

Sacramento  
City Unified  
School District

Putting  
Children  
First

# Sacramento City Unified School District BOARD OF EDUCATION SPECIAL MEETING

**Board of Education Members**

*Jay Hansen, President (Trustee Area 1)*  
*Jessie Ryan, Vice President (Trustee Area 7)*  
*Darrel Woo, Second Vice President (Trustee Area 6)*  
*Ellen Cochran, (Trustee Area 2)*

***Thursday, October 12, 2017***

*6:00 p.m. Closed Session*

*7:30 Open Session*

***Serna Center***

~~1.3.13~~ *Government Code 54956.9 Conference with Legal Counsel – Anticipated Litigation:*

*Government Code 54957 – Public Employee  
Discipline/Dismissal/Release/Reassignment*

[REDACTED]

City Unified

## BOARD OF EDUCATION

[REDACTED]

**Meeting Date:** October 12, 2017

**Subject:** Resolution 2962; Emergency Resolution in the Event of a Concerted Refusal to Work by Employees

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)

[REDACTED]

# Board of Education Executive Summary

## Human Resource Services

Resolution 2962; Emergency Resolution in the Event of a Concerted Refusal to

Work by Employees

Sacramento  
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School District

### I. Overview/History of Department or Program

October 2017 Special Board Meeting

A factfinding hearing to review the District and SCTA's bargaining proposals was held on October 2, 2017. The panel chairperson/arbitrator must now prepare an advisory decision making findings of fact and recommendations for settlement pursuant to the Educational Employment Relations Act (EERA). (Government Code § 3548.3). The District anticipates the

### II. Driving Governance:

### IV. Next Steps:

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT**

**RESOLUTION NO. 2962**

**EMERGENCY RESOLUTION IN THE EVENT OF A CONCERTED REFUSAL TO WORK BY**

**EMPLOYEES**

**RECITALS**

WHEREAS, Education Code section 35161 permits the Governing Board ("Board") to delegate to an officer or employee of the District any of the Governing Board's powers and duties; and

WHEREAS, the Board is desirous of delegating to the District Superintendent or designee certain powers and duties; and

[REDACTED]

however, the Superintendent has the authority to close a school or schools, modify school schedules, cancel or modify specific educational programs or courses, and cancel or postpone any extracurricular activities. Only the Superintendent has such assigned authority and such assigned authority shall only



- i. To ensure and protect the welfare and safety of persons working for the District which shall include its agents, employees, representatives and all others acting for or on behalf of the District;
- j. To protect District property;
- k. To ensure and protect the personal property of persons working for the District when such
- l. To provide necessary staffing and instruction.

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to employ Replacement Teachers employees to be paid whatever rate he deems necessary to assure availability of Replacement Teachers. Such rate shall not exceed \$500 per day unless otherwise

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to employ Replacement Teachers or other substitute employees with bilingual certifications, or other evidence of fluency in the Spanish language deemed sufficient by the Superintendent, at a daily rate that shall not exceed \$500 unless otherwise approved by the Board.

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to enter into contracts for performance of supplemental assignments or extracurricular activities, affecting those employees or units of employees participating in or supporting the concerted refusal to work, for the duration of the emergency.

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to employ credentialed and classified part-time personnel and special lecturers for the duration of the

BE IT FURTHER RESOLVED AND ORDERED that it is the position of the District that students shall not be directly involved in the negotiations process during instructional time in the classroom. ~~While employees negotiate at the school site shall not~~ ~~the~~ ~~interact~~ ~~with~~ ~~students~~ ~~during~~ ~~their~~ ~~instructional~~ ~~periods~~

BE IT FURTHER RESOLVED AND ORDERED that the District may take disciplinary action ~~and including dismissal~~ against any employee who violates any directive as authorized by this