



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 9.3

Meeting Date: March 7, 2019

Subject: Approve Resolution No. 3063: Determination of Tie-Breaking Criteria

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Human Resource Services

Recommendation: Approve Resolution No. 3063: Determination of Tie-Breaking Criteria.

Background/Rationale: With the approval of Resolution No. 3058: Resolution to Eliminate Certificated Employees Due to a Reduction of Particular Kinds of Service, the Board of Education is required to determine the District needs should it become necessary to determine the order of elimination for employees who first rendered paid service to the District on the same date.

For the 2018- 2019 school year only, to meet the requirements of Education Code section 44955, the Board of Education determines the needs of the District and the students by establishing the tie-breaking criteria reflected in the attached resolution .

Financial Considerations: Budget reductions needed to assist in addressing the District's declining enrollment, the elimination of certain funds and staffing needs.

LCAP Goal(s): Safe, Emotionally Healthy and Engaged Students, Family and Community Empowerment, Operational Excellence

Documents Attached:

1. Resolution No. 3063

Estimated Time of Presentation: 5 minutes

Submitted by: Cancy McArn, Chief Human Resources Officer

Approved by: Jorge A. Aguilar, Superintendent

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

RESOLUTION NO. 3063

DETERMINATION OF TIE-BREAKING CRITERIA

Pursuant to provisions of Education Code section 44955, the Board of Education is required to determine the District needs should it become necessary to determine the order of elimination for employees who first rendered paid service to the District on the same day.

For the 2018-2019 school year only, to meet the requirements of section 44955, the Board of Education determines the needs of the District and the students by establishing the following tie-breaking criteria:

The following rating system shall be applied in determining the order of elimination of certificated employees:

Category I-Professional Preparation

- (1) Each single subject, multiple subject or service credential3 points per credential
- (2) Each supplemental or subject matter authorization1 point per authorization
- (3) Each limited assignment permit 1/2 point per permit
- (4) Doctorate degree held 1 point per degree held
- (5) Master's degree held1 point per degree held
- (6) National Board certification1 point for certification

If there is still a tie after applying the above criteria, then Category II will be utilized.

Category II-Lottery

In the event that employees with common dates of hire have equal qualifications based on application of the above criteria, the District will then break ties by utilizing a lottery.

PASSED AND ADOPTED by the Sacramento City Unified School District Board of Education on this 7th day of March, 2019, by the following vote:

AYES: _____
NOES: _____
ABSTAIN: _____
ABSENT: _____

Jessie Ryan
President of the Board of Education

ATTESTED TO:

Jorge A. Aguilar
Secretary of the Board of Education