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Board Cover Memorandum

To Board of Education

From Denise Saddler, Interim Superintendent
 Jeff Dillon, Chief of Talent Director
 Rebecca Littlejohn, Risk Management Officer

Meeting Date 06/24/2026

Subject Updates to Board Policy 5141.4: Child Abuse Prevention and Reporting

Ask of the Board Approve updates to BP 5141.4

Background Annually, in conjunction with the legal team, the Enrollment Department reviews all Board Policy relevant to our work and offers updates as necessary.

Discussion While the district maintains robust administrative regulations (ARs) related to enrollment practices for the eight dual immersion schools, Board Policy has not reflected these academic programs and their specific enrollment needs. These changes address that gap in keeping with the CSBA recommended language.

Fiscal Impact There is no fiscal obligation undertaken by the district as part of this work.

Attachment(s)

- BP 5141.4: Child Abuse Prevention and Reporting (redlined)
- BP 5141.4: Child Abuse Prevention and Reporting (clean)

OAKLAND UNIFIED SCHOOL DISTRICT

Board Policy

Students

BP 5141.4

Child Abuse Prevention and Reporting

The Governing Board is committed to supporting the safety and well-being of district students and desires to facilitate the prevention of and response to child abuse and neglect. The Superintendent or designee shall develop and implement strategies for preventing, recognizing, and promptly reporting known or suspected child abuse and neglect.

The Superintendent or designee may provide a student who is a victim of abuse with school-based mental health services or other support services and/or may refer the student to resources available within the community as needed.

(cf. 1020 - Youth Services)

(cf. 5141.6 - School Health Services)

(cf. 6164.2 - Guidance/Counseling Services)

Child Abuse Prevention

The district's instructional program shall include age-appropriate and culturally sensitive child abuse prevention curriculum. This curriculum shall explain students' right to live free of abuse, include instruction in the skills and techniques needed to identify unsafe situations and react appropriately and promptly, inform students of available support resources, and teach students how to obtain help and disclose incidents of abuse.

(cf. 6142.8 - Comprehensive Health Education)

(cf. 6143 - Courses of Study)

The district's program also may include age-appropriate curriculum in sexual abuse and sexual assault awareness and prevention. Upon written request of a student's parent/guardian, the student shall be excused from taking such instruction. (Education Code 51900.6)

The Superintendent or designee shall, to the extent feasible, seek to incorporate community resources into the district's child abuse prevention programs and may use these resources to provide parents/guardians with instruction in parenting skills and child abuse prevention.

Child Abuse Reporting and Prevention

Assembly Bill 1432 requires annual mandated reporter training for all school district employees within the first six weeks of each school year or within six weeks of employment. Annually, at the first regular Board of Education meeting in January of each year, the Superintendent shall report to the Board of Education the status of the District compliance with AB 1432. Any employee who has been employed by the District for more than 60 days who has not completed mandated reporter training within the first 60 days of employment or annually by January 1st of any year and who is employed at a school site or has contact with students may be placed on administrative leave without pay pending completion of the training offered by the District.

Senate Bill 848 (SB 848) expands Assembly Bill 1432 to include volunteers and board members. In accordance with SB 848, the district will inquire with previous school employers about any credible complaints or substantiated investigations of "egregious misconduct" (e.g., sex offenses, child abuse, certain drug offenses) against a volunteer applicant.

Volunteers

A "volunteer" is any person who of their own free will provides services for the district without pay or compensation.

For the purposes of SB 848, a volunteer includes any individual whose duties require contact or supervision of pupils at a school district, county office of education, or charter school, and whose failure to report known or suspected child abuse would result in criminal penalties.

If a volunteer is the subject of an investigation into egregious misconduct, the district must report the commencement of the investigation and its final results to the Commission on Teacher Credentialing (CTC) database once it is established (by July 1, 2027).

To align with SB 848 requirements, the volunteer policy should explicitly state that procedures for the supervision and protection of children from abuse are detailed within the school's Comprehensive School Safety Plan (CSSP), which all volunteers must be familiar with.

All volunteers whose duties require contact or supervision of pupils must receive annual, mandatory training provided by the district. The Superintendent or designee shall develop a system to track completion of this training.

The training shall cover:

- Mandated Reporter Obligations: Comprehensive training on the legal requirement to report suspected child abuse or neglect immediately to appropriate authorities (e.g., principal or designee, law enforcement, or county welfare department).
- Child Abuse Prevention: Training on recognizing signs of abuse, neglect, and grooming behaviors in children.
- Professional Boundaries: Clear policies and guidelines on appropriate interactions with students, including strict limitations on electronic communication (e.g., texting, social media messaging) unless a parent or guardian is included in the communication.

Comprehensive School Safety Plan (CSSP) Integration:

The district's comprehensive school safety plans, which are reviewed and updated annually, include procedures specifically designed to address the supervision and protection of children from child abuse or neglect and sex offenses. All volunteers are expected to be familiar with the relevant safety procedures and protocols outlined in the CSSP, which is available for review in the school office and on the district website.

School Board Members

In accordance with Penal Code section 11165.7 and Education Code 44051, all members of the Oakland Unified School District Governing Board are designated as mandated reporters for child abuse and neglect.

- **Reporting Obligation:** Any board member who, in their professional capacity or within the scope of their duties, has knowledge of or reasonably suspects that a child is the victim of child abuse or neglect, must report that suspicion immediately to a local law enforcement agency or a county welfare department.
- **No Delegation of Duty:** Reporting information to the Superintendent, Board President, or another board member does not substitute for making a direct report to the required agency. The individual board member must make the formal report.
- **Confidentiality:** All reports made by a board member shall be kept confidential to the greatest extent possible under the law.

All Governing Board members shall complete annual, mandatory training provided or coordinated by the district. This training is essential for maintaining compliance with state law and ensuring the safety of students.

The required annual training shall cover:

- Detailed instruction on the signs and symptoms of child abuse and neglect.
- The specific legal duties and procedures of a mandated reporter in California.
- Identification of grooming behaviors.
- Clear guidelines and expectations regarding professional boundaries and appropriate conduct with students.

The Superintendent or designee shall maintain records verifying that each board member has completed this annual training.

Failure to adhere to this policy, including the failure to report suspected child abuse as a mandated reporter, may result in legal penalties as well as potential removal from office or other actions as specified in governing documents and state law.

The Superintendent or designee shall establish procedures for the identification and reporting of known and suspected child abuse and neglect in accordance with law.

(cf. 4119.21/4219.21/4319.21 - Professional Standards)
(cf. 5145.7 - Sexual Harassment)

Procedures for reporting child abuse shall be included in the district and/or school comprehensive safety plan. (Education Code 32282)

(cf. 0450 - Comprehensive Safety Plan)

District Employees

District employees who are mandated reporters, as defined by law and administrative regulation, are obligated to report all known or suspected incidents of child abuse and neglect.

The Superintendent or designee shall provide training regarding the duties of mandated reporters. In addition to the existing authority vested in the Superintendent to implement Board Policies, the Superintendent shall issue appropriate discipline to any employee, who after appropriate notice and opportunity to complete the mandatory training, does not complete the required training described in the Child Abuse and Neglect Reporting Act.

Legal Reference:

EDUCATION CODE

32280-32288 Comprehensive school safety plans
33195 Heritage schools, mandated reporters
33308.1 Guidelines on procedure for filing child abuse complaints
44252 Teacher credentialing
44691 Staff development in the detection of child abuse and neglect
44807 Duty concerning conduct of students
48906 Notification when student released to peace officer
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49001 Prohibition of corporal punishment
51220.5 Parenting skills education
51900.6 Sexual abuse and sexual assault awareness and prevention

PENAL CODE

152.3 Duty to report murder, rape, or lewd or lascivious act
273a Willful cruelty or unjustifiable punishment of child; endangering life or health
288 Definition of lewd or lascivious act requiring reporting
11164-11174.3 Child Abuse and Neglect Reporting Act

WELFARE AND INSTITUTIONS CODE

15630-15637 Dependent adult abuse reporting

CODE OF REGULATIONS, TITLE 5

4650 Filing complaints with CDE, special education students
UNITED STATES CODE, TITLE 42
11434a McKinney-Vento Homeless Assistance Act; definitions
COURT DECISIONS
Camreta v. Greene (2011) 131 S.Ct. 2020

Management Resources:

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS

Health Education Content Standards for California Public Schools, Kindergarten Through Grade Twelve

Health Framework for California Public Schools, Kindergarten Through Grade Twelve

WEB SITES

California Attorney General's Office, Suspected Child Abuse Report Form:

http://www.ag.ca.gov/childabuse/pdf/ss_8572.pdf

California Department of Education, Safe Schools: <http://www.cde.ca.gov/ls/ss/ap>

California Department of Social Services, Children and Family Services Division:

<http://www.childsworld.ca.gov>

U.S. Department of Health and Human Services, Child Welfare Information Gateway:

<https://www.childwelfare.gov/can>

7/14/04A; 3/25/15A; 11/18/2015; 6/24/2026A

OAKLAND UNIFIED SCHOOL DISTRICT

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California Department of Education, Safe Schools: <http://www.cde.ca.gov/ls/ss/ap>

California Department of Social Services, Children and Family Services Division:

<http://www.childsworld.ca.gov>

U.S. Department of Health and Human Services, Child Welfare Information Gateway:

<https://www.childwelfare.gov/can>

7/14/04A; 3/25/15A; 11/18/2015; 6/24/2026A