



**Resolution No. 2025/26-49**

**Date: December 17, 2025**

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE SANTA ROSA SCHOOL DISTRICT REGARDING  
CRITERIA TO DETERMINE CERTIFICATED PERSONNEL WHO SHALL BE EXEMPT FROM THE ORDER  
OF LAYOFF BY VIRTUE OF THEIR CREDENTIALS, ASSIGNMENT, TRAINING OR CERTIFICATION  
("SKIPPING CRITERIA")**

**WHEREAS**, Education Code section 44955 provides for the termination of certificated employees due to the reduction or discontinuance of particular kinds of services; and

**WHEREAS**, such termination of certificated employees generally must occur in order of seniority;

**WHEREAS**, under Education Code section 44955 (d), a school district may deviate from terminating a certificated employee in order of seniority for the following reason:

The district demonstrates a specific need for personnel to teach a specific course or course of study, or to provide services authorized by a services credential with a specialization in either pupil personnel services or health for a school nurse, and that the certificated employee has special training and experience necessary to teach that course or course of study or to provide those services, which others with more seniority do not possess.

**WHEREAS**, Santa Rosa City School District ("District") foresees the need to identify credentials and certificates that authorize particular kinds of services / instruction to meet the needs of students and District;

**WHEREAS**, the District has an increasing number of students whose home language is Spanish;

**WHEREAS**, the District requires and has a shortage of certificated personnel who are authorized to teach Spanish, math, and/or sciences in grades 7-12;

**WHEREAS**, the District requires and has a shortage of certificated personnel who are authorized to provide services in specialized areas including special education;

**WHEREAS**, the District requires and has a shortage of certificated personnel who are authorized to provide services in dual immersion programs at Cesar Chavez Language Academy ("CCLA") and Santa Rosa French-American Charter School ("SRFAC");

**WHEREAS**, the District has invested time and resources in the professional development of certificated personnel to improve practice and increase student achievement;

**WHEREAS**, for the 2026-2027 school year, the District intends to assign credentialed personnel, who are presently assigned within the scope of the foregoing credentials/areas of authorization, to positions requiring such credentials/authorizations to meet the needs of students and the District;

**WHEREAS**, the Board of Trustees desires to establish objective criteria to make effective, fair, and equitable

employment decisions;

**NOW, THEREFORE, BE IT RESOLVED** that, pursuant to Education Code section 44955(d), the Board of Education of the Santa Rosa City School District establishes criteria, based on the specific need of the District, to retain certificated employees who possess the following special training or experience to teach a specific course or course of study or to provide services, which other certificated employees with more seniority do not possess:

**Special Training or Experience:**

- 1) Possession of a Single Subject Spanish credential, Spanish (Bilingual Cross-cultural Language and Academic Development Certificate ("BCLAD") and/or French (BCLAD);
- 2) Possession of a Single Subject Math and/or Single Subject Science credential (including but not limited to physics, chemistry, biological science, physical science, life science and geoscience);
- 3) Possession of a Special Education credential;
- 4) All teachers who are assigned to the dual immersion program at SRFACS;
- 5) All teachers who are assigned to teach a course in Spanish as part of the dual immersion program at CCLA;
- 6) All teachers who have successful experience teaching transitional kindergarten within the last 5 years;
- 7) School Psychologist and Speech Language Pathologists holding a Bilingual Certification;

Any certificated employee who possesses the special training or experience listed above shall be exempt from the order of layoff.

**PASSED AND ADOPTED** this date, December 17, 2025, by the Board of Education of the Santa Rosa City Schools of the County of Sonoma, State of California, by the following vote:

AYES: 7 + 1 student  
NOES: 0  
ABSENT: 0

This is to certify that this is a true and correct copy of the resolution as adopted and approved at a regular meeting of the Board of Education of the Santa Rosa City Schools.



Sarah Jenkins, Clerk Board of Education