



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 9.4

**Meeting Date:** March 7, 2019

**Subject:** Approve Resolution No. 3064: To Determine Criteria for Deviation from Eliminating 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. 3064: To Determine Criteria for Deviation from Eliminating a Certificated Employee in Order of Seniority (“Skipping” Criteria)

**Background/Rationale:** With the approval of Resolution No. 3058: Resolution to Eliminate Certificated Employees Due to a Reduction of Particular Kinds of Service, criteria to determine the order of elimination of certificated employees must be determined. The order of elimination is based upon the needs of the District and the students. The District has determined a specific need for personnel to teach the courses or courses of study listed in Resolution No. 3064 and will skip employees serving in those positions consistent with Resolution No. 3064 and Education Code section 44955.

For the 2018-2019 school year only, to meet the requirements of Education Code section 44955 subdivision (d), the Board of Education determines the needs of the District and the students by establishing the skipping criteria attached as Exhibit A.

**Financial Considerations:** Budget reductions needed to assist in addressing the District’s declining enrollment, the elimination of certain funds and staffing needs.

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

**Documents Attached:**

1. Resolution No. 3064
2. Exhibit A will be available at the Board meeting

**Estimated Time of Presentation:** 5 minutes

**Submitted by:** Cancy McArn, Chief Human Resources Officer

**Approved by:** Jorge A. Aguilar, Superintendent

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

**RESOLUTION NO. 3064**

**RESOLUTION TO DETERMINE CRITERIA FOR DEVIATION FROM  
ELIMINATING 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 eliminating 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 2018-2019 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 7<sup>th</sup> day of March, 2019, by the following vote:

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

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Jessie Ryan  
President of the Board of Education

**ATTESTED TO:**

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Jorge A. Aguilar  
Secretary of the Board of Education