

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION

Agenda Item# 9.3

Meeting Date : March 3, 2022

Subject : Resolution No. 3255: Notice of Layoff: Child Development Permit  
Teachers – Reduction in Force Due to Lack of Funds and/or 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 : Approve Resolution No. 3255 Notice of Layoff r3f r3f-5(om)-2(m)-2(e)-31Dql 68 3

- 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

# Board of Education Executive Summary

## Human Resource Services

Notice of Layoff 325 ñ: Notice of Layoff: Child Development Permit Teachers  
– Reduction in Force Due to Lack of Funds and/or of Work  
March 3, 2022

### I. Overview/History of Department or Program

Resolution No. 325 ñ: Notice of Layoff: Child Development Permit Teachers Reduction in Force Due to Lack of Funds and/or of Work

District administration proposes to reduce enumerated Child Development Permit Teacher positions due to a lack of funds and/or lack of work

### II. Driving Governance:

- x Education Code 8303(a) “Each person employed by a public or private agency in a position requiring a child development permit for the supervision and instruction of children, or for service as a physician, dentist, or nurse, or in the supervision of the preschool program, shall be deemed to be employed in a position requiring certification qualifications”.
- x Education Code 8303(e) “A district may lay off an employee required to have such a permit at any time during the school year for lack of work or lack of funds or may provide for the employee’s employment for not to exceed 90 days in any one school year on an intermittent basis which shall not be deemed probationary service. The order of layoff shall be determined by length of service. The employee who has served the shortest time shall be laid off first, except that no permanent employee shall be laid off ahead of a probationary employee. A permanent employee who has been laid off shall hold reinstatement rights for a period of 39 months from the date of layoff.”

### 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

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### V. Major Initiatives:

Education Code section 8303 permits school districts to layoff child development teachers who hold positions requiring a child development permit for the supervision and instruction of children. Under section 8303, child development teachers may be laid off at any time during the school year for a lack of funds and/or lack of work. Under the law, permanent child development teachers who have been laid off will have reinstatement rights for a period of 39 months from the date of layoff in the event such positions are restored.

### VI. Results:

Resolution No. 325 ñ authorizes the issuance of layoff notices to affected child development teachers, informing them of their layoff effective at the end of the school year. With approval of this resolution, Human Resources Services will take all actions to send appropriate notices to all employees whose position will be affected by layoff.

### VII. Lessons Learned/Next Steps:

Approve Resolution No. 325 ñ Notice of Layoff: Child Development Permit Teachers  
– Reduction in Force Due to Lack of Funds and/or of Work

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION

RESOLUTION NO. 325

NOTICE OF LAYOFF: CHILD DEVELOPMENT TEACHERS – REDUCTION IN  
FORCE DUE TO LACK OF FUNDS AND/OR LACK OF WORK

WHEREAS, Education Code section 8303 recognizes that persons employed in positions requiring possession of a child development permit for the supervision and instruction of children issued by the Commission on Teacher Credentialing may be subject to layoff time during the school year due to lack of funds and/or lack of work; and

WHEREAS, due to a bona fide reduction or elimination of services being performed by child development teachers due to a lack of funds and/or lack of work, affected child development teachers shall be given notice of layoff, and

WHEREAS, the Superintendent has recommended that the child development teaching positions set forth in Exhibit A be reduced or eliminated for the 2022-2023 school year. The Board of Education directs the Superintendent or authorized designee to give notice to the affected teachers.