



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.1u

Meeting Date: May 15, 2025

Subject: Approve Annual Employee Demographics Report

- ☐ 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 Annual Employee Demographics Report

Background/Rationale: As the District works to provide students and families with positive educational experiences, the work of our employees is paramount. The District works to recruit, hire, and retain employees in the system intended to best serve students and families. There is a continual effort to work toward greater alignment of employee demographics to that of our student demographics.

In addition to guiding services for students and families, the presented employee demographics data is intended meet the Independent Monitor's (IM) findings in Directive 16 of the Sacramento City Unified School District Action Plan. Employee demographics information is presented through the Employee Demographics Dashboard as it relates to employee data. To go above and beyond this directive, this information will be shared quarterly with updated employee demographics information.

This data will also be used to help meet the required actions in Directive 16 of numbers 1, 2, 3, and 7. This data specifically helps to address, "SCUSD shall prepare annual reports on employee demographics including without limitation race and ethnicity (as specific as possible, capturing at least Asian, Black, Hispanic/Latino, Indigenous/ Native American, Pacific Islander, and white employees), gender, and disability status – compared to student demographics to determine whether and for which areas for

improved representation remain. Data will be provided to IM and reported to Board annually.”

Financial Considerations: N/A

LCAP Goal(s): Graduation Outcomes, Academic Outcomes, and Welcoming Safety Outcomes.

Documents Attached:

1. Employee Demographics Dashboard Summary Pages

Estimated Time of Presentation: 0 minutes

Submitted by: Cancy McArn, Chief Human Resources Officer and Lead Negotiator

Approved by: Lisa Allen, Superintendent

Employee Demographics – Summary (as of 10/2/2024)



4673

Headcount

3284

Female

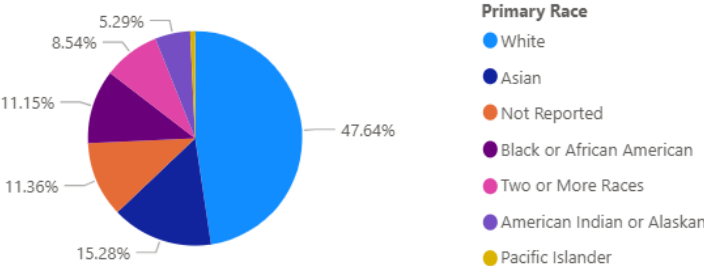
1380

Male

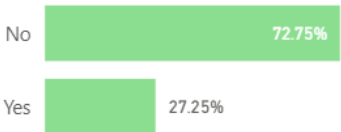
9

Non-binary

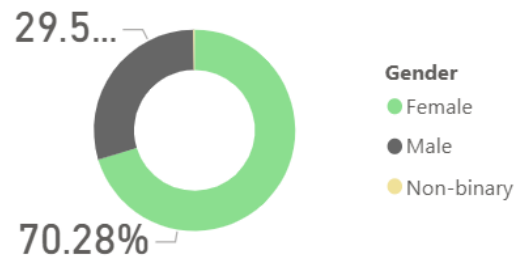
Employee Count by Primary Race



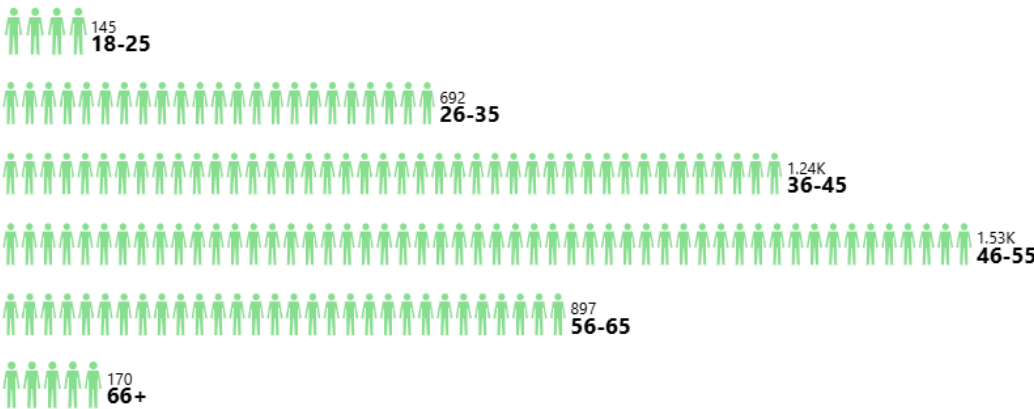
Ethnicity is Hispanic



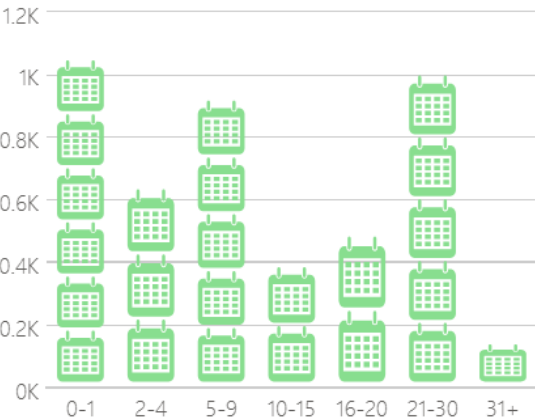
Gender Distribution



Age Distribution



Years of Service Distribution



Data as of 10/4/2024

Summary

Details by Site or Department

Employees Hired Prior to 24-25 SY

Pacific Islander	0.72%
American Indian or Alaskan	5.19%
Two or More Races	8.12%
Black or African American	10.74%
Not Reported	11.94%
Asian	15.79%
White	47.49%

24-25 School Year New Hires

American Indian or Alaskan	5.95%
Asian	10.42%
Black or African American	14.58%
Not Reported	4.76%
Pacific Islander	0.30%
Two or More Races	11.90%
White	52.08%

Ethnicity is Hispanic - Employees Hired Prior to 24-25 SY

No	73.64%
Yes	26.36%

Ethnicity is Hispanic - 24-25 School Year New Hires

No	69.05%
Yes	30.95%

Employee Demographics – Details by Site or Department (as of 10/2/2024)



Site or Department

All

Employee Type

- ☐ Certificated
☐ Classified

Job Class Description

All

Gender

Female Male Non-binary

Years of Service

- ☐ 0-1
☐ 2-4
☐ 5-9
☐ 10-15
☐ 16-20
☐ 21-30
☐ 31+

Age

- ☐ 18-25
☐ 26-35
☐ 36-45
☐ 46-55
☐ 56-65
☐ 66+

Primary Race

- ☐ American Indian or Alaskan
☐ Asian
☐ Black or African American
☐ Not Reported
☐ Pacific Islander
☐ Two or More Races
☐ White

Race Specified

All



4673
Headcount

3284
Female

1380
Male

9
Non-Binary

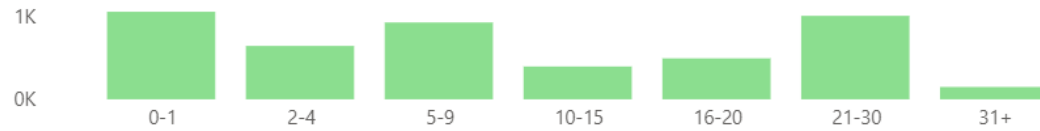
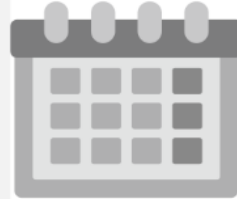
Gender Distribution



Gender

- Female
● Male
● Non-binary

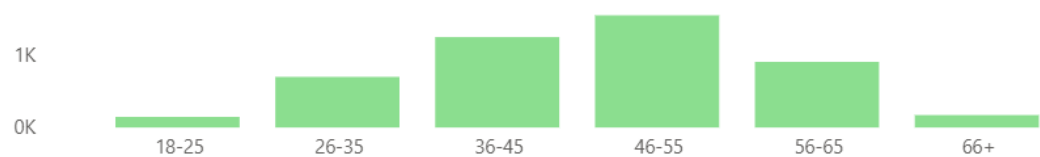
Years of Service



Average Years of Service

11
Years

Age Distribution



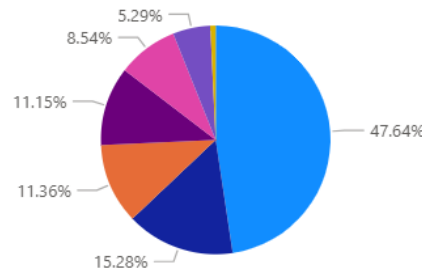
Average Age

47
Years

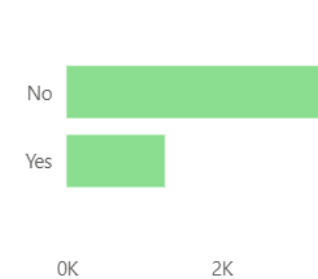
Employee Count by Primary Race

Primary Race

- White
● Asian
● Not Reported
● Black or African American
● Two or More Races
● American Indian or Alaskan
● Pacific Islander



Ethnicity is Hispanic



Race Specified	Count
Asian	7
Asian Indian	40
Cambodian	9
Chinese	184
Filipino	128
Guamanian	3
Hawaiian	5
Hmong	148

Summary

Details by Site or Department