

NATOMAS UNIFIED SCHOOL DISTRICT

Resolution No. 26-06

IN THE MATTER OF: **AUTHORIZING EMERGENCY PROCEDURES IN THE EVENT OF A CONCERTED REFUSAL TO WORK BY EMPLOYEES**

The following RESOLUTION was duly passed by the Board of Trustees of the Natomas Unified School District, at a special meeting held on Thursday, February 26, 2026 by the following roll call vote:

Noel Mora, Area 1	<u>Aye</u>
Erica Harden, Area 2	<u>Aye</u>
Micah Grant, Area 3	<u>Aye</u>
Scott Dosick, Area 4	<u>Aye</u>
Sumiti Mehta, Area 5	<u>Aye</u>

Signed and approved by me after its passage:



Micah Grant, Board President

Attest:



Sumiti Mehta, Board Clerk

WHEREAS, the Board of Trustees of the Natomas Unified School District ("District") finds that a strike, work slowdown, sick-out, work stoppage or other withdrawal of services by a substantial number of certificated employees would interfere with, impede or have the effect of interfering with or impeding the normal operation of the District;

WHEREAS, the Board of Trustees finds that such withdrawal of services will result in great and irreparable damage to the schools and the pupils of the District;

WHEREAS, it is the legal responsibility of the Board to take every appropriate action to provide students and staff with safe, secure, and peaceful learning environments on District campuses and ensure safe, secure and peaceful work sites.

WHEREAS, it is also the responsibility of the Board to take action in response to emergencies that occur that impact District students and staff and District operations, and further to take advance action where circumstances indicate an emergency may occur.

WHEREAS, the District and the Natomas Teachers Association ("Association") are currently at impasse over 2025 successor agreement negotiations, which requires the District take steps to ensure the continuation of school services if employees engage in concerted work stoppage;

NOW, THEREFORE, BE IT RESOLVED it is the position of the Board that any actual or serious threat of concerted refusal to work by employees will constitute a legitimate emergency, and that the Board of Trustees hereby determines that a legitimate emergency exists as defined by California law, Board Policy and Administrative Regulations, effective immediately and lasting until the Board takes formal action to rescind this Resolution;

BE IT FURTHER RESOLVED that all unauthorized absences shall result in the deduction of salary and service credit with the State Teachers Retirement System (STRS) / Public Employee Retirement System (PERS) for each employee for each day of absence;

BE IT FURTHER RESOLVED that during any actual work stoppage, or any other time the Superintendent deems the situation warrants emergency action, the Superintendent or designee is granted discretionary authority to remunerate unrepresented employees, including administrators, beyond the salary schedule (premium pay) for performing additional assigned duties;

BE IT FURTHER RESOLVED that only authorized personnel may be allowed on school premises during a walkout or strike or any other work stoppage. Employees who are on strike or other unauthorized absence shall not enter school premises;

BE IT FURTHER RESOLVED that the Superintendent or designee is authorized to employ replacement certificated and classified employees and/or to assign current administrators to cover for absent employees, and to pay such personnel at a daily rate determined by the Superintendent. Such rate shall not exceed \$600 per day unless otherwise approved by the Board. If necessary, the Superintendent or designee may also authorize reimbursement for mileage in excess of ten (10) miles, as well as reimbursement for the cost of registering the applicant's credential with the Sacramento County Office of Education;

BE IT FURTHER RESOLVED that the Superintendent or designee is directed that all student grades given during the emergency will stand as recorded and will not be made up or modified at the end of the emergency;

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized and directed to reassign and replace any management, supervisory and confidential employee who is performing in an unsatisfactory fashion during an emergency;

BE IT FURTHER RESOLVED that the Superintendent is hereby authorized to contract with individuals, firms, or other public entities for services, as needed, to keep the schools operating in a normal manner, when a work stoppage is imminent or at any other time the Superintendent deems the situation warrants such emergency action.

BE IT FURTHER RESOLVED that the Superintendent or designee shall undertake appropriate action to implement this resolution, including, but not limited to, action necessary to insure and protect the physical and educational well-being of all students and the safety and property of the District, including its agents, employees, representatives and all persons acting for or on behalf of the District.

BE IT FURTHER RESOLVED that the Superintendent or designated representative shall be the sole District employee authorized to close any of the District's education facilities and suspend all extra-curricular activities and events, including sports, student clubs, ASB, after school programs and student supports. Such facilities may be closed, and activities and events suspended, when in the opinion of the Superintendent or designated representative, the physical welfare of the students or staff on that school site is in jeopardy because of the inadequate staffing or disruptive activities which take place on or within the vicinity of the site;

BE IT FURTHER RESOLVED that the Superintendent or designated representative may authorize any appropriate legal action or defense in regard to matters relating to the emergency;

BE IT FURTHER RESOLVED that this resolution is an emergency measure within the mandate and jurisdiction of the Board of Trustees and is necessary for the immediate welfare of the schools and pupils thereof. Therefore, this resolution shall become effective immediately upon its adoption and shall remain in effect until repealed by formal Board action.