



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 9.5

Meeting Date: February 16, 2012

Subject: **Approve Resolution #2685: To Determine Criteria for Deviation from Terminating a Certificated Employee in Order of Seniority (“Skipping Criteria”)**

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

Division: Human Resource Services

Recommendation: **Approve Resolution #2685: To Determine Criteria for Deviation from Terminating a Certificated Employee in Order of Seniority (“Skipping Criteria”)**

Background/Rationale: With the approval of Resolution #2383: Intention to Terminate Certificated Employees Due to a Reduction of Particular Kinds of Service, criteria to determine the order of termination of certificated employees must be determined. The order of termination is based upon the needs of the district and the students. Therefore, the categories are as follows: a specific need for personnel to teach a specific course or course of study, the certificated employee has special training and experience necessary to teach that course or course of study, which others with more seniority do not possess, and for purposes of maintaining or achieving compliance with constitutional requirements related to equal protection of the laws.

For the 2012-13 school year only, to meet the requirements of Education Code section 44955 subdivision (d), the Board of Education determines the needs of the District and the students by establishing the skipping criteria attached as Exhibit A.

Financial Considerations: Budget reductions approved by the Board on February 2, 2012.

Documents Attached:

- 1) Resolution #2685
- 2) Exhibit A “Skipping”

Estimated Time of Presentation: 5 minutes

Submitted by: Jess Serna, Chief Human Resources Officer

Approved by: Jonathan P. Raymond, Superintendent

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

RESOLUTION NO. 2685

**RESOLUTION TO DETERMINE CRITERIA FOR DEVIATION FROM
TERMINATING A CERTIFICATED EMPLOYEE IN ORDER OF SENIORITY
("SKIPPING" CRITERIA)**

Pursuant to the provisions of Education Code section 44955, subdivision (d), the District may deviate from terminating a certificated employee in order of seniority ("skipping") if the District demonstrates: (1) a specific need for personnel to teach a specific course or course of study, (2) the certificated employee has special training and experience necessary to teach that course or course of study, which others with more seniority do not possess, and (3) for purposes of maintaining or achieving compliance with constitutional requirements related to equal protection of the laws.

For the 2012-2013 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 skipping criteria attached as Exhibit A.

PASSED AND ADOPTED by the Sacramento City Unified School District Board of Education on this 16th day of February, 2012, by the following vote:

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

Diana Rodriguez
President of the Board of Education

ATTESTED TO:

Jonathan P. Raymond
Secretary of the Board of Education

RESOLUTION NO. 2685
EXHIBIT A
(“Skipping”)

For the 2012-2013 school year, 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 following skipping criteria:

- A. Individuals fully-credentialed to serve in classes requiring Bilingual Cross-Cultural Language Academic and Development (“BCLAD”) certification, to the extent necessary to staff BCLAD required positions.
- B. Individuals fully-credentialed to serve in a Special Education assignment.
- C. Individuals fully-credentialed to teach the full breadth of high school math assignments up to and including calculus.
- D. Individuals currently serving in a Priority School assignment, who will also be teaching in a Priority School assignment for 2012-2013.
- E. Individuals who have one (1) or more years of experience teaching in a Dual-Language Immersion Program.
- F. Individuals who have two (2) or more years of experience teaching and/or specialized training in a home or hospital setting.
- G. Individuals who have formal training/coursework in the Waldorf method of teaching.
- H. Individuals with specialized training and experience in the Accelerated Academy Program.

For purposes of the above-referenced criteria, “fully-credentialed” is defined to mean an employee who possesses a preliminary, clear or internship credential.