

consulted on the proposed reductions and their impacts, especially in the use of supplemental funds generated by high need students.

3. **Use an equity lens when budgeting.** Reinstate the use of an equity formula to ensure that the \$1.6 million dollars of Measure G funds truly make a positive impact in our highest need schools. If the District expects to receive additional discretionary money through the Governor's May Revise or some other source, reallocate those funds to schools using the equity formula from Board Policy 3150. Protect our highest needs schools from inequitable impacts of budget cuts and staffing reductions by restoring dollars for site-based decision-making to pay for existing positions or other priorities determined by the school community.

4. **Invest in caring adults on school campuses working directly to support high-need kids every day.** Pay our teachers and staff fairly so that they can live and work with dignity in our community.

A transparent and informed process is critical to ensure the District is able to meet the goals of fairly compensating our teachers, providing equitable learning opportunities for our children and young people and rebuilding trust with community. We regret that as community we again are in a position of having drastic measures imposed upon us and being told there is no time for meaningful feedback. It is this kind of rushed, closed door decision making that may lead to cuts in vital services for high-need students as we experienced with the loss of the free supper program this year. The District must at a minimum take the steps above to guard against severe harm to our most historically underserved students and communities.

Sincerely,

Californians for Justice

Equity Allies

Oakland Community Organizations

Oakland Kids First

Public Advocates

