



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 6.2

Meeting Date: March 12, 2025

Subject: Approve Resolution No. 3483: Resolution to Eliminate Certificated Management 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. 3483 Resolution to Eliminate Certificated Management 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 management employees due to declining enrollment, ensuring the District's long-term fiscal health, and District program needs.

Resolution No. 3483 includes reference to Exhibit A which identifies positions to be eliminated due to a reduction of particular kinds of services.

Financial Considerations: Budget reductions needed to assist in addressing the District's declining enrollment, ensuring 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. Executive Summary
2. Resolution No. 3483
3. Exhibit A: will be provided prior to the start of the March 12, 2025 board meeting

Estimated Time of Presentation: 5 minutes

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

Approved by: Lisa Allen, Superintendent

Board of Education Executive Summary

Human Resource Services

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

March 12, 2025



I. Overview/History of Department or Program

Due to declining enrollment, ensuring the District's long-term fiscal health, and District program needs, the District must prepare to reduce and/or eliminate particular kinds of services provided by certificated management employees at the end of the 2024-2025 school year. Accordingly, the District seeks to eliminate the services listed in Exhibit A to the attached Resolution No. 3483 pursuant to Education Code section 44955.

Resolution No. 3483 includes reference to Exhibit A which identifies management positions to be eliminated due to a reduction of particular kinds of services.

II. Driving Governance:

Education Code section 44955 permits the board to reduce or discontinue particular kinds of services for the upcoming school year. If management 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.

III. Budget:

Management position reductions are needed to assist in addressing the District's declining enrollment, reduced funding, the District's long-term fiscal health, and 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 based on Education Code 44949 and 44955. A PKS layoff is when the Board of Education decides to eliminate or reduce programs, services or classes (i.e., counseling, foreign language). The District has determined and identified the particular kinds of services

Board of Education Executive Summary

Human Resource Services

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

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(PKS) to be reduced. That information is contained in Resolution No. 3483.

V. Major Initiatives:

Exhibit A to the attached resolution is the recommended reduction of services to take effect at the end of the 2024-2025 school year and specifically lists the services to be reduced.

VI. Results:

With the adoption of Resolution No. 3483, staff will be directed to close positions as identified in Resolution No. 3483.

VII. Lessons Learned/Next Steps:

Approve Resolution No. 3483- Resolution to Eliminate Certificated Management Positions Due to a Reduction of Particular Kinds of Service, where positions will be closed.

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

RESOLUTION NO. 3483

**ELIMINATE MANAGEMENT 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 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 2024-2025 school year, and for the 2025-2026 school year, particular kinds of services;

NOW, THEREFORE, BE IT RESOLVED that the Superintendent or designee is directed to close the positions as noted 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 12th day of March, 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