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	944 - Talent	8127	Teacher Replacement	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	8128	Teacher Replacement 11Mos	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	910 - Early Childhood Development	910 - Early Childhood Development	11202	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	910 - Early Childhood Development	910 - Early Childhood Development	11203	Teacher STIP	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	944 - Talent	School site (varies annually)	11134	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11135	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11136	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11137	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11138	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11139	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11140	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11141	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11142	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11143	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11144	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11145	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11146	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11147	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11148	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11149	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11150	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11151	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11152	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11153	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11154	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11155	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11156	Teacher STIP	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	944 - Talent	School site (varies annually)	11164	Teacher STIP	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	944 - Talent	School site (varies annually)	11174	Teacher STIP	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	944 - Talent	School site (varies annually)	11175	Teacher STIP	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	944 - Talent	School site (varies annually)	11363	Teacher STIP	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	102 - Bella Vista	102 - Bella Vista	2331	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	Yes
Elimination	102 - Bella Vista	102 - Bella Vista	7101	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.00	(1.00)	Yes
Elimination	116 - Franklin	116 - Franklin	862	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	117 - Fruitvale	117 - Fruitvale	4086	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	125 - Highland Community School	125 - Highland Community School	3380	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Increase	143 - Montclair	143 - Montclair	10520	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.55	1.00	0.45	No
Reduction	143 - Montclair	143 - Montclair	10062	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.15	(0.85)	No
Elimination	145 - Peralta	145 - Peralta	8898	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	177 - Esperanza Academy	177 - Esperanza Academy	7073	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	179 - Manzanita Community School	179 - Manzanita Community School	2995	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.50	(0.50)	No
Reduction	179 - Manzanita Community School	179 - Manzanita Community School	3624	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.50	(0.50)	No

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Elimination	182 - Martin Luther King Jr. K-3	182 - Martin Luther King Jr. K-3	6244	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	186 - International Community School	186 - International Community School	148	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	186 - International Community School	186 - International Community School	2005	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	186 - International Community School	186 - International Community School	2633	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	186 - International Community School	186 - International Community School	4216	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	186 - International Community School	186 - International Community School	4926	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	194 - Sankofa United Elem	194 - Sankofa United Elem	1741	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	194 - Sankofa United Elem	194 - Sankofa United Elem	9187	Teacher Structured Eng Immersn	Filled	CE	OEA	EG	1.00	0.00	(1.00)	No
Elimination	201 - Claremont Middle	201 - Claremont Middle	6897	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	201 - Claremont Middle	201 - Claremont Middle	10614	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.50	0.00	(0.50)	No
Increase	201 - Claremont Middle	201 - Claremont Middle	814	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.85	1.00	0.15	No
Increase	201 - Claremont Middle	201 - Claremont Middle	10615	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	0.50	0.60	0.10	n/a
Increase	204 - West Oakland Middle	204 - West Oakland Middle	10618	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.50	1.00	0.50	No
Increase	204 - West Oakland Middle	204 - West Oakland Middle	10639	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.20	0.15	(0.05)	No
Reduction	204 - West Oakland Middle	204 - West Oakland Middle	543	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Reduction	204 - West Oakland Middle	204 - West Oakland Middle	5099	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Reduction	204 - West Oakland Middle	204 - West Oakland Middle	11453	Teacher Structured Eng Immersn	Filled	CE	OEA	EG	1.00	0.20	(0.80)	No
Elimination	206 - Bret Harte Middle	206 - Bret Harte Middle	1122	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	0.50	0.00	(0.50)	n/a
Elimination	206 - Bret Harte Middle	206 - Bret Harte Middle	2195	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	206 - Bret Harte Middle	206 - Bret Harte Middle	11500	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Increase	206 - Bret Harte Middle	206 - Bret Harte Middle	184	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.80	1.00	0.20	No
Reduction	206 - Bret Harte Middle	206 - Bret Harte Middle	5095	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Elimination	210 - Edna Brewer Middle	210 - Edna Brewer Middle	10699	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.40	0.00	(0.40)	No
Elimination	210 - Edna Brewer Middle	210 - Edna Brewer Middle	10700	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.50	0.00	(0.50)	No
Increase	210 - Edna Brewer Middle	210 - Edna Brewer Middle	10234	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.50	1.00	0.50	No
Elimination	211 - Montera Middle	211 - Montera Middle	10236	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	0.50	0.00	(0.50)	n/a
Reduction	211 - Montera Middle	211 - Montera Middle	4441	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.50	(0.50)	No
Reduction	211 - Montera Middle	211 - Montera Middle	4863	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.40	0.20	(0.20)	No
Reduction	211 - Montera Middle	211 - Montera Middle	4923	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.90	(0.10)	No
Elimination	212 - Roosevelt Middle	212 - Roosevelt Middle	1924	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	212 - Roosevelt Middle	212 - Roosevelt Middle	2544	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	Yes
Elimination	212 - Roosevelt Middle	212 - Roosevelt Middle	7621	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.60	0.00	(0.60)	No
Elimination	213 - Westlake Middle	213 - Westlake Middle	3845	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.50	0.00	(0.50)	No
Elimination	213 - Westlake Middle	213 - Westlake Middle	10926	Teacher Structured Eng Immersn	Filled	CE	OEA	EG	0.50	0.00	(0.50)	No
Reduction	213 - Westlake Middle	213 - Westlake Middle	1896	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.20	(0.80)	No
Reduction	213 - Westlake Middle	213 - Westlake Middle	10241	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.80	0.55	(0.25)	No
Elimination	215 - Madison Park Academy 6-12	215 - Madison Park Academy 6-12	3404	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	215 - Madison Park Academy 6-12	215 - Madison Park Academy 6-12	9584	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	215 - Madison Park Academy 6-12	215 - Madison Park Academy 6-12	10126	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.01	0.50	(0.51)	No
Elimination	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	6248	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	6580	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	7544	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.00	(1.00)	No
Elimination	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	8077	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	9308	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	10526	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	4748	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Elimination	228 - United For Success Academy	228 - United For Success Academy	4586	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Increase	228 - United For Success Academy	228 - United For Success Academy	1641	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.70	0.80	0.10	Yes
Reduction	229 - Elmhurst United	229 - Elmhurst United	7002	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.43	(0.57)	No
Reduction	229 - Elmhurst United	229 - Elmhurst United	7541	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.81	(0.19)	No
Increase	235 - Melrose Leadership Acad	235 - Melrose Leadership Acad	7549	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.70	1.00	0.30	No
Elimination	236 - Urban Promise Academy	236 - Urban Promise Academy	10163	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	236 - Urban Promise Academy	236 - Urban Promise Academy	922	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.40	(0.60)	No
Reduction	236 - Urban Promise Academy	236 - Urban Promise Academy	4617	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.20	(0.80)	No

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Elimination	304 - Oakland High School	304 - Oakland High School	3805	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	0.80	0.00	(0.80)	n/a
Elimination	304 - Oakland High School	304 - Oakland High School	6187	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	304 - Oakland High School	304 - Oakland High School	6789	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	304 - Oakland High School	304 - Oakland High School	10927	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	0.80	0.00	(0.80)	n/a
Elimination	304 - Oakland High School	304 - Oakland High School	10928	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	0.80	0.00	(0.80)	n/a
Elimination	304 - Oakland High School	304 - Oakland High School	10929	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	0.80	0.00	(0.80)	n/a
Elimination	304 - Oakland High School	304 - Oakland High School	10930	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	1.00	0.00	1.00	n/a
Reduction	305 - Oakland Tech High School	305 - Oakland Tech High School	772	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.80	(0.20)	No
Reduction	305 - Oakland Tech High School	305 - Oakland Tech High School	1401	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.60	(0.40)	Yes
Reduction	305 - Oakland Tech High School	305 - Oakland Tech High School	2239	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.60	(0.40)	No
Reduction	305 - Oakland Tech High School	305 - Oakland Tech High School	2658	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.01	0.80	(0.21)	No
Reduction	305 - Oakland Tech High School	305 - Oakland Tech High School	2987	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.80	(0.20)	No
Reduction	305 - Oakland Tech High School	305 - Oakland Tech High School	10154	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.80	(0.20)	No
Elimination	306 - Skyline High School	306 - Skyline High School	6645	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	306 - Skyline High School	306 - Skyline High School	7827	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Increase	306 - Skyline High School	306 - Skyline High School	101	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.80	1.00	0.20	No
Reduction	306 - Skyline High School	306 - Skyline High School	403	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.50	(0.50)	Yes
Reduction	306 - Skyline High School	306 - Skyline High School	3306	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.80	(0.20)	No
Reduction	306 - Skyline High School	306 - Skyline High School	4181	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.90	(0.10)	No
Elimination	309 - Ralph J. Bunche Academy	309 - Ralph J. Bunche Academy	7016	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	335 - LIFE Academy	335 - LIFE Academy	6168	Teacher Structured Eng Immersn	Vacancy	CE	OEA	EG	1.00	0.00	(1.00)	n/a
Elimination	335 - LIFE Academy	335 - LIFE Academy	9968	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	0.90	0.00	(0.90)	No
Reduction	335 - LIFE Academy	335 - LIFE Academy	9450	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.40	0.20	(0.20)	No
Reduction	335 - LIFE Academy	335 - LIFE Academy	11329	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.80	(0.20)	No
Elimination	338 - MetWest High	338 - MetWest High	9975	Teacher Structured Eng Immersn	Vacancy	CE	OEA	n/a	0.40	0.00	(0.40)	n/a
Reduction	338 - MetWest High	338 - MetWest High	8322	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Reduction	338 - MetWest High	338 - MetWest High	9183	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.40	(0.60)	No
Elimination	352 - Rudsdale Continuation	352 - Rudsdale Continuation	11123	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	352 - Rudsdale Continuation	352 - Rudsdale Continuation	11129	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	2358	Teacher Structured Eng Immersn	Filled	CE	OEA	EG	0.80	0.00	(0.80)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	2530	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.80	0.00	(0.80)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	2660	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	2959	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.10	0.00	(0.10)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	3038	Teacher Structured Eng Immersn	Filled	CE	OEA	EG	1.00	0.00	(1.00)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	3232	Teacher Structured Eng Immersn	Filled	CE	OEA	EG	1.00	0.00	(1.00)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	3325	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	0.80	0.00	(0.80)	Yes
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	3582	Teacher Structured Eng Immersn	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	7850	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.00	(1.00)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	9618	Teacher Structured Eng Immersn	Filled	CE	OEA	EG	1.00	0.00	(1.00)	No
Elimination	353 - Oakland International High Sch	353 - Oakland International High Sch	11101	Teacher Structured Eng Immersn	Filled	CE	OEA	EG	1.00	0.00	(1.00)	No
Elimination	912 - Linked Learning	206 - Bret Harte Middle	2643	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.00	(1.00)	No
Elimination	912 - Linked Learning	236 - Urban Promise Academy	6493	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.00	(1.00)	No
Elimination	912 - Linked Learning	229 - Elmhurst United	9912	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.00	(1.00)	No
Reduction	912 - Linked Learning	211 - Montero Middle	894	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.50	(0.50)	No
Reduction	912 - Linked Learning	210 - Edna Brewer Middle	3434	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	0.50	0.00	(0.50)	No
Reduction	912 - Linked Learning	212 - Roosevelt Middle	3654	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	0.50	0.00	(0.50)	No
Reduction	912 - Linked Learning	201 - Claremont Middle School	3876	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	0.50	0.00	(0.50)	No
Reduction	912 - Linked Learning	228 - United For Success Academy	4248	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.40	(0.60)	No
Reduction	912 - Linked Learning	219 - Frick United Academy of Lang	4627	Teacher Structured Eng Immersn	Filled	CE	OEA	EG-BR	1.00	0.50	(0.50)	No
Reduction	101 - Allendale	101 - Allendale	11077	TSA 10Pay	Vacancy	CE	OEA	n/a	0.50	0.00	(0.50)	n/a
Elimination	103 - Brookfield	103 - Brookfield	10310	TSA 10Pay	Filled	CE	OEA	n/a	0.40	0.00	(0.40)	No
Elimination	105 - Burckhalter	105 - Burckhalter	10591	TSA 10Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	Yes
Elimination	106 - Chabot	106 - Chabot	10595	TSA 10Pay	Filled	CE	OEA	n/a	0.60	0.00	(0.60)	No
Reduction	112 - Greenleaf Elementary	112 - Greenleaf Elementary	10635	TSA 10Pay	Filled	CE	OEA	EG-BR	1.00	0.80	(0.20)	No

Exhibit A: Certificated Position Changes for 26-27 SY_Final

Reduction	114 - Global Family School	114 - Global Family School	10627	TSA 10Pay	Filled	CE	OEA	n/a	0.80	0.50	(0.30)	No
Elimination	116 - Franklin	116 - Franklin	10962	TSA 10Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Increase	118 - Garfield	118 - Garfield	11079	TSA 10Pay	Filled	CE	OEA	n/a	0.30	0.40	0.10	No
Elimination	119 - Glenview	119 - Glenview	10987	TSA 10Pay	Filled	CE	OEA	n/a	0.60	0.00	(0.60)	No
Elimination	160 - Lockwood Steam Academy	160 - Lockwood Steam Academy	11038	TSA 10Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	177 - Esperanza Academy	177 - Esperanza Academy	10714	TSA 10Pay	Filled	CE	OEA	n/a	0.80	0.00	(0.80)	No
Increase	177 - Esperanza Academy	177 - Esperanza Academy	11084	TSA 10Pay	Filled	CE	OEA	n/a	0.50	0.30	(0.20)	No
Increase	179 - Manzanita Community School	179 - Manzanita Community School	10745	TSA 10Pay	Filled	CE	OEA	n/a	0.70	0.75	0.05	No
Elimination	194 - Sankofa United Elem	194 - Sankofa United Elem	9535	TSA 10Pay	Filled	CE	OEA	n/a	0.80	0.00	(0.80)	No
Increase	211 - Montera Middle	211 - Montera Middle	10832	TSA 10Pay	Filled	CE	OEA	n/a	0.60	1.00	0.40	No
Reduction	211 - Montera Middle	211 - Montera Middle	9572	TSA 10Pay	Filled	CE	OEA	n/a	1.00	0.90	(0.10)	No
Elimination	212 - Roosevelt Middle	212 - Roosevelt Middle	10825	TSA 10Pay	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Reduction	215 - Madison Park Academy 6-12	215 - Madison Park Academy 6-12	11466	TSA 10Pay	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	No
Elimination	305 - Oakland Tech High School	305 - Oakland Tech High School	11445	TSA 10Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	11286	TSA 10Pay	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Elimination	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	11288	TSA 10Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	922 - Comm. Schools & Student Svcs	922 - Comm. Schools & Student Svcs	11287	TSA 10Pay	Filled	CE	OEA	EG-BR	1.00	0.75	(0.25)	No
Elimination	954 - Eng Lang Lmr/multilingual Ach	131 - Laurel Elementary	11000	TSA 10Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	954 - Eng Lang Lmr/multilingual Ach	235 - Melrose Leadership Acad	11317	TSA 10Pay	Filled	CE	OEA	n/a	0.50	0.00	(0.50)	No
Reduction	954 - Eng Lang Lmr/multilingual Ach	116 - Franklin	11082	TSA 10Pay	Filled	CE	OEA	n/a	1.00	0.50	(0.50)	No
Reduction	954 - Eng Lang Lmr/multilingual Ach	114 - Global Family School	11083	TSA 10Pay	Filled	CE	OEA	n/a	1.00	0.50	(0.50)	No
Reduction	108 - Cleveland	108 - Cleveland	10599	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.20	(0.80)	No
Elimination	111 - Crocker Highlands	111 - Crocker Highlands	10603	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	0.80	0.00	(0.80)	No
Elimination	111 - Crocker Highlands	111 - Crocker Highlands	10605	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	0.20	0.00	(0.20)	No
Reduction	112 - Greenleaf Elementary	112 - Greenleaf Elementary	10637	TSA 11Mon 12Pay	Filled	CE	OEA	EG-BR	1.00	0.70	(0.30)	No
Increase	122 - Grass Valley	122 - Grass Valley	10647	TSA 11Mon 12Pay	Vacancy	CE	OEA	n/a	0.50	1.00	0.50	n/a
Elimination	127 - Hillcrest	127 - Hillcrest	10729	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	133 - Lincoln	133 - Lincoln	11007	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	142 - Joaquin Miller	142 - Joaquin Miller	11015	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	0.80	0.00	(0.80)	No
Elimination	143 - Montclair	143 - Montclair	10665	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	145 - Peralta	145 - Peralta	10669	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	148 - Redwood Heights	148 - Redwood Heights	11027	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	151 - Sequoia	151 - Sequoia	11029	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	178 - Bridges Academy @ Melrose	178 - Bridges Academy @ Melrose	10732	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Reduction	179 - Manzanita Community School	179 - Manzanita Community School	10735	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	0.95	0.60	(0.35)	No
Increase	183 - Prescott	183 - Prescott	10749	TSA 11Mon 12Pay	Vacancy	CE	OEA	n/a	0.50	0.80	0.30	n/a
Reduction	201 - Claremont Middle	201 - Claremont Middle	10612	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.50	(0.50)	No
Increase	204 - West Oakland Middle	204 - West Oakland Middle	10621	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	0.60	0.85	0.25	No
Elimination	210 - Edna Brewer Middle	210 - Edna Brewer Middle	10697	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	215 - Madison Park Academy 6-12	215 - Madison Park Academy 6-12	9922	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	0.50	0.00	(0.50)	No
Reduction	219 - Frick United Academy of Lang	219 - Frick United Academy of Lang	10938	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.80	(0.20)	Yes
Reduction	303 - McClymonds High School	303 - McClymonds High School	10904	TSA 11Mon 12Pay	Filled	CE	OEA	EG-BR	1.00	0.80	(0.20)	No
Elimination	330 - Sojourner Truth Independ Study	330 - Sojourner Truth Independ Study	11107	TSA 11Mon 12Pay	Vacancy	CE	OEA	n/a	1.00	0.00	(1.00)	n/a
Reduction	353 - Oakland International High Sch	353 - Oakland International High Sch	11100	TSA 11Mon 12Pay	Filled	CE	OEA	EG-BR	1.00	0.40	(0.60)	No
Elimination	909 - Academics and Instruction	219 - Frick United Academy Language	10530	TSA 11Mon 12Pay	Filled	CE	OEA	EG	0.80	0.00	(0.80)	No
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	11216	TSA 11Mon 12Pay	Filled	CE	OEA	EG	1.00	0.00	(1.00)	No
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	11502	TSA 11Mon 12Pay	Filled	CE	OEA	EG	0.80	0.00	(0.80)	No
Increase	909 - Academics and Instruction	909 - Academics and Instruction	11224	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	0.40	0.50	0.10	No
Elimination	954 - Eng Lang Lmr/multilingual Ach	954 - Eng Lang Lmr/multilingual Ach	11074	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No
Elimination	954 - Eng Lang Lmr/multilingual Ach	954 - Eng Lang Lmr/multilingual Ach	11089	TSA 11Mon 12Pay	Filled	CE	OEA	n/a	0.20	0.00	(0.20)	No
Elimination	909 - Academics and Instruction	909 - Academics and Instruction	1326	TSA Classroom 11Mos	Filled	CE	OEA	EG	0.20	0.00	(0.20)	No
Increase	912 - Linked Learning	912 - Linked Learning	11472	TSA Classroom 12Mos	Filled	CE	OEA	n/a	0.00	0.13	0.13	No
Elimination	976 - Special Ed Local Plan Area	976 - Special Ed Local Plan Area	2621	TSA Program Specialist 11Mos	Vacancy	CE	OEA	n/a	0.60	0.00	(0.60)	n/a
Elimination	976 - Special Ed Local Plan Area	976 - Special Ed Local Plan Area	7933	TSA Program Specialist 11Mos	Filled	CE	OEA	n/a	1.00	0.00	(1.00)	No

Exhibit A: Certificated Position Changes for 26-27 SY_Final

Elimination	928 - Opsr Counseling	928 - Hs Linked Learning Counseling	10244	TSA Program Specialist 12Mos	Filled	CE	OEA	n/a	1.00	0.15	(0.85)	No
Elimination	944 - Talent	944 - Talent	10431	TSA Program Specialist 12Mos	Filled	CE	OEA	EG	1.00	0.00	(1.00)	No



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.

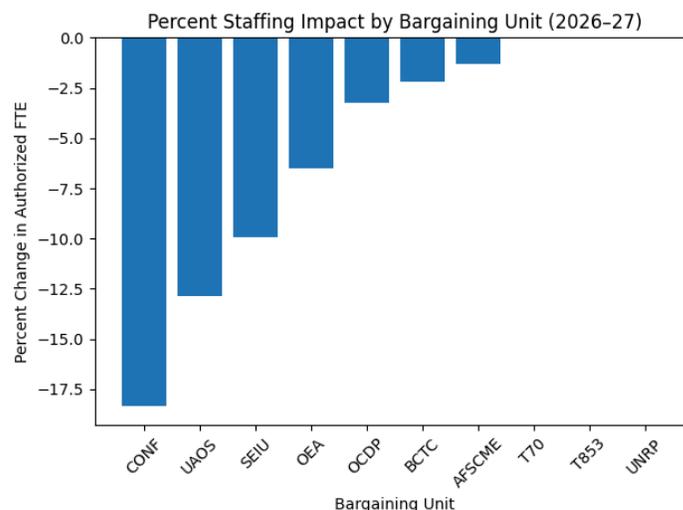
Over the past several years, the District utilized supplemental, concentration, learning recovery, and grant funding to expand staffing in targeted areas including attendance support, newcomer services, linked learning pathways, and intervention roles. In many cases, schools and central departments made 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.