



DID YOU KNOW?

March 15th Reduction In Force Notification Deadline

At Tuesday's Board of Education Meeting, the Trustees will consider Reduction in Force Notifications. Below are some answers about what they are and why they are happening. Additionally, you can [read an FAQ here](#).

What prompted the need for a reduction in force in SB Unified?

The reduction in force notification is first and foremost governed by state law notification requirements. In SB Unified, the factors that also prompt this need are the expiration of one-time funds, the current development of a new three-year Local Control Accountability Plan (LCAP), declining enrollment, the Governor's proposed budget for 2024/2025, and uncertainty around the final cost impact of labor negotiation proposals has and will impact the budgeting process for the next school year (2024-25).

What is the March 15th reduction in force notice deadline?

The timelines for classified and certificated school employee reduction in force notifications are mandated by state law and must adhere to strict legal requirements. All notices must be approved and delivered to employees prior to the March 15 deadline.

The March 15 notice is a formal, written document from a school district to employees informing them that they may be released or have reduced hours for the following school year. If an employee has not received a reduction in force notice by March 15, then the employee cannot be laid off.

The state law mandates do NOT align with the state budget cycle. School districts will not know what their actual budgets will be for the following year until the state legislature passes its budget in mid-June.

For more information about the history of reduction in force requirements, visit the following link:

- [California School Boards Association \(CSBA\) CEO Vernon Billy on the March 15 reduction in force notices deadline](#).

What process does SB Unified have to develop a budget and staffing for next school year?

The District looks at enrollment trends, local, state and federal revenue sources, staffing changes (retirements, resignations etc.), and vacant positions. This is done in an annual cycle dictated by State Education Code that typically starts in January when the Governor's Budget comes out. Then, by mid-May, when the Governor's May Revise of the budget is released, Districts begin planning for the next school year. Due to this timing, the budget cannot be fully developed and approved until June, even though the new fiscal year starts in July.

This year, the District is also developing a new LCAP plan to provide increased and improved services for Foster Youth, Emergent Multilingual learners, low-income students, and other student groups so they can experience high levels of success. Community feedback is being solicited, and more information can be [found here](#).

