

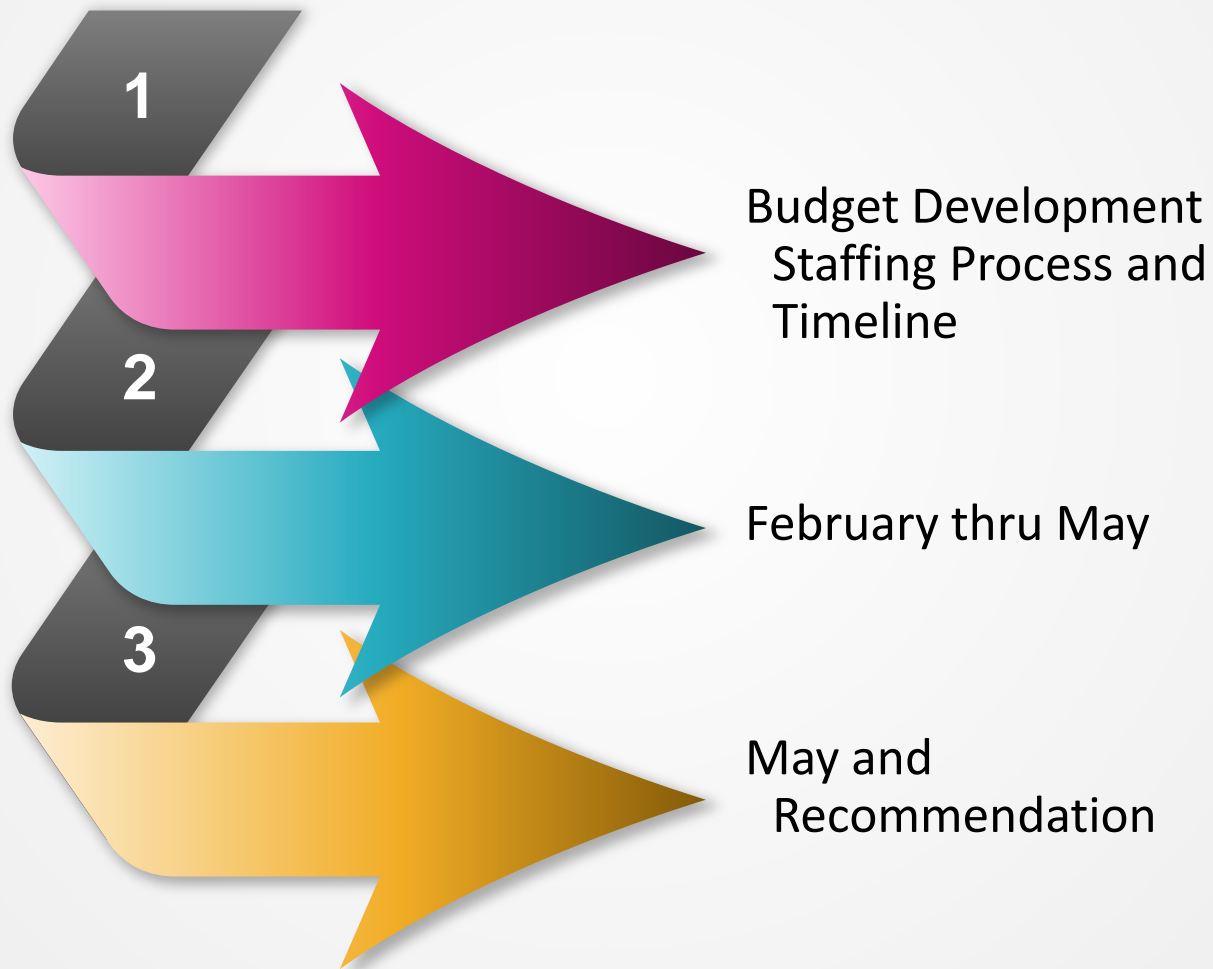


Resolution No. 3203 Regarding Proposed Decision of Administrative Law Judge and Implementing Certificated Layoffs

Board Meeting
May 6, 2021
Agenda Item No. 10.3

Presented by: Cancy McArn, Chief Human Resources Officer

Agenda



Budget Development Process - Staffing

- Staffing allocations sent by Business Office to administrators
- Budget Development Staffing Meeting that takes place in January and February is one step in the PROCESS of staffing allocations and future staffing
- Adjustments can be made throughout the yearlong Budget Development Process
- Built in feedback loops
 - 1:1 meetings with supervisor prior to Budget Development Staffing Meeting in January and February
 - Post meetings as requested
- Integrated approach resulting in cross-departmental team engagement – these types of engagements are still happening on a regular basis

Budget Development Staffing Process

December

Sites/Depts. receive staffing allocations

February

- HR processes data from Budget Development Staffing meetings
- Board Resolution to issue preliminary layoff notices to meet March 15 Ed Code deadline

April

Layoff Hearing with an Administrative Law Judge

January/February

Sites/Depts. meet with stakeholders, then participate in Budget Development Process Meetings with Budget/HR/Instructional Assistant Superintendents

March

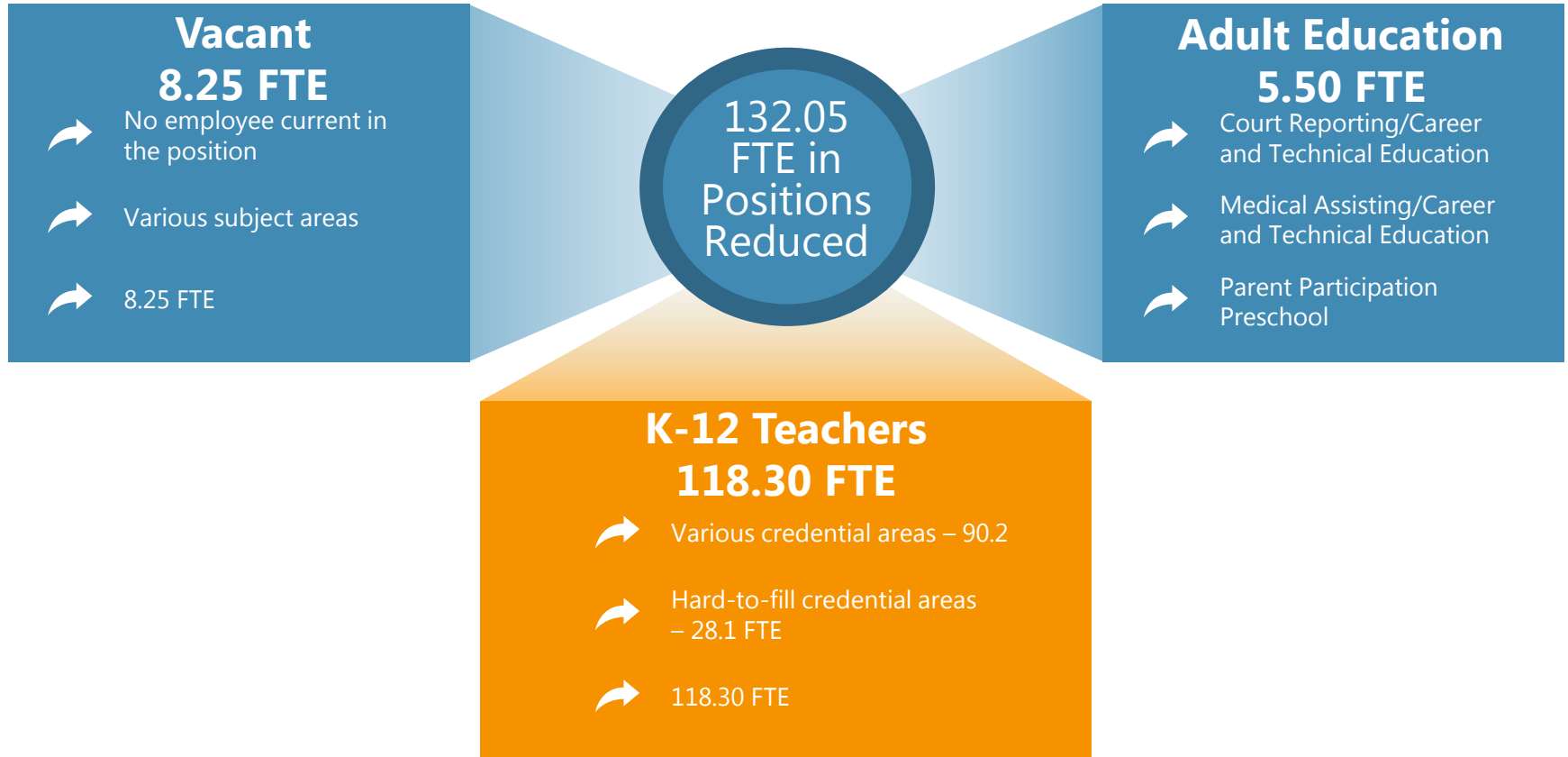
HR completes analysis and issues preliminary layoff notices to affected employees

May

- Administrative Law Judge Decision
- Board Resolution to issue final layoff notices prior to May 15, (as per Ed Code)
- HR issues final layoff notices prior to May 15

Layoff notices rescinded throughout this process as enrollment, funding, or attrition changes

February 18, 2021 Board Action for Preliminary Layoff Notices



64 Preliminary layoff notices sent prior to the March 15 Ed Code deadline

March 15 Preliminary Notices Sent to Meet Ed Code Timeline

**Analysis completed,
attrition accounted
for and preliminary
notices sent**

**64 preliminary
notices sent
prior to March 15**

**Employees able
to request a
hearing with the
Administrative
Law Judge**

The District met the timelines as established by the Education Code for these preliminary March 15th notices.

Even though the position reduction in the certificated layoff resolution totaled 132.05 FTE, due to vacancies, plus known and anticipated attrition, the District was able to limit the number of preliminary layoff notices to 64 certificated staff members.

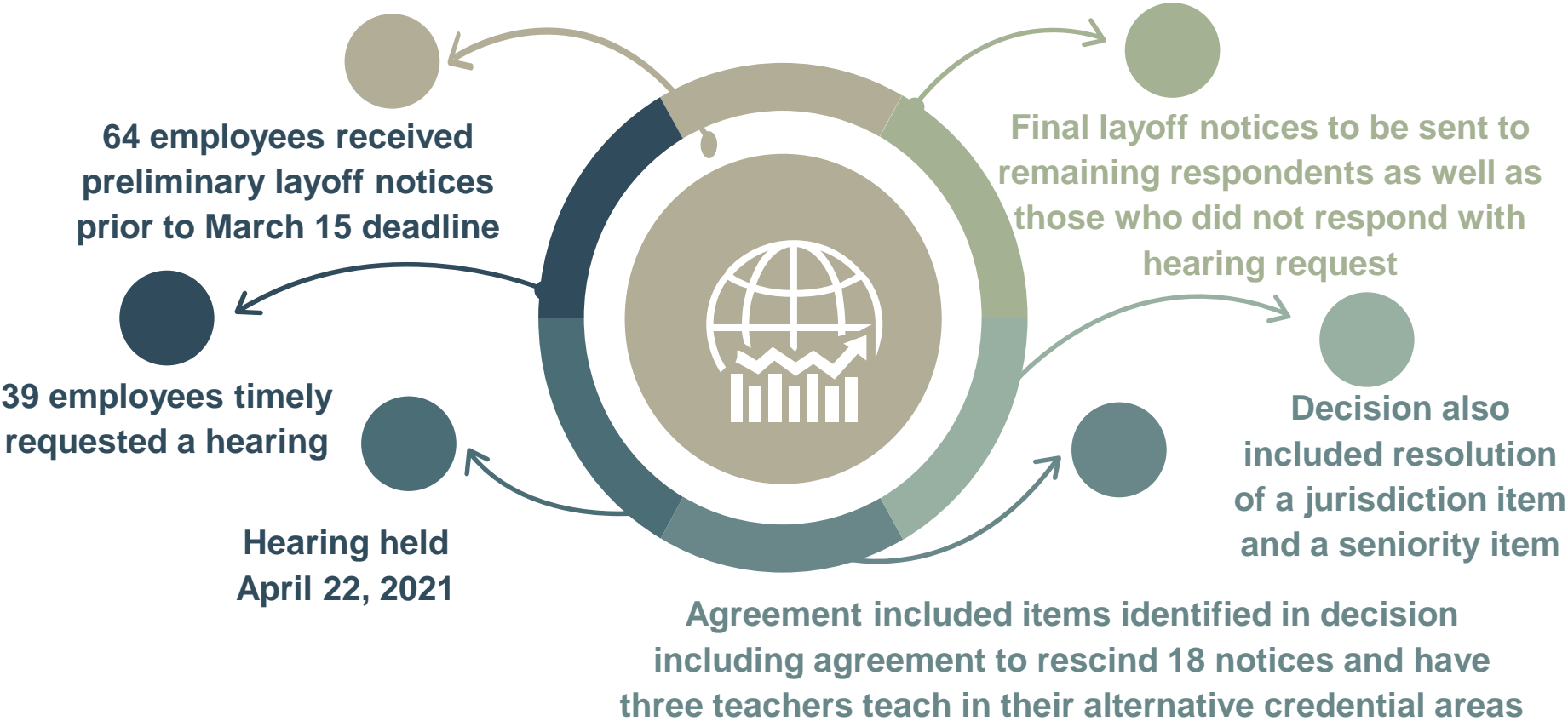
Employees who received a preliminary layoff notice had seven days to request a hearing on their proposed layoff.

Administrative Hearing Process



Administrative Law Judge Decision and Resolution

Decision dated April 28, 2021 and received by the District April 30, 2021



May 6, 2021 Board Action for Final Layoff Notices



44 Final Layoff Notices
additional notices can be rescinded
with additional enrolment, funding, and attrition

3 Spanish	2 Parent Participation Preschool	26 Multiple Subject
2 Music	2 Alternative Education	1 English
1 Automotive	1 Science	3 Adult Education
	3 Social Science	

44 final layoff notices to be sent prior to the May 15 Ed Code deadline

Final Layoff Notices to be Issued prior to May 15 Deadline

	Last Name	First Name	School Site	Subject Area
1	Toby	Tamara	A. Warren McClaskey	Adult Ed / Parent Ed
2	Von Lahr	Paula	A. Warren McClaskey	Adult Ed / Parent Ed
3	Centeno	Jorjina	Capital City	Alternative Ed
4	Haseltine	Sally	Capital City	Alternative Ed
5	Ballenger	James	John F. Kennedy	Automotive
6	Chufar	Bonnie	Charles A. Jones	Court Reporting
7	Doll	Lorraine	Charles A. Jones	Court Reporting
8	Ferguson	Jane	Fern Bacon	English
9	Rosa	Ruth	Charles A. Jones	Medical Assisting
10	Ramirez	Anaissa	Abraham Lincoln	Multiple Subjects
11	Blankenship	Lori	Camellia	Multiple Subjects
12	Franco	Linda	Camellia	Multiple Subjects
13	Sawusch	Kimberly	Crocker / Riverside	Multiple Subjects
14	Barton	Arianna	David Lubin	Multiple Subjects
15	Doan	Hong-An	Elder Creek	Multiple Subjects
16	Casteel	Amanda	Ethel I. Baker	Multiple Subjects
17	McClain	Colleen	Ethel I. Baker	Multiple Subjects
18	Pittman	Lina	Ethel I. Baker	Multiple Subjects
19	Brinkley	Shannon	Father KB Kenny	Multiple Subjects

20	Mattson	Alyssa	Genevieve Didion	Multiple Subjects
21	Schaap	Alyssa	Golden Empire	Multiple Subjects
22	Rozakis	Antonia	Hollywood Park	Multiple Subjects
23	Hume	Howard	John Sloat	Multiple Subjects
24	Douglas	Lisa	Matsuyama	Multiple Subjects
25	Wakabayashi	Kyle	Nicholas	Multiple Subjects
26	Isaguirre Bexola	Gabriella	Oak Ridge	Multiple Subjects
27	Alvarado	Lissa	Pacific	Multiple Subjects
28	Garland	Ashley	Pacific	Multiple Subjects
29	Nuno	Yvonne	Pacific	Multiple Subjects
30	Robinson	Dawn	Pacific	Multiple Subjects
31	Lim	Judy	Parkway	Multiple Subjects
32	Peltz Planchon	Tiffany	Phoebe Hearst	Multiple Subjects
33	Hughes	Kristen	Sequoia	Multiple Subjects
34	Huynh	Tracy	William Land	Multiple Subjects
35	Marax	Lauren	William Land	Multiple Subjects
36	Araujo	Spenser	Albert Einstein / Music Section	Music
37	Peruzzi	Nicola	Rosemont	Music
38	Wells	Michael	Martin Luther King Jr.	Science
39	Wolf	Jaime	Hiram Johnson	Social Science
40	Tite	Wesley	Rosemont	Social Science
41	Aguilera	Francisco	The Met	Social Science
42	Billings	Mary	Hiram Johnson	Spanish
43	Mondragon	Alexandra	Luther Burbank	Spanish
44	Barrera Cisneros	Nancy	Caleb Greenwood	Spanish (Prep)

Recommendation and Next Steps

1

Recommend approval of Resolution 3203 and staff will issue final layoff notices per the May 15 Education Code deadline

2

Given all actions to this point, staff is prepared to issue final layoff notices to those employees authorized by the Administrative Law Judge plus those who did not timely request for the hearing, as noted in the Resolution

3

Current known vacancies will post for internal consideration only, surplus opportunity will then take place for those senior teachers to select their positions for next school year, then the District will be able to determine if additional layoff notices can be rescinded based on vacancies.

4

Additionally, should enrollment increase or additional appropriate attrition take place or funding be identified, additional layoff notices may be rescinded

Questions