

1 RESOLUTION NO. 24/25-3634

2 BOARD OF EDUCATION  
3 OF THE SANTA ANA UNIFIED SCHOOL DISTRICT  
4 ORANGE COUNTY, CALIFORNIA

5 Outlining a Fiscal Stabilization Plan for the Santa Ana Unified School District

6 WHEREAS, the Santa Ana Unified School District ("District") Board of Education  
7 ("Board") is committed to maintaining a balanced budget while providing the highest  
8 quality of education to its students and ensuring the long-term financial stability  
9 of the District; and

10 WHEREAS, the State of California and the federal government face ongoing  
11 economic uncertainties that may impact funding for public education and, therefore,  
12 pose a potential threat to the District's fiscal stability; and

13 WHEREAS, the District has experienced a significant reduction in revenue from  
14 the State of California based on Average Daily Attendance ("ADA"); and

15 WHEREAS, the District is no longer receiving State or Federal COVID relief grant  
16 funding, funding that provided the District with the resources to offer significant  
17 additional support and services to its students in response to the COVID pandemic;  
18 and

19 WHEREAS, the District is required to provide a range of mandated services to  
20 students, including but not limited to those relating to special education, mental  
21 health support, and language acquisition programs, all of which have seen increasing  
22 costs; and

23 WHEREAS, expenditures on utilities, insurance, and other essential operational  
24 costs have continued to escalate beyond the control of the District, further straining  
25 the budget; and

26 WHEREAS, other uncontrollable aspects of the budget, including state-imposed  
27 mandates and economic factors, have contributed to financial pressures and increased  
28 the urgency for strategic fiscal adjustments; and

29 WHEREAS, the District must be able to meet its financial obligations in the  
30 current fiscal year and two subsequent fiscal years pursuant to Education Code 42127;  
31 and

32 WHEREAS, current budget projections for the 2024-2025 fiscal year indicate a  
33 structural deficit in excess of \$175 million, and the multiyear projections indicate  
34 a total deficit of more than \$194 million; and

35 WHEREAS, the Board is committed to maintaining fiscal responsibility while  
36 preserving the quality of education and essential services provided to all students;

37           **WHEREAS**, the District has determined that it is necessary to align staffing  
38 levels with the District's delivery of particular kinds of services in order to ensure  
39 efficient use of resources, maintain fiscal stability, and support the District's  
40 educational priorities;

41           **NOW, THEREFORE, BE IT RESOLVED** that the Board of Education of the Santa Ana  
42 Unified School District adopts this Fiscal Stabilization Plan to address the ongoing  
43 financial challenges faced by the District and establish a pathway toward fiscal  
44 sustainability:

45           **1. Right-Sizing Staffing Levels**

46           The Superintendent or Executive Cabinet level designee is directed to make  
47 reductions in staffing in order to establish alignment with current and  
48 projected student enrollment figures. This plan shall include a comprehensive  
49 review of all personnel assignments with the goal of establishing and  
50 maintaining staffing levels that efficiently meet the instructional and  
51 operational needs of the District, while protecting the District's long-term  
52 financial stability. This plan shall include the following elements for each of  
53 the respective employee groups:

54           a. Certificated Non-Management

55           i. The District has offered a Supplemental Employee Retirement Plan  
56 to all Santa Ana Educators Association (SAEA) Members, and will have  
57 finalized the execution of the SERP before the December 17, 2024  
58 Board of Education meeting.

59           ii. The District has identified potential reductions for the following  
60 positions, and notwithstanding the results of the SERP, will request  
61 the Board to consider a reduction in force resolution at a January,  
62 2025 Board meeting. This reduction will include, but is not limited  
63 to, the following positions and respective numbers:

- 64           1. Teachers: no fewer than 169 positions
- 65           2. Counselors: no fewer than 57 positions
- 66           3. Instructional Coaches: no fewer than 55 positions
- 67           4. Curriculum Specialists: no fewer than 15 positions
- 68           5. Itinerant-Elementary: no fewer than 21 positions
- 69           6. Home Hospital: no fewer than 5 positions
- 70           7. Social Workers: no fewer than 9 positions
- 71           8. Senior Social Workers: no fewer than 4 positions
- 72           9. Teachers on Special Assignment: no fewer than 16 positions

73           b. Classified Non-Management

74           i. All Classified Non-Management vacancies will be considered and  
75 analyzed by an Executive Cabinet member; and, in accordance with  
76 the District's collective bargaining agreement with California  
77 School Employees Association, Chapter 41, vacancies will only be  
78 filled if it is determined that the position must be filled in order  
79 to efficiently meet the instructional and operational needs of the  
80 District.

81           c. Management

82           i. All Management vacancies will be considered and analyzed by an  
83 Executive Cabinet member; and vacancies will only be filled if it  
84 is determined that the position must be filled in order to

85 efficiently meet the instructional and operational needs of the  
86 District.

87 **2. Analyzing District Services for Efficiency**

88 The Superintendent or Executive Cabinet-level designee shall conduct a thorough  
89 and ongoing review of all services currently provided by the District, as well  
90 as any new services that are being considered. This analysis shall focus on  
91 identifying opportunities for increased efficiency, cost reduction, financial  
92 return on investment, and potential consolidation of services where appropriate,  
93 while ensuring that essential services for students are not compromised.

94 **3. Analyzing Capital Expenditure**

95 The Superintendent or Executive Cabinet-level designee shall review and analyze  
96 all proposed general fund capital expenditures before a purchase order is  
97 issued, including expenditures related to facilities, technology, and other  
98 long-term investments. This analysis shall prioritize projects and/or equipment  
99 based on urgency, impact on students, and available funding sources, with an  
100 emphasis on avoiding non-essential expenditures in the short term. The analysis  
101 shall further on identifying opportunities for increased efficiency and  
102 financial return on investment.

103 **4. Maintaining Compliance and Transparency**

104 The District shall adhere to all state and federal requirements regarding budget  
105 reporting and fiscal transparency. The Superintendent or designee will regularly  
106 update the Board on the implementation of this Fiscal Stabilization Plan and  
107 its impact on the budget.

108 **5. Engaging Educational Partner**

109 The Board and Superintendent shall actively engage key educational partners,  
110 including staff, parents, community members, and employee unions, to ensure  
111 open communication and to solicit input on the implementation of this plan.

112 **6. Monitoring Economic Trends and State Budget Developments**

113 The District shall closely monitor economic trends and budgetary developments  
114 at the state and federal levels and be prepared to make necessary adjustments  
115 to this plan in response to changing fiscal conditions.

116 **BE IT FURTHER RESOLVED** that the Board of Education recognizes the need for  
117 ongoing fiscal vigilance, and commits to making data-driven decisions to ensure the  
118 long-term financial stability of the Santa Ana Unified School District in order to  
119 continue providing a high-quality education for all students.

120 **BE IT FURTHER RESOLVED** that the Board of Education, in considering approval of  
121 the 2024-2025 First Interim Budget Report, acknowledges its fiduciary responsibility  
122 to maintain fiscal solvency for the current year and the subsequent two fiscal years.

123 **PASSED AND ADOPTED** by the Governing Board of the Santa Ana Unified School  
124 District on this 17th day of December 2024 by the following vote:

125  
126 AYES:

127 NOES:

128 ABSENT:

129 ABSTAIN:

130  
131 STATE OF CALIFORNIA )  
132 ) ss.  
133 COUNTY OF ORANGE )  
134  
135 I, \_\_\_\_\_, Board President of the Santa Ana Unified School  
136 District of Orange County, California, do hereby certify that the foregoing is a full,  
137 true, and correct copy of a resolution adopted by the Board at a meeting thereof held  
138 at its regular place of meeting on the date shown above.

139  
140 By: \_\_\_\_\_  
141 President of the Board of Education  
142 Santa Ana Unified School District

143  
144 ATTEST:  
145 By: \_\_\_\_\_  
146 Clerk of the Board of Education  
147 Santa Ana Unified School District

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