



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item #8.1

Meeting Date: November 20, 2014

Subject: Approve Request to State Board of Education to Waive Evaluation Requirements for Teachers in Extended-Day Kindergarten Program for Implementation Year and for Teachers of Split Classes for 2014-2015 and 2015-16 School Years.

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

Division: Human Resources and Employee Compensation Services

Recommendation: Hold Public Hearing and Approve Request to State Board of Education to Waive Evaluation Requirements for Teachers in Extended-Day Kindergarten Program for Implementation Year and for Teachers of Split Classes for 2014-2015 and 2015-16 School years.

Background/Rationale: Education Code section 44664, subdivision (a), requires school districts to evaluate permanent certificated employees every other year and probationary certificated employees every year, unless the District and employee agree to a five-year evaluation period pursuant to subdivision (c) of section 44664. Consistent with section 44664, Article 6.3 of the Agreement between the District and the Sacramento City Teachers Association (“SCTA”) contains similar requirements for evaluating certificated employees. In September 2014, the District and the SCTA reached a Tentative Agreement to waive the evaluation requirements for teachers in the extended day kindergarten program for the implementation year and for teachers of split classes for the 2014-15 and 2015-16 school years. This Tentative Agreement was approved by the Board of Education. The District and SCTA agreed that waiving the evaluation timelines set forth in section 44664 requires the District to make a request to the State Board of Education and comply with the applicable procedures for such request.

Financial Considerations: None.

Documents Attached: None.

Estimated Time of Presentation: 5 minutes

Submitted by: Cancy McArn, Assistant Superintendent
Human Resources and Employee Compensation Services

Approved by: José L. Banda, Superintendent

Board of Education Executive Summary

Human Resources & Employee Compensation Request to State Board of Education to Waive Evaluation Requirements for Certain Teachers

November 20, 2014 Board Meeting



I. OVERVIEW / HISTORY

Education Code section 44664, subdivision (a), requires school districts to evaluate permanent certificated employees every other year and probationary certificated employees every year, unless the District and employee agree to a five-year evaluation period pursuant to subdivision (c) of section 44664. Consistent with section 44664, Article 6.3 of the Agreement between the District and the Sacramento City Teachers Association (“SCTA”) contains similar requirements for evaluating certificated employees. In September 2014, the District and the SCTA reached a Tentative Agreement to waive the evaluation requirements for teachers in the extended day kindergarten program for the implementation year and for teachers of split classes for the 2014-15 and 2015-16 school years. This Tentative Agreement was approved by the Board of Education. The District and SCTA agreed that waiving the evaluation timelines set forth in section 44664 for the specified employees requires the District to make a request to the State Board of Education and comply with the applicable procedures for such request.

II. DRIVING GOVERNANCE

- Education Code Section 44664(a)—Permanent certificated employees must be evaluated at least every other year, unless the employee and the District agree to a five-year evaluation period. Probationary certificated employees must be evaluated at least every year.

III. BUDGET

None

IV. GOALS, OBJECTIVES, AND MEASURES

In September 2014, the District and the SCTA reached a Tentative Agreement to waive the evaluation requirements for teachers in the extended day kindergarten program for the implementation year and for teachers of split classes for the 2014-15 and 2015-16 school years. This Tentative Agreement was approved by the Board of Education. The District and SCTA agreed that waiving the evaluation timelines set forth in section 44664 requires the District to make a request to the State Board of Education and to comply with the applicable procedures for such request. The District’s Board of Education is required to hold a public hearing on the request for the waiver.

Board of Education Executive Summary

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V. MAJOR INITIATIVES

N/A

VI. RESULTS

Good faith bargaining between the Parties resulted in a signed TA between SCTA and the District agreeing to waive the evaluation requirements as specified above to provide teachers in the Extended Day Kindergarten Program relief from evaluation during the implementation year. Similarly, the District and SCTA agreed to waive the evaluation requirements for teachers in split classes during the 2014-15 and 2015-16 school year.

VII. LESSONS LEARNED / NEXT STEPS

Seek a waiver of the evaluation requirements from the State Board of Education.

Sacramento City Unified School District
Evaluation Requirements Waiver

NOTICE OF PUBLIC HEARING

The Sacramento City Unified School District hereby gives notice that a
Public Hearing will be held as follows:

Topic of Hearing:

**Review Request to State Board of Education to Waive Evaluation
Requirements for Teachers in Extended-Day Kindergarten Program, During
Implementation Year, and Teachers of Split Classes for 2014-15 and 2015-16**

Copies of this program may be inspected at:

**Serna Educational Center
5735 47th Avenue
Sacramento, CA 95824**

The Sacramento City Unified School District Governing Board will approve Request to State
Board of Education to Waive Evaluation Requirements for Teachers in Extended-Day
Kindergarten Program, During Implementation Year, and Teachers of Split Classes
for 2014-15 and 2015-16

HEARING DATE: Thursday, November 20, 2014

TIME: 6:30 p.m.

LOCATION: Serna Educational Center
5735 47th Avenue
Sacramento, CA 95824

FOR ADDITIONAL INFORMATION CONTACT: SCUSD Personnel Office at (916) 643-7474