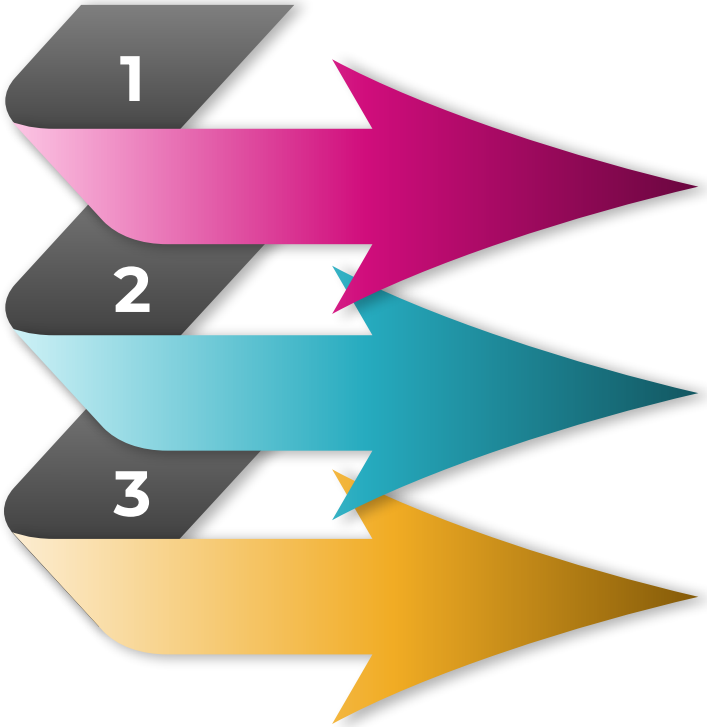
Sacramento City
UNIFIED SCHOOL DISTRICT

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

Board Meeting
March 5, 2026
Agenda Item No. 10.1

Erin Findley, Chief Academic Officer
Mikako Fisher-Hill, Assistant Superintendent, Early Learning & Care

Agenda



1. Process Overview
2. Reduction Summary
3. Resolution to Eliminate Positions

District Position Reduction & Impact Process

Budget Development Process (BDP)

- Enrollment and budget analysis
- Meetings with all Departments and Sites
- Identification of impacted positions

Board Approval

- Reduction in Particular Kinds of Service (PKS)
- Skip Criteria
- Tie Break Criteria
- Reduction in Force (RIF)

Analysis of Employee Rights

Certificated
- Attrition
- Credentials
- Seniority

Classified
- SEIU Voluntary Reductions
- Attrition
- Classifications
- Seniority

Preliminary Notices

Notice of rights through certificated mail or personal delivery **Due By** *March 15*

Administrative Law Judge (ALJ) Layoff Hearings

Provides due process for certificated and classified employees contesting layoff notices **Proposed Decision by** *May 7*

Board Approval

Review ALJ processed decision. Adopt, or reject or modify, and approve final layoffs

Final Notices

Notice of rights through certificated mail or personal delivery **Due By** *May 15*

Fiscal Analysis for Preschool & Toddler Programs

	Revenue per Program		FY 2026-27 Program Option	FY 2026-27 Staffing		Deficit per Program		Total HS/EHS Deficit
	HS & CSPP Preschools	EHS & CCTR Toddlers		Position Closures	Position Transitions	HS & CSPP Preschools	EHS & CCTR Toddlers	
Plan A (29 HS / 3 EHS)	13,092,262.30	1,133,447.40	29 Head Start, 3 Early Head Start (close 2 Head Start)	19	1 Asst Supt to 1 Director 2 SW Clinicians to 1 SW	-1,338,001.89	-399,282.36	-1,737,284.25
Plan B (29 HS / 3 EHS)	13,092,262.30	1,133,447.40	29 Head Start, 3 Early Head Start (close 2 Head Start)	16	1 Asst Supt to 1 Director 2 SW Clinicians to 1 SW	-1,169,054.74	-355,092.47	-1,524,147.21
Plan C (29 HS / 3 EHS)	13,092,262.30	1,133,447.40	29 Head Start, 3 Early Head Start (close 2 Head Start)	27	1 Asst Supt to 1 Director 2 SW Clinicians to 1 SW	-524,923.78	-355,092.47	-880,016.25
Plan D (29 HS / 3 EHS)	13,092,262.30	1,133,447.40	29 Head Start, 3 Early Head Start (close 2 Head Start)	17	1 Asst Supt to 1 Director 2 SW Clinicians to 1 SW	-1,329,136.39	-355,092.47	-1,684,228.86
Plan E (29 HS / 3 EHS)	13,092,262.30	1,133,447.40	29 Head Start, 3 Early Head Start (close 2 Head Start)	16	1 Asst Supt to 1 Director no change to SW Clinicians	-1,261,374.65	-359,641.42	-1,621,016.07
Plan F (29 HS / 3 EHS)	13,092,262.30	1,133,447.40	29 Head Start, 3 Early Head Start (close 2 Head Start)	18	1 Asst Supt to 1 Director 2 SW Clinicians to 2 SWs	-1,275,528.23	-300,337.80	-1,575,866.03
Plan G (29 HS / 3 EHS)	13,092,262.30	1,133,447.40	29 Head Start, 3 Early Head Start (close 2 Head Start)	17	1 Asst Supt to 1 Director 2 SW Clinicians to 1 SW	-1,047,996.60	-314,480.69	-1,362,477.29
Plan H (15 HS / 3 EHS)	7,671,066.38	1,133,447.40	15 Head Start, 3 Early Head Start (close 16 Head Start)	64	1 Asst Supt to 1 Director no change to SW Clinicians	-672,898.49	-25,317.37	-698,215.86
Plan I (25 HS / 3 EHS)	12,300,178.30	1,133,447.40	25 Head Start, 3 Early Head Start (close 6 Head Start) transition part day slots to full day slots to maxmize reimbursement	30	1 Asst Supt to 1 Director no change to SW Clinicians	-562,638.39	-63,964.00	-626,602.39

Positions to be Closed

Request for approval for the closure of certificated positions reflected in Exhibit A.

Exhibit A includes:

- Vacant positions
- Management positions
- Non Management positions

Exhibit A: ELC Reduction in Force

Reduction in Force 2025-2026

Department Closing

Site/Department	Position Title	Cal	L/O FTE	Hours	Notes
Early Learning & Care	Teacher, Child Development- Fee Based	A5MAN	1	8 Hours	12 months at Matsuyama closure
Early Learning & Care	Teacher, Child Development- CCTR	G2	1	8 Hours	10 months at MLK, Jr. closure
Early Learning & Care	Teacher, Child Development- Wrap	G2	1	8 Hours	10 months PS closure
Early Learning & Care	Teacher, Child Development- Wrap	G2	1	8 Hours	10 months PS closure
Early Learning & Care	Teacher, Child Development- Wrap	G2	1	8 Hours	10 months PS closure
Early Learning & Care	Teacher, Child Development- Wrap	G2	1	8 Hours	10 months PS closure
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Early Learning & Care	Teacher, Child Development- Wrap	G2	1	8 Hours	10 months PS closure
Early Learning & Care	Teacher, Child Development- Fee Based	A5MAN	1	8 Hours	12 months to 10 months at LDV
Early Learning & Care	Teacher, Child Development- Full Day	A5MAN	1	8 Hours	12 months to 10 months at Hiram Johnson
Early Learning & Care	Teacher, Child Development- Full Day	A5MAN	1	8 Hours	12 months to 10 months at Elder Creek - PS
Early Learning & Care	Teacher, Child Development- Early Head Start	A5MAN	1	8 Hours	12 months to 10 months at American Legion
Early Learning & Care	Teacher, Child Development- Early Head Start	A5MAN	1	8 Hours	12 months to 10 months at American Legion
		Subtotal	**13**		

Vacant Management Closing

Site/Department	Position Title	Cal	L/O FTE	Hours
Early Learning & Care	Coordinator, Child Development Programs	A-UPE	1	8 Hours
		Subtotal	**1**	

Management Closing

Site/Department	Position Title	Cal	L/O FTE	Hours
Early Learning & Care	Coordinator, Child Development Programs	A-UPE	1	8 Hours
Early Learning & Care	Coordinator, Child Development Programs	A-UPE	1	8 Hours
Early Learning & Care	Coordinator, Child Development Programs	A-UPE	1	8 Hours
Early Learning & Care	Coordinator, Child Development Programs	A-UPE	1	8 Hours
		Management Subtotal	**4**	

Non-ELOP Before & After School Programs

Program	Capacity	Enrollment	Staff Recommendation	Certificated Staffing Impact
Leonardo da Vinci	80	75	Convert to 10-month schedule and implement 25% fee increase to close projected $82,630 deficit.	Maintain current 10-month 1.0 FTE Transition existing 12-month 1.0 FTE Teacher, Child Development Fee-Based to 10-month 1.0 FTE
Matsuyama	40	11	Close program due to low enrollment.	Close 1.0 FTE Teacher, Child Development Fee-Based
Martin Luther King, Jr.	28	23	Close program to divert CCTR funds to preschool.	Close 1.0 FTE Teacher, Child Development CCTR

EXHIBIT A

Reduction in Force 2025-2026

Department Closing

Site/Department	Position Title	Cal	L/O FTE	Hours	Notes
Early Learning & Care	Teacher, Child Development- Fee Based	A5MAN	1	8 Hours	12 months to 10 months at LDV
Early Learning & Care	Teacher, Child Development- Fee Based	A5MAN	1	8 Hours	12 months at Matsuyama closure
Early Learning & Care	Teacher, Child Development- CCTR	G2	1	8 Hours	10 months at MLK, Jr. closure

Preschool Program Reductions & Capacity

Reduce program capacity from 34 to 28 classrooms, leaving 25 preschool and 3 toddler classrooms

- **Regional Strategy:** Select retained classrooms via regional analysis to ensure high-need hubs remain accessible, minimizing disruption to our most vulnerable populations.
- **Staffing Impact**: Close 6.0 FTE Child Development Teacher WRAP

EXHIBIT A

Reduction in Force 2025-2026

Department Closing

Site/Department	Position Title	Cal	L/O FTE	Hours	Notes
Early Learning & Care	Teacher, Child Development- Wrap	G2	1	8 Hours	10 months PS closure
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Preschool Program Reductions & Capacity

Transition remaining 12-month programs at Hiram Johnson, Elder Creek, and American Legion to 10-month schedules.

- Staffing Impact: Transition 2.0 FTE Teacher, Child Development Full-Day and 2.0 FTE Teacher, Child Development Early Head Start from 12-month to 10-month schedule

EXHIBIT A

Reduction in Force 2025-2026

Department Closing

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Transition remaining part-day preschool slots to full day slots to maximize allowable state reimbursement.

Central Office Reductions & Alignment

To meet Head Start Performance Standards while remaining solvent, the following central office adjustments are recommended to support 28 classrooms, 84 site staff, and 624 students. Remaining staff (20.0 FTE) represent the minimum required by grant mandates to maintain operations for the 2026-27 school year.

Position Change	Reduction Details	Remaining Staff
Management	Reclassify Asst Supt to Director III 1 Coordinator	1 Director III 3 Coordinators
Certificated		2 Psychologist/Social Worker Clinicians 1 Children's Center Nurse 1 School Nurse
Classified	3 Child Development Specialists 2 Custodians	6 Child Development Specialists 1 Parent Advisor 1 Community Liaison 1 Data Technician 1 Program Technician 2 Custodians (FTE contribution to Facilities)

Bridge Funding & 2026-27 Transition

To maintain continuity, the District will utilize one-time ELC grant relief funding to balance the 2026-27 budget. This transition year will be used to:

- **Shift Focus:** Transition from preschool programs that compete with Universal UTK toward higher-demand infant and toddler services.
- **Reevaluate Staffing Model:** Explore separate salary schedule for ELC certificated staff to align with regional best practices and sustainable staffing costs.
- **Contingency Planning:** If fiscal alignment is not achieved by the end of 2026-27, the District may be forced to exit program operations.

2026-27 ELC Budget Summary

Head Start/CSPP Revenue	**$12,300,178**		**Early Head Start/CCTR Revenue**	**$1,133,447**
Staffing	$10,907,979		Staffing	$934,847
Subs/Per Diems	$677,100		Subs/Per Diems	$114,849
Supplies/Operating	$776,457		Supplies/Operating	$99,009
District Indirect Cont (4.09%)	$510,634		District Indirect Cont (4.09%)	$46,288
Balance	**-$571,991**		**Balance**	**-$61,546**

Total negative balance of $633,537 to be covered by one-time grant stipends available only to Early Learning & Care programs.

Recommendations & Next Steps

1. Recommend approval of Resolution 3570
2. Ongoing meetings with the union to ensure all employee rights and collective bargaining agreements are followed.
3. Should enrollment increase, additional appropriate attrition take place, or funding be identified, layoff notices may be rescinded
4. The District will engage in layoff hearings and return in May with a recommendation for final layoff notifications. Final layoff notices must be sent prior to May 15th.

Exhibit A for Approval

EXHIBIT A

Reduction in Force 2025-2026

Department Closing

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Vacant Management Closing

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		Subtotal	**1**		

Management Closing

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Early Learning & Care	Coordinator, Child Development Programs	A-UPE	1	8 Hours	
Early Learning & Care	Coordinator, Child Development Programs	A-UPE	1	8 Hours	
Early Learning & Care	Coordinator, Child Development Programs	A-UPE	1	8 Hours	
		Management Subtotal	**4**		
		Total Elimination	**18**		

Discussion