



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 12.4

Meeting Date: February 20, 2025

Subject: Approve Resolution No. 3473: 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 (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Human Resource Services

Recommendation: Approve Resolution No. 3473: Determine Criteria for Deviation from Terminating a Certificated Employee in Order of Seniority ("Skipping" Criteria)

Background/Rationale:

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 2025-2026 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.

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. 3473

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. 3473

**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 2025-2026 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 20th day of February 2025, by the following vote:

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

Jasjit Singh
President of the Board of Education

ATTESTED TO:

Lisa Allen
Secretary of the Board of Education

RESOLUTION NO. 3472

EXHIBIT A ("Skipping")

For the 2025-2026 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 serving in classes requiring Bilingual Cross-Cultural Language and Development ("BCLAD") certification, to the extent necessary to staff BCLAD required positions.
- B. Individuals fully-credentialed to serve in a Special Education assignment. For purposes of this criteria, a "Special Education assignment" does not include an Adapted Physical Education assignment.
- C. Individuals fully-credentialed serving in a Transitional Kindergarten class requiring a Multiple Subjects credential and one of the following; to the extent necessary to staff Transitional Kindergarten positions.
 - At least 24 units in early childhood education, childhood development, or both.
 - A child development teacher permit, or an early childhood education specialist credential, issued by the Commission on Teacher Credentialing.
 - As determined and documented by the local educational agency employing the teacher, professional experience in a classroom setting with preschool age children meeting the criteria established by the governing board or body of the local educational agency that is comparable to the 24 units of education.
 - Served as the credentialed teacher of record in a transitional kindergarten classroom for the equivalent of one complete school year.
 - Served as the credentialed teacher of record in an elementary or preschool age setting for the equivalent of three complete school years and 12 units early childhood education, or childhood development, or both.

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

"Competency" Criteria

For the purposes of Education Code section 44955, subdivision (b), "competent" shall be defined according to the following:

- A. Possession of a Bilingual Cross-Cultural Language and Development ("BCLAD") certification, to the extent necessary to staff BCLAD required positions.
- B. To serve as Transitional Kindergarten ("TK") teacher, either be a current TK teacher or be a fully credentialed teacher who has taught in a TK-6 self-contained classroom as the teacher of record within the last five (5) years and possess any one of the following:
 - At least 24 units in early childhood education, childhood development, or both;
 - A child development teacher permit, or an early childhood education specialist credential, issued by the Commission on Teacher Credentialing; or
 - As determined and documented by the local educational agency employing the teacher, professional experience in a classroom setting with preschool age children

meeting the criteria established by the governing board or body of the local educational agency that is comparable to the 24 units of education.

- Served as the credentialed teacher of record in a transitional kindergarten classroom for the equivalent of one complete school year.
- Served as the credentialed teacher of record in an elementary or preschool age setting for the equivalent of three complete school years and 12 units early childhood education, or childhood development, or both.