# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
# BOARD OF EDUCATION

Agenda Item# 9.4

**Meeting Date:** February 18, 2021

**Subject**: **Approve Resolution No. 3184: 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. 3184: To Determine Criteria for Deviation from Eliminating a Certificated Employee in Order of Seniority ("Skipping" Criteria).

**Background/Rationale:** With the approval of Resolution No. 3182: 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. 3184 and will skip employees serving in those positions consistent with Resolution No. 3184 and Education Code section 44955.

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. These skipping criteria apply only to the reduction of particular kinds of services effective at the end of the 2020-2021 school year.

In addition, to meet the requirements of Education Code section 44955 subdivision (b), the Board of Education determines the needs of the District and the students by establishing the competency criteria included in Exhibit A. These competency criteria apply only to the reduction of particular kinds of services effective at the end of the 2020-2021 school year.

**Financial Considerations:** Budget reductions needed to assist in addressing the District's declining enrollment, the elimination of certain funds, the District's long-term fiscal health, 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. 3184
2. Exhibit A

**Estimated Time of Presentation**: 5 minutes
**Submitted by**: Cancy McArn, Chief Human Resources Officer
Human Resource Services
**Approved by**: Jorge A. Aguilar, Superintendent

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

**RESOLUTION NO. 3184**

**RESOLUTION TO DETERMINE CRITERIA FOR DEVIATION FROM ELIMINATING A CERTIFICATED EMPLOYEE IN ORDER OF SENIORITY ("SKIPPING" CRITERIA) AND FOR ESTABLISHING COMPETENCY 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.

To meet the requirements of Education Code section 44955 and based on the needs of the District and the students, the Board of Education establishes the skipping criteria attached as Exhibit A. These skipping criteria shall only apply to the reduction of particular kinds of services effective at the end of the 2020-2021 school year.

Pursuant to Education Code section 44955, subdivision (b), "the services of no permanent employee may be terminated under the provisions of this section while any probationary employee, or any other employee with less seniority, is retained to render a service which said permanent employee is certificated and competent to render."

For the reduction of particular kinds of services effective at the end of the 2020-2021 school year only, based on the needs of the District and its students, the Board of Education establishes the competency criteria included in Exhibit A.

**PASSED AND ADOPTED** by the Sacramento City Unified School District Board of Education on this 18th 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

**RESOLUTION NO. 3184**

**EXHIBIT A**

**"Skipping" Criteria**

For the 2021-2022 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 following skipping criteria:

A. Individuals fully-credentialed, who are currently serving in classes, requiring Bilingual Cross-Cultural Language and Development ("BCLAD") certification, to the extent necessary to staff BCLAD required positions.

B. Individuals fully-credentialed to serve in a Special Education assignment. For purposes of this criteria, a "Special Education assignment" is in a classroom setting and also includes services like adapted physical education, speech pathology services, and other specialized special education services that may be provided in a classroom setting or in a “pull-out” setting.

C. Individuals fully credentialed, who are currently serving in classes, requiring and has completed formal training/coursework in the Waldorf method of teaching.

D. Individuals fully-credentialed, who are currently serving in classes requiring a Single Subjects: Mathematics credential, to the extent necessary to staff Math required positions.

E. Individuals fully-credentialed, who are currently serving in classes, requiring Single Subjects: Science credentials, to the extent necessary to staff Science required positions.

For purposes of the above-referenced criteria only, "fully-credentialed” is defined to mean an employee who possesses a preliminary, clear, or internship credential.

**"Competency" Criteria**

For the purposes of Education Code section 44955, subdivision (b), “competent” shall be defined according to the following:

A. Possession of a BCLAD, CLAD or other equivalent English Language Learner Authorization to the extent required by the position

B. In order to work in a Waldorf School, formal training/coursework in the Waldorf method of teaching