

Approve Resolution No. 3182: Resolution to Eliminate Certificated Employees Due to a Reduction of Particular Kindspl6(t).aRertiulap

Overview

- Due to declining enrollment, reduced funding, 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 2020-2021 school year.
- Accordingly, the District seeks to eliminate the services listed in Exhibit A to the attached Resolution No. 3182 pursuant to Education Code section 44949 and 44955.

Agenda

- Elements of the Budget

Elements of the Budget Development Process

- District Enrollment Projections/Staffing Allocations
 - Decision Insite
 - Adjustments for District's Data
- Governor's January Proposed Budget for Upcoming Year
 - Assumptions for 2021-22

Update on System Process Improvements (Year 2)

- Pre-Registration based on High School Student Course Requests for Core classes
- School Plan for Student Achievement (SPSA) Mid-Year Review Process

Creating opportunities for all students - Pre Registration

- Pre-registration is the most important piece of building a master schedule. It identifies the student's academic needs. By completing the pre registration process early, principals will have more complete data on student's course needs prior to Budget Development.
- Aligning the school's vision with the master schedule happens through the pre-registration process. Equal opportunity for access for all students happens when sites align their course offerings in a clear pathway for graduation and/or college. Key questions that need to be answered include:
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Action Step	2020-		
[Green]	[Green]	[Green]	
[Light Blue]			
[Light Blue]	[Light Blue]	[Light Blue]	
[Light Blue]	[Light Blue]	[Light Blue]	
[Light Blue]	[Light Blue]	[Light Blue]	
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[Light Blue]	[Light Blue]	[Light Blue]	
[Yellow]	[Yellow]	[Yellow]	

Category 1	Category 2	Category 3	Category 4
			Item 4.1
Item 1.1	Item 1.2	Item 1.3	Item 1.4
Item 2.1	Item 2.2	Item 2.3	Item 2.4
Item 3.1	Item 3.2	Item 3.3	Item 3.4
Item 4.1	Item 4.2	Item 4.3	Item 4.4
Item 5.1	Item 5.2	Item 5.3	Item 5.4
Item 6.1	Item 6.2	Item 6.3	Item 6.4
Item 7.1	Item 7.2	Item 7.3	Item 7.4
Item 8.1	Item 8.2	Item 8.3	Item 8.4
Item 9.1	Item 9.2	Item 9.3	Item 9.4
Item 10.1	Item 10.2	Item 10.3	Item 10.4

School Plan for Student Achievement Mid-year Review

- The School-wide Program Requirements state that we must identify the process for evaluating and monitoring the implementation of the School Plan for Student Achievement (SPSA) and progress towards accomplishing the goals.

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System Process Highlights from Previous Year

- Integrated approach resulting in cross-departmental team engagement
- Implementation of the Budget Development Process
- Adjustments made as needed based on available information
- Built in important feedback loops

Budget Development Process Fundamentals

- Cross

Budget Development Staffing Process

The following represents the elimination

Vacant:	8.25 FTE
Adult Education:	5.50 FTE
K-12 Positions:	118.30 FTE
Total Positions to be Eliminated:	132.05 <u>FTE</u>

Resulting Layoff Resolution –Annual Process

Categories for Annual Layoffs (Non-FRP)	Requested FTE change
Site/Department Request due to Program Changes	(25.9990)
Alignment of FTE Allocations to Enrollment	(39.8000)
Grants Expiring 6/30/21	(34.2500)
Limited Term Funding	(10.7000)
HR Adjustments	(21.3000)
Total	(132.05)

Next Steps

Upon Board approval:

- By taking this action to approve the Resolution before you, the District will meet the timelines as established by the Education Code.
- Staff will be able to analyze staffing reductions.
- Staff will take attrition into consideration:
 - Vacancies
 - Resignations
 - Retirements
- Staff will determine who and how many employees will be issued layoff notices. Preliminary notices will be provided to employees prior to March 15.
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