

**OAKLAND UNIFIED SCHOOL DISTRICT**  
Office of the Superintendent of Schools

June 24, 2020

<b>Legislative File</b>	
File ID Number:	20-1382
Introduction Date:	06/24/2020
Enactment Number:	
Enactment Date:	
By:	

TO: Board of Education

FROM: Kyla Johnson-Trammell, Superintendent  
Tara Gard, Deputy Chief Talent Officer, Talent Division

SUBJECT: Amendment of Layoffs/Additions/Net of Classified Positions for Fiscal Year 2020-2021

**ACTION REQUESTED:**

Adoption by the Board of Education of Resolution No. 1920-2026B - Amendment of Layoffs/Additions/Net of Classified Positions for Fiscal Year 2020-2021 ("Resolution"), which provides for the reduction or layoff of classified positions, and reinstatement, increase, or creation of authorized classified positions based on lack of funds and/or program need as reflected through the Budget Development process for 2020-2021.

**DISCUSSION:**

The Board, on April 7, 2020 (Legislative File Number 20-0692, Enacted No. 20-0484) and May 27, 2020 (Legislative File Number 20-1177) approved the reduction or layoff of certain classified positions based on lack of funds and/or lack of work.

The Board is requested to approve the Resolution, which provides for the reduction or layoff of classified positions, and reinstatement, increase, or creation of authorized classified positions based on lack of funds and/or program need as reflected through the Budget Development process for 2020-2021. The total effect of this resolution is to decrease the overall number of authorized classified positions by -63 full time equivalent ("FTE").

**FISCAL IMPACT:** For the 2020-2021 fiscal year, the net fiscal impact is dependent on the specific salary and benefit costs of those positions eliminated or reduced and those positions reinstated, increased, or created.

**RECOMMENDATION:**

Adoption by the Board of Education of Resolution No. 1920-2026B – Amendment, Layoffs/Additions/Net of Classified Positions for Fiscal Year 2020-2021 – providing for the reduction of layoff of classified positions, and reinstatement, increase, or creation of authorized classified positions based on lack of funds and/or program need as reflected through the Budget Development process for 2020-2021 Fiscal Year.

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1920-2026B**

- Amendment of Layoffs/Additions/Net of Classified Positions for Fiscal Year 2020-2021 -

**WHEREAS**, the District, impacted by the anticipated loss of revenue from the federal government and facing increased costs, must reduce its expenses in Fiscal Year 2020-2021 and ensure that expenditures are aligned with the District's Strategic Plan and budget priorities; and

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

**WHEREAS**, for Fiscal Year 2020-2021, based on an anticipated lack of funds and shifts in work to increase efficiencies, 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, and

**WHEREAS**, The Board, on April 7, 2020 (Legislative File Number 20-0692 Enacted No. 20-0484) and May 27, 2020 (Legislative File Number 20-1177) approved the reduction or layoff of certain classified positions based on lack of funds and/or lack of work.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education hereby determines that the particular kinds of classified services or positions labeled in the column "Elimination" in Exhibit C, attached and incorporated herein by reference as though fully set forth, shall be and hereby are eliminated due to lack of funds and/or lack of work effective 11:59 p.m., June 30, 2020; and 11:39 p.m., December 31, 2020, as indicated by Exhibit C.

**BE IT FURTHER RESOLVED**, that the Board of Education directs the Superintendent of Schools or her designee to reinstate and add the particular kinds of classified services or positions labeled in the columns "Reinstated" and "Add," respectively, in Exhibit C, attached and incorporated herein by reference as though fully set forth; and

**BE IT FURTHER RESOLVED**, that the Board of Education authorizes the Superintendent of Schools 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) to take all proper steps pursuant to Education Code Sections 45117 and 45308 to effectuate the Resolution; and

**BE IT FURTHER RESOLVED**, in approving the foregoing Resolve clauses of this Resolution, the Board of Education intends that the position results labeled in the column "Grant Total" in Exhibit C attached and incorporated herein by reference as though fully set forth, be achieved.

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 June 24, 2020.

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**OAKLAND UNIFIED SCHOOL DISTRICT**

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Jody London  
President, Board of Education

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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education

**EXHIBIT C  
CENTRAL OFFICE STAFFING CHANGES BY DEPARTMENT FOR 2020-21 SY**

The following positions were previously brought to the BOE on April 7, 2020 (Resolution No. 1920-0214) for elimination due to uncertainty of grant and/or restricted funding. Grant or restricted funding has since been confirmed and the positions will be reinstated for the 20-21 SY, effective June 30, 2020 at 11:59pm:

Central Site Location	Job Class Description	Bargaining Unit	Months	Filled / Vacant	FTE Reinstated
High School Network	Coach College & Career Pathway	UAOS	12	Filled	2
Community Schools & Student Services	Liaison, Network Attendance	UAOS	12	Filled	2
Community Schools & Student Services	Case Manager	SEIU	10	Filled	1
Community Schools & Student Services	Specialist, Wellness	SEIU	12	Filled	1
Community Schools & Student Services	Coordinator, Restorative Justice	UAOS	12	Filled	1
Community Schools & Student Services	Program Manager, Kinder	UAOS	12	Filled	1
<b>Total</b>					<b>8</b>

Additional Additions, Eliminations and Reductions for 20-21 School Year, effective June 30, 2020 at 11:59pm

Central Site Location	Job Class Description	Bargaining Unit	Months	Filled / Vacant	Add	Elimination	Grand Total
Enrollment	Director, Enrollment Planning & Policy	UAOS	12	Vacancy		-1	-1
Warehouse	Stock Clerk	SEIU	12	Filled		-2	-2
Warehouse	Stock Clerk	SEIU	12	Vacancy		-1	-1
Nutrition Services	Central Kitchen Manager I	AFSCME	12	Vacancy		-1	-1
Nutrition Services	Central Kitchen Manager II	AFSCME	12	Vacancy		-1	-1
Warehouse	Truck Driver	Teamsters	12	Vacancy	2		2
<b>Total</b>					<b>2</b>	<b>-6</b>	<b>-4</b>

Additional Additions, Eliminations and Reductions for 20-21 School Year, effective 12/31/20 at 11:59pm

Central Site Location	Job Class Description	Bargaining Unit	Months	Filled / Vacant	Add	Elimination	Grand Total
Police Services	Chief of School Police	CONFID	12	Filled		-1	-1
Police Services	Coordinator, School Security Officers	UAOS	12	Filled		-1	-1
Police Services	Office Manager	UAOS	12	Filled		-1	-1
Police Services	Police Sergeant	UAOS	12	Filled		-2	-2
Police Services	Program Manager, Emergency Preparedness	SEIU	12	Filled		-1	-1
Police Services	School Police Officer II	CSEA	12	Filled		-7	-7
Police Services	School Security Officer I	SEIU	12	Filled		-48	-48
Police Services	School Security Officer I	SEIU	12	Vacancy		-5	-5
Police Services	Security and Safety Dispatcher	SEIU	12	Filled		-1	-1
<b>Total</b>						<b>-67</b>	<b>-67</b>

ALL CHANGES TOTAL			
Reinstated	Add	Elimination	Grand Total
8	2	-73	-63