SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Item# 10.3

Meeting Date: March 5, 2026

Subject: Approve Resolution No. 3568: Resolution to Eliminate Additional Certificated Positions Due to a Reduction of Particular Kinds of Service

- ☐ 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: Approve Resolution No. 3568: Resolution to Eliminate Additional Certificated Positions Due to a Reduction of Particular Kinds of Service

Background/Rationale: Staff recommends the reduction and/or elimination of particular kinds of services provided by certificated employees due to declining enrollment, ensuring the District's long-term fiscal health, and District program needs.

Resolution No. 3568 includes reference to Exhibit A which identifies positions to be eliminated due to a reduction of particular kinds of services.

Financial Considerations: Budget reductions needed to assist in addressing the District's declining enrollment, ensuring 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. 3568

Estimated Time of Presentation: 5 minutes

Submitted by: Jake Hansen, Interim Director, Employee Relations

Approved by: Cancy McArn, Interim Superintendent

Board of Education Executive Summary

Human Resource Services

Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service
March 5, 2026

I. Overview/History of Department or Program

Due to declining enrollment, ensuring the District's long-term fiscal health, and District program needs, the District must prepare to reduce and/or eliminate particular kinds of services provided by certificated employees at the end of the 2025-2026 school year. Accordingly, the District seeks to eliminate the services listed in Exhibit A to the attached Resolution No. 3568 pursuant to Education Code section 44955.

Resolution No.3568 includes reference to Exhibit A which identifies positions to be eliminated due to a reduction of particular kinds of services.

With the reduction of these positions, the District ensures to reduce the amount of impacted staff based on known attrition, current vacancies, and the availability of one-time funds.

II. Driving Governance:

Education Code section 44955 permits the board to reduce or discontinue particular kinds of services for the upcoming school year. If employees may be subject to layoff due to a reduction of particular kinds of services, Education Code section 44949 requires that impacted employees be issued a precautionary/preliminary layoff notice by March 15 and also be informed of their right to request a hearing on their layoff.

III. Budget:

Position reductions 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:

Reduction of particular kinds of services (PKS) and/or decline in average daily attendance (ADA) are the two methods generally used as a basis for a certificated layoff based on Education Code 44949 and 44955. A PKS layoff is when the Board of Education decides to eliminate or reduce programs, services or classes (i.e., counseling, foreign language). The District has determined and identified the particular kinds of services(PKS) to be reduced. That information is contained in Resolution No. 3568.

Board of Education Executive Summary

Human Resource Services

Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service
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V. Major Initiatives:

Exhibit A to the attached resolution is the recommended reduction of services to take effect at the end of the 2025-2026 school year and specifically lists the services to be reduced.
While positions identified in Resolution No. 3568 are being reduced, the District ensures to reduce the amount of impacted staff based on known attrition and current vacancies.

VI. Results:

With the adoption of Resolution No. 3568, staff will be directed to close positions as identified in Resolution No. 3568. While positions identified in Resolution No. 3555 are being reduced, the District ensures to minimize the impact on staff based on known attrition and current vacancies.

VII. Lessons Learned/Next Steps:

Approve Resolution No. 3568 - Resolution to Eliminate Certificated Positions Due to a Reduction of Particular Kinds of Service, where positions will be closed for the upcoming 2026-2027 school year.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

RESOLUTION NO. 3568

ELIMINATE CERTIFICATED POSITIONS DUE TO A REDUCTION OF PARTICULAR KINDS OF SERVICES

WHEREAS, the Board of Education of the Sacramento City Unified School District has determined that it shall be necessary to reduce or discontinue the particular kinds of services of the District as itemized in Exhibit "A" at the close of the current school year; and

WHEREAS, it shall be necessary to eliminate at the end of the 2025-2026 school year, and for the 2026-2027 school year, particular kinds of services;

NOW, THEREFORE, BE IT RESOLVED that the Superintendent or designee is directed to close the positions as noted in Exhibit "A". Nothing herein shall be deemed to confer any status or rights upon temporary or categorically funded certificated employees beyond those specifically granted to them by statute.

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