

# **Staffing and Resource Alignment:**

*Central Office and Centrally-Funded  
Position Closures and Authorization to  
Issue Reduction in Force Notices*

February 17, 2026

# Multi-Year Projection at 1st Interim

General Fund Unrestricted/Unassigned – Budget Solutions

The District certified **Positive** at 1<sup>st</sup> interim by:

- **\$634 Million** – Released OPEB funds currently held in assigned balances
- **\$496 Million** – Transferred the remaining Fund 17 balance to the General Fund
- **\$1.4 Billion** – Incorporated an updated Fiscal Stabilization Plan
- **\$796 Million** – Assigned the remaining balance for Workforce Stabilization

# Fiscal Stabilization Plan

(Dollars in Millions)

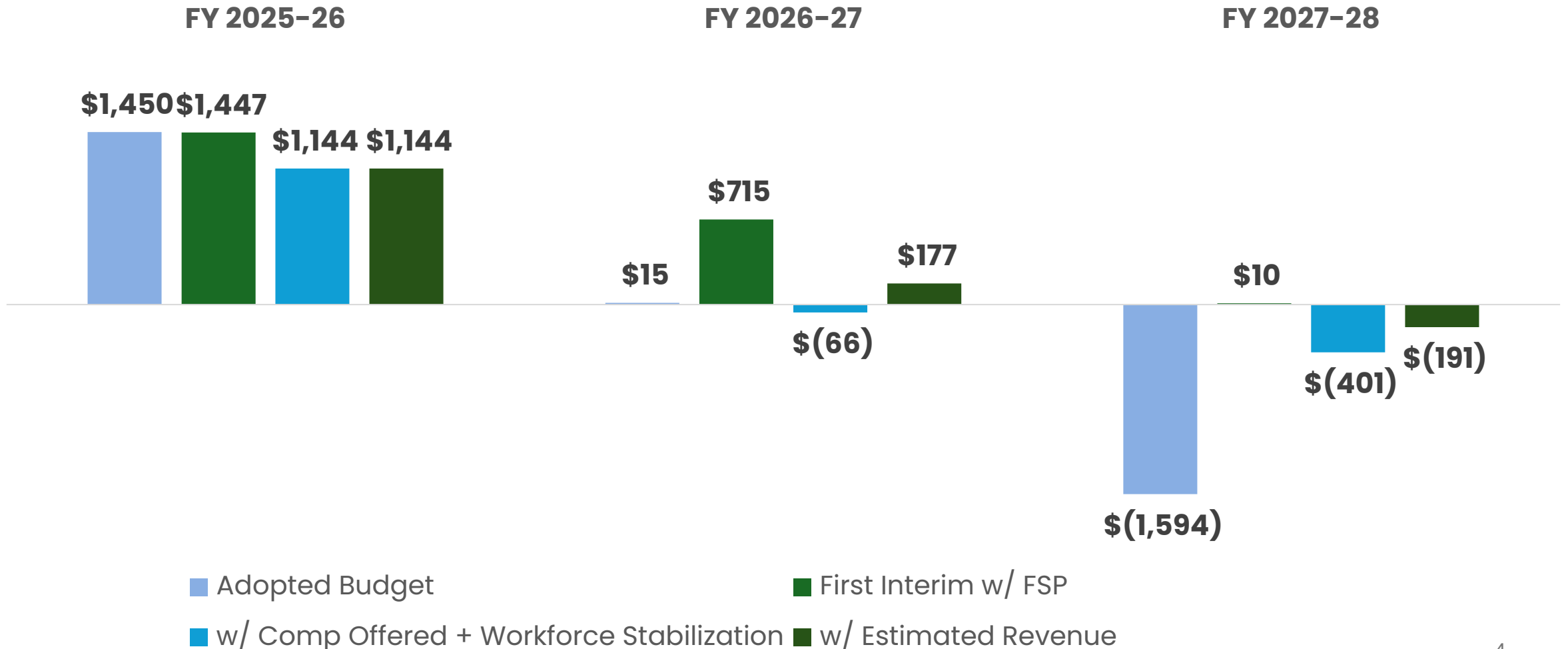
Action	Adopted FSP FY 2026-27	Adopted FSP FY 2027-28	Updated FSP FY 2026-27	Updated FSP FY 2027-28
1) 10% of Fund 17	\$50	-	\$50	-
2) SENI & General Fund School Program Carryover at 0% (RIF Assumed)	\$360	\$65	\$360	\$65
3) SENI Allocation Reduction (RIF Assumed)	\$75	\$200	\$99	\$200
4) Unfunded Positions (RIF Assumed)	\$60	\$60	\$60	\$60
5) Consolidate District Footprint	\$30	\$30	-	\$30
6) Reassess Earmarked/Assigned Balances	\$115	\$0	\$53	\$140
7) Strategic Closure of School Positions	\$100	\$100	-	-
8) Bring Students Closer to School of Residence	\$15	\$15	\$1	\$15
9) Central Office Reductions (RIF Assumed)	\$200	\$125	\$150	\$150
<b>TOTAL</b>	<b>\$1,005</b>	<b>\$595</b>	<b>\$773</b>	<b>\$660</b>

**\$1.6 billion**

**\$1.4 billion**

# UPDATED: Multi-Year Projection with Governor's 2026-27 Proposed Budget: General Fund Unrestricted/Unassigned

(Dollars in Millions)



# What is causing a Reduction in Force?

- Closure of positions that are not funded for the next fiscal year by
  - Central offices
  - Region Offices
  - Schools
- Reductions in hours or basis of continuing positions
- Education Codes 44955 and 45117 require that the Board of Education vote to authorize the District to close unfunded positions that may cause a loss of employment and/or change in hours and provide notice to the employees impacted by the closures

# Who is Affected by the Reductions?

- Classified central office and centrally funded employees with the least seniority within the impacted classifications
- Certificated administrators in non-school positions (Central/Region Offices), school-based administrators in impacted classifications with the least District-wide seniority, teachers in non-classroom/non-school based positions

# Why Are We Not Issuing Notices to Teachers?

- The number of total teacher positions needed in LAUSD is decreasing for 2026–2027, based on declining enrollment and fewer school purchases of out of classroom teachers
- We expect to need approximately 350 fewer elementary teachers and 400 fewer secondary teachers
- Current District labor proposals offer to lower class size in 11th and 12th grade, which will require additional teachers
- Based on projected retirements and other separations, we will enact a hiring freeze until all displaced teachers have been placed in an assignment

# What Happens to School-based Employees?

- The reductions for 2026-2027 are focused on Central Office positions, using attrition to account for teacher-level and school-based reductions
- Teachers displaced from school sites based on declining enrollment will be placed in vacancies at other schools
- Classified employees whose positions were reduced or eliminated through school budget decisions will be restored, and employees will be placed in new assignments as vacancies occur throughout the year
- This calculated risk allows the focus to remain on instruction at school sites for the remainder of the school year

# Which positions are affected by the Reductions?

Net Position Closures	Positions with Reduction in Hours/Basis Changes
657	74

\* Represents 1% of total FTE count

# Major RIFs at Other Districts Last Year

District	2024-25 RIF*	FTE**	% of Employees
Santa Ana Unified	280	4,392	6.4%
Berkeley Unified	184	1,131	16.3%
Pasadena Unified	151	1,495	10.1%
San Francisco Unified	837	9,000	9.3%
Santa Rosa Elementary	151	697	21.6%
Monrovia Unified	42	536	7.8%

\* Source: EdSource, The Daily Californian, Pasadena Now

\*\* Source: National Center for Education Statistics 2023-24

# Budget Context

- Even with the proposed RIF, further reductions in 2027–28 already needed based on the MYP
- Available reserves already being fully utilized:
  - Full transfer of Fund 17 into the General Fund
  - Release of OPEB funds made available in June
  - Assigned balances released as part of FSP
- The District did not authorize a RIF last year

# What happens if the RIF is not Authorized?

- Results in an increase in the District's projected expenditures and deficits for 2026–27 and beyond
- May impact the District's ability to meet its financial obligations and lead to financial insolvency and State oversight
- Significantly reduces the District's options, and shortens timeframe for implementation
  - Next year's RIF would need to double to compensate for the reduced savings
  - Updated Fiscal Stabilization Plans would need to identify the specific actions the District will take to address the shortfall
    - *Deeper* reductions to programs like SENI would likely be necessary
  - Next year, retirements and attrition would not be sufficient to mitigate the impact on individual employees, resulting in significant layoffs

# What Happens Next?

- February 17 – Board Vote on issuing notices
- By March 15 – Initial notices are sent to impacted employees via US and Certified Mail
- May–June
  - Board Authorizes Final Notices
  - Final Notices and/or Rescissions sent to employees via US and Certified Mail
- June 30 – final day in current assignment for affected employees

# Strategies to Mitigate Impact and Reduce Final Notices

- Continued advocacy for additional sustainable funding
- Continued review of General Fund expenditures
- Evaluation of outside contracts
- Evaluation of non-classroom expenditures
- Identification of future vacancies through attrition
  - As employees retire, vacancies will be identified, and will be filled in order of seniority within classifications and credential areas
  - Pause on new hires, pending analysis of available LAUSD staff

# Re-Employment Lists

- We will continue to make every effort to reduce impact of reductions prior to June 30<sup>th</sup>
- Employees who have not received an assignment by June 30<sup>th</sup> will be placed on a Reemployment list for 39 months, and will be offered assignments in order of seniority

**Resources and FAQ  
will be posted on the LAUSD website**