



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 9.5

Meeting Date: February 18, 2021

Subject: **Approve Resolution No. 3185: Notice of Layoff: Classified Employees and Child Development Permit Teachers – Reduction in Force Due to Lack of Funds and/or Lack of Work**

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Background/Rationale: Based on a lack of work and/or lack of funds, and to ensure the District's long-term fiscal health the District will require a reduced number of classified employee positions for the 2021-22 school year. In addition, the District continues to face declining enrollment.

Each year, the District undergoes a process of reviewing available information and engaging in cross-departmental collaborations with school sites to assist in identifying staffing needs for the upcoming school year. These meetings explore:

- 1) Staffing Needs – To provide maximum flexibility during this time of uncertain budgetary constraints.
- 2) Funding changes – categorical and general funds increase or decrease resulting in the reduction of hours or elimination of a classified position.
- 3) Academic program changes – the school site may change an academic focus resulting in the reduction of hours or elimination of a classified position.

4) Budget reductions or staffing formula changes – due to budgetary reductions and

Board of Education Executive Summary

Human Resource Services

Notice of Layoff: Classified Employees and Child Development Permit Teachers
– Reduction in Force Due to Lack of Funds and/or Lack of Work
February 18, 2021



and/or lack of funds. Under Education Code § 8366, child development permit teachers may be notified at any time during the school year of their layoff for lack of work and/or lack of funds. The notice includes effective date, displacement rights, if any and reemployment rights. Resolution No. 3185 and Exhibit A list the classified positions that will be laid off for the 2021-22 school year.

V. Major Initiatives:

According to Education Code 45117, as a result of the expiration of a specially funded program, classified positions must be eliminated at the end of the year, and classified employees will be subject to layoff for lack of funds, the employees to be laid off at the end of the school year shall be given written notice informing them of their layoff effective at the end of the school year and of their

