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Memo

To Board of Education

From Shanthi Gonzales, Board Vice President
Roseann Torres, Board Member
James Harris, Board Member

Board Meeting Date June 24, 2020

Subject Elimination of Oakland Schools Police Department

Action Approval by the Board of Education of Resolution No. 1920-0260 - George Floyd Resolution to Eliminate the Oakland Schools Police Department (“Resolution”)

Background The Oakland Unified School District employees its own police force. The Oakland Schools Police Department (“Department”) includes both sworn officers and non-sworn employees such as school safety officers.

Discussion The proposed Resolution would initiate the process to eliminate the Department by the end of December 2020, or soon thereafter as legally permissible. It would also ensure that the District would no longer employ law enforcement or armed security presence of any kind within District schools by reimagining how to keep District students and staff safe. The proposed Resolution would direct the Superintendent to launch, by no later than August 21, 2020, an inclusive, community-driven process – involving parents, students, teachers, school administrators, student support staff, the Black Organizing Project, and other community partners – for completing a revised District safety plan with strategies for enhancing student learning, safety, and well-being within the District.

The proposed Resolution would also direct the Superintendent to identify funds to support Black students and all students of color such as school-based case managers, social workers, psychologists, restorative justice practitioners, academic mentors and advisors,

culture and climate leads, or other mental or behavioral health professionals, as the budget supports, to meet the needs of students.

Resolution No. 1920-2026B - Amendment of Layoffs/Additions/Net of Classified Positions for Fiscal Year 2020-2021, which is listed in this agenda as P.-18, would start the process required by this Resolution by noticing the elimination of almost all OSPD employees (both sworn and non-sworn employees) as of December 31, 2020.

Fiscal Impact

Net impact dependent on cost of additional positions or costs added, if any

Attachment

Resolution No. 1920-0260 - George Floyd Resolution to Eliminate the Oakland Schools Police Department

**Oakland Unified School District Board of Education
RESOLUTION NO. 1920-0260**

George Floyd Resolution to Eliminate the Oakland Schools Police Department

WHEREAS, the Oakland Unified School District (“District”) has an obligation to promote the healthy development of each one of its students, which includes protecting them from the impact of systemic racism and violence to the greatest extent possible while they are at school;

WHEREAS, it has become clear that the District can no longer employ its own police force amid countless acts of violence, particularly against black men and boys;

WHEREAS, in wake of the brutal murder of George Floyd in the city of Minneapolis by Minneapolis Police Department officers on May 25, 2020 and in response to the local, national and international demands for justice to end anti-black racism and policing practices;

WHEREAS, evidenced by school districts across the country, there are multiple resources and pathways to ensuring school safety that the District has already began employing such as Restorative Practices and Restorative Justice;

WHEREAS, as a result of the persistent deaths of innocent Black citizens in the United States at the hands of police officers, the Minneapolis, Denver, Portland, and Coachella school districts, along with others across the country, are terminating contracts with police departments for the policing of schools and, therefore, students;

WHEREAS, it is no longer fiscally possible or financially sustainable to invest in the current structure of safety practices with a police department within the District;

WHEREAS, the District has a long record of disproportionately suspending, expelling, involuntarily transferring and arresting Black male and female students, thereby involving them in the criminal justice system while students lose important time from classroom;

WHEREAS, since the 2015- 16 School Year, Black students made up 26% of the enrollment and yet made up 73% of arrests, accounting for 3 out 4 of the arrests in our schools, and in the last four years there were over 9,000 calls for service to the police on students;

WHEREAS, such a deeply embedded and institutionalized form of preemptive policing has extremely significant consequences, foreclosing opportunities toward graduation, college, and employment for Oakland’s Black youth, school policing is fundamentally undermining the economic and public health of the Black community by restricting access and opportunity;

WHEREAS, from 2013-14 through 2018-19, Oakland Unified School District spent over \$9.3 million dollars on the Oakland Unified School District Police Department, excluding the unarmed school site security officers while, in the past three years, laying off 33 Restorative Justice Coordinators and only 3 School Police officers;

WHEREAS, having police employed by the District exposes Black students and all students of color, who comprise 90% of the student body in the District, to early police contact as a result of our police in and

around schools, which can lead to higher chances of being criminalized, compared with the remaining 10% of students who are White; and

WHEREAS, the perpetuation of the school-to-prison pipeline is incompatible with our goal of creating safe, healthy, and equitable schools for all District students.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education (the “Board”) directs the Superintendent to take the steps necessary to eliminate the Oakland Schools Police Department prior to January 1, 2021, or soon thereafter as legally permissible;

BE IT FURTHER RESOLVED, that the Board directs the Superintendent to ensure that henceforth the District will no longer employ law enforcement or armed security presence of any kind within District schools; its intention is to specifically eliminate the sworn law enforcement employees of the Oakland School Police Department and to reimagine how to keep District students and staff safe. The community-driven process for completing the revised District safety plan described below will explore ways to create revised positions in a way that reflects equity and a positive culture and climate of accelerated learning for Black students and all students of color;

BE IT FURTHER RESOLVED, that the Board directs the Superintendent to implement training for all staff in the areas of unconscious or implicit bias, anti-racism, as well as a culturally responsive multi-tier system of supports via the onboarding of new employees and annually for all other employees during their time working in the District on behalf of children;

BE IT FURTHER RESOLVED that the Board directs the Superintendent to identify funds to support Black students and all students of color that could pay for such positions as school-based case managers, social workers, psychologists, restorative justice practitioners, academic mentors and advisors, culture and climate leads, or other mental or behavioral health professionals;

BE IT FURTHER RESOLVED that the Board directs the Superintendent to launch, by no later than August 21, 2020, an inclusive, community-driven process – involving parents, students, teachers, school administrators, student support staff, the Black Organizing Project, and other community partners – for completing a revised District safety plan with strategies for enhancing student learning, safety, and well-being within the District; the Superintendent or her designee shall provide a report to the Board on the status of this community-driven process no later than August 26, 2020;

BE IT FURTHER RESOLVED that the Superintendent or her designee shall provide at least two reports to the Board during the 20-21 school year on the progress of the community-driven process in creation of a District safety plan, with the plan ready to be implemented no later than December 31, 2020; and

BE IT FURTHER RESOLVED that this Resolution supersedes and voids the portion of Resolution No. 1920-0214, adopted by the Board on March 4, 2020, which directed the Superintendent to, among other things, “develop an alternative Safety Plan that could be put in place if the Board elected to eliminate all non-school site staff sworn officers of the Oakland Schools Police Department” and to present the alternative Safety Plan “to the Board no later than September 2020.”

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 Governing Board of the Oakland Unified School District held on June 24, 2020.

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By:	

OAKLAND UNIFIED SCHOOL DISTRICT

Jody London
President, Board of Education

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education