



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 12.3

**Meeting Date:** February 20, 2025

**Subject:** Approve Resolution No. 3472: Determination for 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:** Approved Resolution No. 3472: Determination for Tie-Breaking Criteria

**Background/Rationale:**

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 termination for employees who first rendered paid service to the District on the same day.

For the 2025-2026 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:

**Financial Considerations:** Budget reductions needed to assist in addressing the District's declining enrollment, the elimination of certain funds, the District's long term fiscal health, and District program needs.

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

**Documents Attached:**

1. Resolution No. 3472

**Estimated Time of Presentation:** 5 minutes

**Submitted by:** Cancy McArn, Chief Human Resources Officer & Lead Negotiator  
Human Resource Services

**Approved by:** Lisa Allen, Superintendent

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

**RESOLUTION NO. 3472**

**RESOLUTION OF DETERMINATION FOR 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 termination for employees who first rendered paid service to the District on the same day.

For the 2025-2026 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 termination of certificated employees:

Category I - Professional Preparation

Each single subject, multiple subject or service credential.....	3 points per
Each supplemental or subject matter authorization .....	1 point per
Each limited assignment permit .....	1 point per
Doctorate degree held .....	1 point per degree
Master's degree held .....	1 point per degree
National Board certification .....	1 point per

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 20<sup>th</sup> day of February 2025, by the following vote:

AYES: \_\_\_\_\_  
NOES: \_\_\_\_\_  
ABSTAIN: \_\_\_\_\_  
ABSENT: \_\_\_\_\_

ATTESTED TO:

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Lisa Allen  
Secretary of the Board of Education

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Jasjit Singh  
President of the Board of Education