



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.5

Meeting Date: March 3, 2011

Subject: Resolution #2649 – Resolution to 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

Learning Support Unit/Department: Human Resource Services

Recommendation: Approval of Resolution #2649 – Resolution to Determine Criteria for Deviation From Terminating a Certificated Employee in Order of Seniority (“Skipping” Criteria)

Background/Rationale: With the approval of Resolution #2647 –Resolution of Intent to Terminate Certificated Employees Due to a Reduction of Particular Kinds of Services, the District must next determine which employees will be noticed for layoff. Education Code section 44955(d) allows districts deviate from terminating certificated employees in order of seniority (“skip”) 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; or (3) for purposes of maintaining or achieving compliance with constitutional requirements related to equal protection of the laws.

This resolution establishes the District’s “skipping” criteria pursuant to Education Code section 44955(d).

Financial Considerations: None

Documents Attached:

Resolution # 2649

Exhibit A – available at Board meeting

Estimated Time of Presentation: 10 minutes

Submitted by: Robert R. Garcia, CHRO

Approved by: Jonathan Raymond, Superintendent

Board of Education Executive Summary



Human Resource Services – Skipping Criteria

Resolution No. 2649

March 3, 2011

I. Overview/History:

Resolution #2649 — Resolution to Determine Criteria for Deviation From Terminating a Certificated Employee in Order of Seniority (“Skipping” Criteria) will establish criteria for deviating from laying off certificated employees in order of seniority based on the needs of the District or to maintain or achieve compliance with constitutional requirements related to equal protection of the laws.

II. Driving Governance:

Education Code 44955(d) – A school district may deviate from terminating a certificated employee in order of seniority for specified reasons as set forth in this section.

III. Budget Impact:

N/A

IV. Goals, Objectives and Measures:

Individuals may be laid off when the governing board has reduced particular kinds of services. In general, the least senior employee(s) will be the employee(s) to receive the notice of layoff. The District may deviate from terminating a certificated employee in order of seniority (“skip”) 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, or (3) it is necessary to maintain or achieve compliance with constitutional requirements related to equal protection of the laws.

- A. Pursuant to Education Code Section 44955(d), the Board of Education establishes skipping criteria in Resolution #2649 to ensure that it has adequate personnel who have sufficient qualifications and experience to teach particular courses, serve in specific programs, and compliance with constitutional requirements.

V. Major Initiatives:

With the adoption of Resolution # 2649, the Chief Human Resources Officer and Human Resources Staff will be directed to apply the skipping criteria to determine which certificated employees shall be skipped in the layoff process.

VI. Results:

Resolution #2649 shall be for the purpose of establishing “skipping” criteria pursuant to Education Code section 44955(d).

Board of Education Executive Summary



Human Resource Services – Skipping Criteria

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VII. Next Steps:

Approve Resolution #2649 - Resolution to Determine Criteria for Deviation From Terminating a Certificated Employee in Order of Seniority ("Skipping" Criteria).

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

RESOLUTION NO. 2649

**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(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 2011-12 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 skipping criteria attached as Exhibit A.

PASSED AND ADOPTED by the Sacramento City Unified School District Board of Education on this 3rd day of March, 2011, by the following vote:

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

Gustavo Arroyo,
President of the Board of Education

ATTESTED TO:

Jonathan P. Raymond
Secretary of the Board of Education

EXHIBIT A

[To be available at Board meeting]