



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 11.3

Meeting Date: February 15, 2024

Subject: **Approve Resolution No. 3383: Resolution to Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service**

- 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. 3383: Resolution to Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service

Background/Rationale: Staff recommends the reduction and/or elimination of particular kinds of services provided by certificated employees due to declining enrollment, ensuring the District's long-term fiscal health, and/or District program needs.

Resolution No. 3383 includes reference to Exhibit A, which identifies the positions to be eliminated due to a reduction of particular kinds of services.

With the reduction of these positions, **no certificated employees will receive a layoff notice based on known attrition, current vacancies, and the use of one-time funds.**

Financial Considerations: Budget reductions needed to assist in addressing the District's declining enrollment, ensuring the District's long-term fiscal health, and/or District program needs.

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

Documents Attached:

1. Executive Summary
2. Resolution No. 3383
3. Exhibit PKS: will be provided at the Board Meeting February 15, 2024

Estimated Time of Presentation: 5 minutes

Submitted by: Cancy McArn, Chief Human Resources Officer
Human Resource Services

Approved by: Lisa Allen, Superintendent

Board of Education Executive Summary

Human Resource Services

Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service

February 15, 2024



I. Overview/History of Department or Program

Due to declining enrollment, ensuring the District's long-term fiscal health, and /or District program needs, the District must prepare to reduce and/or eliminate particular kinds of services provided by certificated employees at the end of the 2023-2024 school year. Accordingly, the District seeks to eliminate the services listed in Exhibit A to the attached Resolution No. 3383 pursuant to Education Code section 44955.

Resolution No. 3383 includes reference to Exhibit A which identifies positions to be eliminated due to a reduction of particular kinds of services.

With the reduction of these positions, **no certificated employees will receive a layoff notice** based on known attrition, current vacancies, and the use of one-time funds.

II. Driving Governance:

Education Code section 44955 permits the board to reduce or discontinue particular kinds of services for the upcoming school year. If employees may be subject to layoff due to a reduction of particular kinds of services, Education Code section 44949 requires that impacted employees be issued a precautionary/preliminary layoff notice by March 15 and also be informed of their right to request a hearing on their layoff.

Even though particular services are being reduced or discontinued, the District is able to maintain employment for employees who would otherwise be issued a layoff notice for the 2024-2025 school year due to known attrition, current vacancies, and the availability of one-time funds. In short, the District will not need to issue layoff notices to certificated employees.

III. Budget:

Position reductions are needed to assist in addressing the District's declining enrollment, reduced funding, the District's long-term fiscal health, and/or District program needs.

IV. Goals, Objectives and Measures:

Reduction of particular kinds of services (PKS) and/or decline in average daily attendance (ADA) are the two methods generally used as a basis for a certificated layoff under Education Code 44949 and 44955. A PKS layoff is when the Board of Education decides to eliminate or reduce programs, services or classes. The District has determined and identified the particular kinds of services (PKS) to be reduced in Resolution No. 3383 and the associated Exhibit A.

Board of Education Executive Summary

Human Resource Services

Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service

February 15, 2024



While particular kinds of services will be reduced or eliminated, no certificated employee will be provided with a layoff notice as a result of these reductions.

V. Major Initiatives:

Exhibit A to the attached resolution is the recommended reduction of services to take effect at the end of the 2023-2024 school year and specifically lists the services to be reduced.

While positions identified in Resolution No. 3383 are being reduced, there will not be any layoff notices provided to certificated employees as a result.

VI. Results:

With the adoption of Resolution No. 3383, staff will be directed to close positions as identified in Resolution No. 3383. **While positions identified in Resolution No. 3383 are being reduced, there will not be any layoff notices provided to certificated employees as a result.**

VII. Lessons Learned/Next Steps:

Approve Resolution No. 3383 - Resolution to Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service, where positions will be closed, but employees will not receive layoff notices.

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

RESOLUTION NO. 3383

**ELIMINATE POSITIONS DUE TO A REDUCTION OF
PARTICULAR KINDS OF SERVICES**

WHEREAS, the Board of Education of the Sacramento City Unified School District has determined that it shall be necessary to reduce or discontinue the particular kinds of certificated services of the District as itemized in Exhibit "A" at the close of the current school year; and

WHEREAS, it shall be necessary to eliminate at the end of the 2023-2024 school year, for the 2024-2025 school year, particular kinds of certificated services; and

NOW, THEREFORE, BE IT RESOLVED that the Superintendent or designee is directed to eliminate/close the positions set forth in Exhibit "A." Nothing herein shall be deemed to confer any status or rights upon temporary or categorically funded certificated employees beyond those specifically granted to them by statute.

PASSED AND ADOPTED by the Sacramento City Unified School District Board of Education on this 15th day of February, 2024, by the following vote:

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

Lavinia Grace Phillips
President of the Board of Education

ATTESTED TO:

Lisa Allen
Secretary of the Board of Education