

**BEFORE THE GOVERNING BOARD OF THE
CULVER CITY UNIFIED SCHOOL DISTRICT
LOS ANGELES COUNTY, CALIFORNIA**

Resolution No. 16-2025/2026(HR)

*Resolution to Decrease the Number of Certificated Employees
Due to a Reduction or Elimination of Particular Kinds of Services*

WHEREAS, Education Code sections 44949 and 44955 permit the Governing Board to reduce or discontinue particular kinds of programs and services not later than the beginning of the following school year; and

WHEREAS, the Board of Education (“Board”) of the Culver City Unified School District (“District”) has determined that it shall be necessary to reduce or discontinue the particular kinds of services of the District described herein no later than the beginning of the 2026–2027 school year; and

WHEREAS, it shall be necessary at the end of the 2025–2026 school year to terminate the employment of certain certificated employees of the District as a result of this reduction or discontinuance in particular kinds of services; and

WHEREAS, it is the opinion of the Board that it is in the best interest of the District to reduce the number of regular certificated employees of the District as a result of this reduction or discontinuance in particular kinds of services as hereinafter set forth.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Culver City Unified School District as follows:

1. That the foregoing recitals are true and incorporated herein by this reference.
2. That the following particular kinds of services be reduced or eliminated as indicated commencing with the 2026-2027 school year:

<u>PARTICULAR KINDS OF SERVICE</u>	<u>FTE</u>
Nurse	1.0
Language Arts	2.0
Secondary Art	1.0
Math	3.0
Physical Education	1.0
General Science	1.0
K-5 Elementary	4.0
School Psychologist	2.0

Total Full-Time Equivalent Reduction: 15.0

3. That, due to the reduction or elimination of particular kinds of services, the number of certificated employees of the District be terminated pursuant to Education Code section 44955.

4. That the District Superintendent or designee is directed to send appropriate notices to all employees whose services shall be terminated by virtue of this action pursuant to Education Code sections 44955 and 44949.

5. That the District Superintendent is authorized and directed to take any other action necessary and proper to accomplish the purpose of this Resolution.

6. Nothing herein shall be deemed to confer any status or rights upon any temporary or categorically funded project certificated employees in addition to those specifically granted to them by statute.

BE IT FURTHER RESOLVED that for an employee serving in a position identified for reduction or discontinuance to be eligible to bump an employee with less seniority, the senior employee must be both credentialed and competent to render the service being performed by the junior employee pursuant to Education Code sections 44955, 44956, and 44957. “Competency” shall for purposes of bumping and reemployment necessarily include:

- A. Possession of a valid clear or preliminary credential in the subject(s) or grade level to which the employee will be assigned at the beginning of the 2026-2027 school year;
- B. Having previously taught in the District for one (1) complete school year within the last five (5) years under the credential(s) required for the entire assignment to which the employee will be assigned at the beginning of the 2026-2027 school year;
- C. Possession of an appropriate full (not emergency) EL authorization (if required by the position);
- D. In the case of displacing junior employees teaching in a departmentalized setting, possession of a single subject credential(s) or subject matter authorization in that subject area;
- E. Any trainings, permits and experience necessary to meet the job requirements of specialized positions (such as Dual Immersion Teachers).

BE IT FURTHER RESOLVED that the District has a specific need for personnel to teach Transitional Kindergarten (“TK”); and whereas teachers are unable to teach TK unless they have completed at least 24 units in early childhood education and/or childhood development, professional experience in a classroom setting with preschool age children, or a Child Development Teacher permit; and whereas it is difficult to hire teachers who meet these qualifications. Therefore, the District will skip and retain teachers who meet the qualifications to teach TK and will be teaching TK during the 2026-2027 school year.

BE IT FURTHER RESOLVED that the District has a specific need for personnel to teach in its dual language immersion program; and whereas that program requires teachers to have a Bilingual Authorization in either Spanish or Japanese; and whereas, it is difficult to hire and maintain teachers with such an authorization to staff that program. Therefore, the District will

skip and retain teachers who possess a Bilingual Authorization in Spanish or Japanese that will be teaching in the District’s dual language immersion program during the 2026-2027 school year.

BE IT FURTHER RESOLVED that the District Superintendent or designee is authorized to identify additional specific needs of the District not enumerated herein and to deviate from terminating certificated employees in order of seniority in instances where District needs call for such deviation.

PASSED AND ADOPTED at the regular meeting of the Board of Education of the Culver City Unified School District on March 3, 2026 by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____

President, Board of Education

I hereby certify that the foregoing is a true and correct copy of a Resolution of the Board of Education of the Culver City Unified School District of Los Angeles County, California, adopted by said Board of Education at its meeting on March 3, 2026.

Clerk, Board of Education