SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Item# 10.1

Meeting Date: March 5, 2026

Subject: Approve Resolution No. 3570: Notice of Layoff: Preschool Employees – 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

Division: Human Resource Services

Recommendation: Approved Resolution No. 3570: Notice of Layoff: Preschool Employees – Reduction in Force Due to Lack of Funds and/or Lack of Work.

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 preschool employee positions for the 2026-2027 school year.

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 the potential change in staffing formulas, an increase or decrease of hours or elimination of a classified position may occur.

Prior to determining the layoff of preschool employees, a review of current vacant positions and known attrition is conducted. That review enables Human Resource Services staff to assign a displaced employee to a vacant position; therefore, a layoff does not occur. Meetings with the appropriate bargaining unit will be scheduled to discuss the effects of the layoff.

Resolution No. 3570 and Exhibit A lists the positions that will be laid off for the 2026-2027 school year and thereafter.

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 District program needs.

LCAP Goal(s): Goals include Safe, Emotionally Healthy and Engaged Students, Family and Community Empowerment, and Operational Excellence.

Documents Attached:

1. Executive Summary
2. Resolution No. 3570
3. Exhibit A: will be provided on or before March 5, 2026

Estimated Time of Presentation: 5 minutes
Submitted by: Mikako Fisher Hill, Director, Early Learning and Care & Erin Findley, Interim Chief Academic Officer
Approved by: Cancy McArn, Interim Superintendent

Board of Education Executive Summary

Human Resource Services

Notice of Layoff: Preschool Employees – Reduction in Force Due to Lack of Funds and/or Lack of Work
March 5, 2026

I. Overview/History of Department or Program

Resolution No. 3570 – Notice of Layoff: Preschool Employees – Reduction in Force Due to Lack of Funds and/or Lack of Work

District administration proposes to reduce enumerated classified positions due to a lack of work and/or lack of funds.

II. Driving Governance:

Pursuant to Education Code section 8303, due to the lack of work and/or lack of funds.

III. Budget:

Position reductions and/or eliminations are needed to assist in addressing the District's declining enrollment, reduced funding, the District's long-term fiscal health, and District program needs.

IV. Goals, Objectives and Measures:

Resolution No. 3570 and Exhibit A list the preschool positions that will be laid off for the upcoming 2026-27 school year.

V. Major Initiatives:

Before a preschool employee is given notice by the governing board of a school district that the employee's services will not be required for the ensuing year due to lack of work or lack of funds, the governing board of the school district and the employee shall be given written notice by the superintendent of the school district or the superintendent's designee, or, in the case of a school district that has no superintendent, by the clerk or secretary of the governing board of the school district, that it has been recommended that the notice be given to the employee, stating the reasons that the employee's services will not be required for the ensuing year, and informing the employee of the employee's displacement rights, if any, and reemployment rights.

A classified employee may request a hearing to determine if there is cause for not reemploying the employee for the ensuing year. A request for a hearing shall be in writing and shall be delivered to the person who sent the notice, on or before a date specified in subdivision (a), which shall not be less than seven days after the date on which the notice is served upon the employee. If an employee fails to request a hearing on or before the date specified, the employee's failure to do so shall constitute a waiver of the employee's right to a hearing. The

notice provided for in subdivision (a) shall advise the employee of the provisions of this subdivision.

VI. Results:

Resolution No. 3570 will provide layoff notices to Early Learning and Care preschool employees informing them of their layoff effective at the end of the school year and any associated right to request a layoff hearing. With approval of this resolution, Human Resources Services will take all actions to send appropriate notices to all employees whose position shall be affected by layoff.

VII. Lessons Learned/Next Steps:

Approve Resolution No. 3570 – Notice of Layoff: Preschool Employees – Reduction in Force Due to Lack of Funds and/or Lack of Work.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

RESOLUTION NO. 3570

NOTICE OF LAYOFF: PRESCHOOL EMPLOYEES – REDUCTION IN FORCE DUE TO LACK OF FUNDS AND/OR LACK OF WORK

WHEREAS, pursuant to Education Code section 8303, due to the lack of work and/or lack of funds, the Governing Board of the Sacramento City Unified School District hereby finds that it is in the District's best interests that, as of the end of the 2025/2026 school year, certain preschool teacher and administrator services, now being provided by the District, be reduced or discontinued;

NOW, THEREFORE, BE IT RESOLVED, that as of the 30th day of June, 2026, the equivalent of full time preschool teacher positions, reflected in Exhibit A, of the Sacramento City Unified School District will be reduced or eliminated as set forth herein;

BE IT FURTHER RESOLVED that the Superintendent, or designee, of the District is authorized and directed to give notice of termination of employment to the affected preschool teachers, pursuant to District rules and regulations as well as the applicable provisions of the California Education Code; and

PASSED AND ADOPTED by the Sacramento City Unified School District Board of Education on this 5th day of March, 2026, by the following vote:

AYES: ____
NOES: ____
ABSTAIN: ____
ABSENT: ____

_____
Tara Jeane
President of the Board of Education

ATTESTED TO:

_____
Cancy McArn
Secretary of the Board of Education