



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 9.3

**Meeting Date:** February 18, 2021

**Subject:** Approve Resolution No. 3183: Determination of Tie-Breaking 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. 3183: Determination of Tie-Breaking Criteria.

**Background/Rationale:** With the approval of Resolution No. 3182: Resolution to Eliminate Certificated Employees Due to a Reduction of Particular Kinds of Service, the Board of Education is required to determine the District needs should it become necessary to determine the order of elimination for employees who first rendered paid service to the District on the same date.

For the 2020 - 2021 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 tie-breaking criteria reflected in the attached resolution.

**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):** Goals include Safe, Emotionally Healthy and Engaged Students, Family and Community Empowerment, and Operational Excellence.

**Documents Attached:**

1. Resolution No. 3183

<p><b>Estimated Time of Presentation:</b> 5 minutes <b>Submitted by:</b> Cancy McArn, Chief Human Resources Officer Human Resource Services <b>Approved by:</b> Jorge A. Aguilar, Superintendent</p>
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**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION**

**RESOLUTION NO. 3183**

**RESOLUTION OF DETERMINATION FOR TIE-BREAKING CRITERIA**

Pursuant to provisions of Education Code section 44955, the Board of Education is required to determine the District needs should it become necessary to determine the order of elimination for employees who first rendered paid service to the District on the same day.

For layoffs effective at the end of the 2020-2021 school year only, to meet the requirements of section 44955, the Board of Education determines the needs of the District and the students by establishing the following tie breaking criteria:

The following rating system shall be applied in determining the order of elimination of certificated employees:

Category I - Professional Preparation

- (1) Each single subject, multiple subject or service credential .....3 points per credential
- (2) Each supplemental or subject matter authorization .....1 point per authorization
- (3) Each limited assignment permit .....1/2 point per permit
- (4) Doctorate degree held .....1 point per degree held
- (5) Master's degree held .....1 point per degree held
- (6) National Board certification. . . . .1 point for certification

If there is still a tie after applying the above criteria, then Category II will be utilized.

Category II-Lottery

In the event that employees with common dates of hire have equal qualifications based on application of the above criteria, the District will then break ties by utilizing a lottery.

**PASSED AND ADOPTED** by the Sacramento City Unified School District Board of Education on this 18<sup>th</sup> day of February, 2021, by the following vote:

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

\_\_\_\_\_  
Christina Pritchett  
President of the Board of Education

**ATTESTED TO:**

\_\_\_\_\_  
Jorge A. Aguilar  
Secretary of the Board of Education