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**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

BOARD OF EDUCATION 2025

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To Board of Education

From Valarie Bachelor

Meeting Date February 25, 2026

Subject Amendment - Prospective Additional Resolve Clause - Notice of Layoff - Classified Employees - Reduction in Force (RIF) - School Year 2026-2027 and/or Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service

Ask of the Board

Adoption by the Board of Education of (Proposed) Amendment to Notice of Layoff - Classified Employees - Reduction in Force (RIF) - School Year 2026-2027 and/or Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service:

“**NOW, THEREFORE, BE IT FURTHER RESOLVED**, provided that the District meets its general fund reserve requirements per statute and board policies, if new funds for the 2026-2027 school year are identified, 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 and academics, who are subject to layoff, effective the 2026-2027 school year.”

Background & Discussion

This amendment - **Prioritizing Restoration of Student-Facing Positions** - strengthens the Board’s commitment to restoring critical student-facing services should additional funding become available for the 2026–2027 school year.

While these Resolutions acknowledges the fiscal realities facing the Oakland Unified School District this amendment makes clear that restoration of classified and certificated positions are a priority if financial conditions improve. Provided the District meets its statutory and Board-required general fund reserve thresholds, any newly identified funds would trigger a requirement for the Superintendent to notify the Board and bring forward feasible recommendations consistent with Board policy.

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Importantly, the amendment specifies that restoration efforts should prioritize student-facing employee positions that directly support attendance, school safety, and academic achievement, particularly those subject to layoff for the 2026–2027 school year.

This language affirms the Board’s dual responsibility: safeguarding the District’s fiscal stability while centering students and protecting the adults whose daily work most directly impacts learning environments and student success.

Recommendation

Adoption by the Board of Education of the aforesated clause, individually, as an Amendment to both the Layoff and Reduction In Services Resolutions being considered by the Board today.

VB:st