

SANTA CRUZ CITY SCHOOLS DISTRICT

RESOLUTION # 32-09-10

RESOLUTION AND DECISION NOT TO REEMPLOY CERTIFICATED K-12 EMPLOYEES FOR
THE 2010-11 SCHOOL YEAR

WHEREAS, the Board of Trustees of the Santa Cruz City Schools District adopted a Resolution on March 3, 2010, authorizing and directing the Superintendent or Superintendent's designee to initiate and pursue procedures necessary to not reemploy the equivalent of fifty six point nine (56.9) full-time certificated employees of this District pursuant to Education Code sections 44949 and 44955 because of a reduction and/or discontinuance of particular kinds of services; and

WHEREAS, the Superintendent or Superintendent's designee duly and properly served notice on the certificated employees listed on Attachment "A" on March 10, 2010 indicating that the Governing Board did not intend to reemploy them to the extent indicated in the Resolution and Notice for the 2010-11 school year; and

WHEREAS, the certificated employees listed on Attachment "A" were informed of their right to request a hearing and that failure to do so in writing would constitute a waiver of the right to a hearing; and

WHEREAS, the Superintendent's designee entered into Side Letter Agreement with the Greater Santa Cruz Federation of Teachers, attached hereto as Attachment "B", in order to resolve the contested layoff issues; and

WHEREAS, all employees who requested a hearing rescinded their requests and waived their right to a hearing; and

WHEREAS, the Board approved the Side Letter Agreement on April 21, 2010;

THE BOARD HEREBY FINDS sufficient cause for not reemploying the certificated employees listed on Attachment "C" to the extent indicated in the Resolution #20-09-10 and finds that the decision not to reemploy these employees relates to the welfare of Santa Cruz City Schools District and the pupils thereof; and

BE IT FURTHER RESOLVED that the Board shall reduce particular kinds of services to the extent indicated on Resolution #20-09-10 and said decision shall be effective immediately;

FURTHERMORE, considering the certificated staff requirements of Santa Cruz City Schools District for the 2010-11 school year, as well as the seniority and qualifications of each of the certificated employees of the District, it is necessary that the services of the certificated employees listed on Attachment "C" will not be required for the ensuing school year; and

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent of Santa Cruz City Schools District or Superintendent's designee, is authorized and directed to notify those certificated employees listed on Attachment "C", pursuant to Section 44949 of the Education Code, that their services will not be required by this District for the ensuing 2010-11 school year. Said notice shall be given by serving upon the certificated employees listed on Attachment "C" a true copy of this Resolution and Decision Not to Reemploy Certificated K-12 Employees.

Duly and regularly adopted this 28th day of April, 2010, by the following vote:

AYES: _____ NOES: _____ ABSENT: _____

Rachel Dewey-Thorsett, President, Board of Trustees
Santa Cruz City Schools District

Exhibit "A"
Preliminary Layoff Notice Recipients
3/10/10

LAST	FIRST	FTE
ANDERSON	STEVEN	1.0
ANDERSON	VIRGINIA	1.0
ANDREWS	KELLY	1.0
ARAGON	EMILIANO	1.0
ASAMOTO	ERIN	1.0
ATLANSKY	GAIL	1.0
ATTEMA	KAREN	0.2
BANK	TODD	0.4
BANKS	BRANNA	0.8
BATLEY	THOMAS	1.0
BENITEZ (LOA)	KAREN	1.0
BLANCHARD	HEIDI	1.0
BROOKS	JESSICA	0.8
BURNS	NATALIE	1.0
CAMPBELL	EMILY	1.0
CENTANNI	BENJAMIN	1.0
CONNER	BROOKE	1.0
CRAMER	ADRIENNE	1.0
DAHLEN	LUKE	1.0
D'AMICO	JOSEPH	1.0
DANIEL	ALISON	0.8
DEAR	MELISSA	1.0
DELANEY	SHANNON	1.0
DIEBERT	ALYSON	1.0
EASTMAN	MYRA	0.4
FEREJOHN SWETT	MARISSA	1.0
FOX	HAYLEE	1.0
GABLE	DEBRA	0.5
GARKEY (LOA)	KATHARINE	0.6
GLICK	EVELYN	0.4
GLICK	LISA	0.2
HABER	ELEANOR	1.0
HADREAS	ALYSON	0.5
HAMILL	ANNE	0.4
HANSEN	CRISSY	1.0
HARTKE	JACQUE	0.33
HEADY	SUSAN	1.0
HEANEY	KATHERINE	0.8
HENNIG	IVER	0.5
HOUSER	KENEE	1.0
HUBBARD	MICHELLE	0.33

LAST	FIRST	FTE
JENNINGS	SANDRA	1.0
JOHANNESON	THERESE	0.7
JONES	LISA	0.5
JOSEPH	ZACHARY	0.8
JULIN	PATRICIA	0.7
KEENAN (LOA)	KELLY	1.0
KIEL	C. STEPHEN	1.0
KLINE	MARGARET	1.0
KOPALD	STEVEN	1.0
LAWRENCE	BARBARA	0.6
LENZ	KRISTEN	1.0
LINDSAY	PORTIA	0.6
MCDUGALL	CATHERINE	1.0
MCKINNEY	MICHELLE	0.5
MEDINA	IRENE	1.0
MOEN	SUSAN	1.0
MOHULSKI	MATTHEW	0.6
NEWTON	JENNIFER	0.8
NINO OLIVA	TERESA	0.5
OATEY	CHARLENE	0.5
OHANA	IRENE	1.0
OLAMIT	JESSICA	1.0
PERRY	JULIANNA	0.4
PRESLEIGH	MAREN	1.0
ROJAS	ARIEL	1.0
SAMMET	CAROLINE	1.0
SCHROEDER	PATRICIA	0.5
SCHUTZ	MATTHEW	0.8
SMITH	JOYCE	1.0
SPEAR	GREGORY	0.8
SPIERS	AMY	0.5
STORER	LISA	1.0
TRAVERS	PATRICIA	1.0
URQUHART	YANIRA	1.0
VILLALOBOS-OSEY	LAURA	0.5
WHITFIELD (LOA)	ERIN	1.0
WILES	BRIANA	1.0
WYRSCH	BRONWYN	1.0
YURMAN	LARA	0.5
ZALEHA	VERONICA	1.0

SANTA CRUZ CITY SCHOOLS DISTRICT
SIDE LETTER AGREEMENT REGARDING K-12 2010 CERTIFICATED LAYOFF

The District and the Federation met on April 16, 2010 to resolve concerns about the preliminary certificated notices. It was understood that several of the preliminary notices were issued due to shared dates of hire. The District and the GSCFT reviewed and implemented the Board approved Tie -Breaker criteria, allowing the rescission of several notices.

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 immediately rescind layoff notices as follows: Heidi Blanchard (due to her obtaining her BCLAD subsequent to March 15), Susan Heady (.4 rescission), Shannon Delaney, Virginia Anderson, Melissa Dear, Jessica Olamit (.4 rescission), Irene Ohana, Lisa Storer, Margaret Kline (.5 rescission), Matt Schutz (.4 rescission), Greg Spear (.2 rescission), Emiliano Aragon (obtained CLAD certification subsequent to March 15), Kelly Andrews (.3 rescission), Steve Kiel (.6 rescission), Steve Kopald (.2 rescission), Myra Eastman, Iver Hennig, Allison Daniel (.2 rescission), Yanira Urquhart, Steve Anderson (.4 rescission), Julianna Perry, Michele Hubbard (.18 rescission), Debra Gable, Joyce Smith, Erin Whitfield (.8 rescission), Evelyn Glick, Gail Atlansky.
2. Shannon Delaney will be placed in a music position. She will be offered a multi-subject position in seniority order, should such positions become available.
3. Martha Dyer will be placed in a 7/8 CORE position (due to emergency LMT credential).
4. The District does not intend to fill the anticipated Adaptive PE vacancy.
5. For all probationary and permanent employees laid off and temporary employees released for the 2010-11 school year, the District will pay the District portion towards Health and Welfare benefits through August 31, 2010 which has been the District practice each year with or without a side letter agreement. The employee's portion will be deducted from the June 30, 2010 pay warrant.
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 laid off employees with rehire rights 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 6 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

[Signature] 4/21/10
Gary S. Bloom, Superintendent, or Designee

[Signature] 4/21/10
Barry Kirschen, Federation President

Exhibit "C"
Final Layoff Notice Recipients
May 2010

LAST	FIRST	FTE
ANDERSON	STEVEN	0.6
ANDREWS	KELLY	0.7
ASAMOTO	ERIN	1.0
ATTEMA	KAREN	0.2
BANK	TODD	0.4
BANKS	BRANNA	0.8
BATLEY	THOMAS	1.0
BENITEZ	KAREN	1.0
BROOKS	JESSICA	0.8
BURNS	NATALIE	1.0
CAMPBELL	EMILY	1.0
CENTANNI	BENJAMIN	1.0
CONNER	BROOKE	1.0
CRAMER	ADRIENNE	1.0
DAHLEN	LUKE	1.0
D'AMICO	JOSEPH	1.0
DANIEL	ALISON	0.6
DIEBERT	ALYSON	1.0
FEREJOHN SWETT	MARISSA	1.0
FOX	HAYLEE	1.0
GARKEY	KATHARINE	0.6
GLICK	LISA	0.2
HABER	ELEANOR	1.0
HADREAS	ALYSON	0.5
HAMILL	ANNE	0.4
HANSEN	CRISSY	1.0
HARTKE	JACQUE	0.33
HEADY	SUSAN	0.6
HEANEY	KATHERINE	0.8
HOUSER	KENEE	1.0
HUBBARD	MICHELLE	0.17
JENNINGS	SANDRA	1.0
JOHANNESON	THERESE	0.7
JONES	LISA	0.5

LAST	FIRST	FTE
JOSEPH	ZACHARY	0.8
JULIN	PATRICIA	0.7
KEBNAN	KELLY	1.0
KIEL	C. STEPHEN	0.4
KLINE	MARGARET	0.5
KOPALD	STEVEN	0.8
LAWRENCE	BARBARA	0.6
LENZ	KRISTEN	1.0
LINDSAY	PORTIA	0.6
MCDOUGALL	CATHERINE	1.0
MCKINNEY	MICHELLE	0.5
MEDINA	IRENE	1.0
MOEN	SUSAN	1.0
MOHULSKI	MATTHEW	0.6
NEWTON	JENNIFER	0.8
NINO OLIVA	TERESA	0.5
OATEY	CHARLENE	0.5
OLAMIT	JESSICA	0.6
PRESLEIGH	MAREN	1.0
ROJAS	ARIEL	1.0
SAMMET	CAROLINE	1.0
SCHROEDER	PATRICIA	0.5
SCHUTZ	MATTHEW	0.4
SPEAR	GREGORY	0.6
SPIERS	AMY	0.5
TRAVERS	PATRICIA	1.0
VILLALOBOS-OSEY	LAURA	0.5
WHITFIELD	ERIN	0.2
WILES	BRIANA	1.0
WYRSCH	BRONWYN	1.0
YURMAN	LARA	0.5
ZALEHA	VERONICA	1.0