



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 9.3

Meeting Date: February 16, 2012

Subject: **Approve Resolution #2683: Intention to Terminate Certificated Employees Due to a Reduction of Particular Kinds of Service**

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

Division: Human Resource Services

Recommendation: **Approve Resolution #2683: Intention to Terminate Certificated Employees Due to a Reduction of Particular Kinds of Service**

Background/Rationale: The District is facing serious budget reductions for the 2012-13 school year equaling \$28 million dollars. The Board of Education, on February 2, 2012, approved budget reductions for the 2012-13 school year. Included in the budget reductions was the decision to notice certificated employees of a layoff.

Individuals may be laid off when the governing board has reduced particular kinds of services. Resolution #2683 includes reference to Exhibit A which will address positions to be reduced due to reduction of a particular kind of service; and Exhibit B, outlines the definition of "competent" according to Education Code section 44955.

Under state law, school districts must provide notice on or before March 15th to employees who are designated for layoff for the 2012-13 school year. These individuals have the right to request a hearing to challenge the cause for layoff. The final decision for layoffs must occur before the 15th of May.

With adoption of Resolution #2683, the Chief Human Resources Officer and staff will be directed to send notices to affected certificated employees that their services will not be required for the 2012-13 school year, and that said notices should be sent to the appropriate certificated employees in order to effectuate a reduction of the certificated staff in an amount equal to the number of full-time equivalent positions, consistent with the resolution, its attachments and Education Code sections 44949 and 44955.

Financial Considerations: Budget reductions approved by the Board on February 2, 2012.

Documents Attached:

- 1) Executive Summary
- 2) Resolution #2683
- 3) Exhibit A and B will be available at the Board meeting.

Estimated Time of Presentation: 5 minutes

Submitted by: Jess Serna, Chief Human Resources Officer

Approved by: Jonathan P. Raymond, Superintendent

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

RESOLUTION NO. 2683

**RESOLUTION OF INTENTION TO TERMINATE
CERTIFICATED EMPLOYEES DUE TO A REDUCTION
OF PARTICULAR KINDS OF SERVICES**