

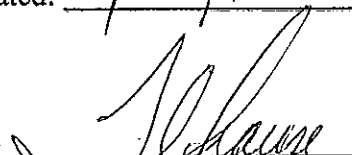
SANTA CRUZ CITY SCHOOLS DISTRICT
SIDE LETTER AGREEMENT REGARDING 2010 ADULT EDUCATION
CERTIFICATED LAYOFF

This Settlement Agreement is entered into between Santa Cruz City Schools District ("District") and Greater Santa Cruz Federation of Teachers AFT Local 2030 ("Federation") with regard to the 2010 certificated layoff, OAH Case No. 2010030242:


1. The District will issue layoff notices for 50% of the 2009-2010 assignment for the following employees: Rebecca Weber, Lori Colman, Tom Conant, Donna LaValley, Wendy Wyckoff, Toni Miras, Bettina Sander, Marina Malikoff. These employees will retain 50% of their 2009-2010 hours and will be assigned to the appropriate number of hours in an assignment that they are credentialed to teach.
2. The permanent employees listed in #1 above shall have rehire rights for 39 months, except for the probationary employee, Marina Malikoff, who will have 24 months rehire rights, to the following number of hours: Rebecca Weber (29 hours), Lori Colman (23 hours), Tom Conant (35 hours), Donna LaValley (27 hours), Wendy Wyckoff (27.29 hours), Toni Miras (26 hours), Bettina Sander (30 hours), Marina Malikoff (26 hours). Except for Wendy Wyckoff, who is currently teaching in Parent Ed, rehire rights shall be to any Adult Education (non Parent Education Co-Op) courses which the employee is credentialed to teach.
3. The District and the Federation do not agree regarding the status of the following employees: Jeanne Carriere, Cory Cherk, Laura Tobias, Nancy Samsel, Kimberly Woodland, Marjorie Klepp, and Dara Thornton. The District believes they are temporary employees; the Federation contends they are permanent. For the purposes of this layoff only, the Parties agree to the following:
 - a. The District will issue final layoff notices to the employees named above for their entire assignment.
 - b. These employees will have rehire rights for a period of 39 months, to Parent Education Co-Op positions only.
 - c. Rehire rights shall be to the following number of hours: Jeanne Carriere (22.27), Cory Cherk (22.27), Laura Tobias (21.63), Nancy Samsel (21.12), Kimberly Woodland (21.12), Marjorie Klepp (21.09), and Dara Thornton (21.09).
 - d. Although the Parties disagree on whether "Addendum" hours should be counted towards tenure, since "Addendum" hours are included in the rehire hours listed above, they will also be counted as hours to satisfy the rehire rights.
 - e. Once the terms of this Agreement are satisfied, the Parties reserve the right to contest the status and/or tenure hours for these employees at a later date.
4. The seniority list for Adult Education (all non-Parent-Education Co-Op program) is attached as Exhibit A. The seniority list for Parent Education is attached as Exhibit B. Exhibit C reflects those employees who qualify for rehire in the Parent Ed program based on 3b above.

5. The GSCFT has acknowledged that the following employees are temporary: Katie Hinnenkamp, Barbara Burke, Helen Meservey, Kenza Temsamani, Nanda Wilson, and Seewing Yee.
6. This Agreement is not precedent setting and does not constitute a past practice.
7. The Parties agree that temporary employees who received release notices will be granted first consideration for vacancies during the 2010-11 school year after those laid off employees have been offered positions and before those outside the District are considered. It is expressly understood that temporary employees must meet all appropriate credentialing requirements.
8. This Agreement is understood to be a Side Letter to the current Collective Bargaining Agreement between the District and the Union. Any disputes concerning the interpretation or application or alleged violation of the Agreement will be subject to Article V of the current Collective Bargaining Agreement, including final binding arbitration.
9. The Federation represents all teachers who have requested hearings. The Union, on behalf of those teachers it represents, agrees to rescind their Requests for Hearing and waive their right to a hearing.
10. This Agreement is final upon ratification by the Governing Board.

Dated: 4/21/10



Gary S. Bloom, Superintendent, or Designee



Barry Kirschen, Federation President

EXHIBIT A

Adult Education
Permanent Employees
Seniority List
(Non Parent Education Classes)

Name	Seniority Date	Status	Current Program	09-10 Hours	Side Letter Rehire Hours	Credential
Rebecca Weber	3/1/1977	Permanent	ABE	27	29	Life Standard Elementary Teaching Credential
Lori Colman	9/18/1978	Permanent	ESL	20	23	Life Designated Subjects Adult Education Teaching Credential: Foreign Language, Adult Basic Education
Tom Conant	6/18/1984	Permanent	Computers/EDD	30	35	Clear Single Subject Teaching Credential: Social Science
Donna LaValley	3/18/1985	Permanent	ESL/HS Diploma	27	27	Clear Standard Secondary Teaching Credential: English, Spanish
Mary Powers	11/18/1988	Permanent	Principal	20	23	Clear Multiple Subject Teaching Credential
Toni Miras	10/9/1989	Permanent	ESL	23	26	Clear Designated Subjects Adult Education Teaching Credential: Arts & Crafts English and Humanities French Spanish Basic Education
Wendy Wyckoff	3/1/1994	Permanent	Parent Education	25	27 29	Clear Designated Subjects Adult Education Teaching Credential: Social Science, Parent Education, Basic Education
Bettina Sander	8/4/2003	Permanent	ESL/Coordinator	31	30	Clear Designated Subjects Adult Education Teaching Credential: Spanish Social Sciences Elementary and Secondary Basic Skills English as a Second Language Life Science (incl General Sci)
Marina Malikoff	9/1/2008	Probationary	ESL	25	26	Clear Designated Subjects Adult Education Teaching Credential: Elementary and Secondary Basic Skills English as a Second Language

EXHIBIT B

Adult Education
Permanent Employees
Seniority List
(Parent Education Classes)

Name	Seniority Date	Status	Current Program	09-10 Hours	Side Letter Rehire Hours	Credential
Wendy Wydkoff	3/1/1994	Permanent	Parent Education	25	27.29	Clear Designated Subjects Adult Education Teaching Credential: Social Science, Parent Education, Basic Education

EXHIBIT C

Adult Education

Employees Qualified for Rehire in Parent Education Co-Ops with SCCS Adult Education

Name	Date of Hire	Hours with rehire rights	Current Program
JEANNE CARRIERE	9/1/1995	22.27	Parent Education Co-Op
CORY CHERK	8/1/1999	22.27	Parent Education Co-Op
NANCY SAMSEL	9/1/2002	21.12	Parent Education Co-Op
MARJORIE (MAGGIE) KLEPP	9/1/2003	21.09	Parent Education Co-Op
LAURA TOBIAS	9/1/2003	21.63	Parent Education Co-Op
DARA THORNTON	9/1/2004	21.09	Parent Education Co-Op
KIMBERLY WOODLAND	12/1/2006	21.12	Parent Education Co-Op