

SANTA CRUZ CITY SCHOOLS DISTRICT
SIDE LETTER AGREEMENT REGARDING 2011 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 2011 certificated layoff, OAH Case No. 2011040029:

1. The District will rescind layoff notices for the following employees: Rebecca Weber, Lori Colman, Mary Powers (for the teaching portion of her assignment), Donna LaValley, Bettina Sander, Marina Malikoff.
2. The District will issue a final layoff notice to Wendy Wyckoff. In the event that the District and the three Parent Education Co-Ops finalize a Memorandum of Understanding for funding the 2011-2012 program, Ms. Wyckoff will be reemployed for her 2010-2011 hours.
3. The District and the Federation do not agree regarding the status of the following employees: Jeanne Carriere, Cory Cherk, Nancy Samsel, Kimberly Woodland, Marjorie Klepp, and Dara Thornton. The District believes they are temporary; 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 these employees.
 - b. These employees will have rehire rights for a period of 39 months, to Parent Education positions only.
 - c. Rehire rights shall be to the following number of hours: Jeanne Carriere (22.27), Cory Cherk (22.27), 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.
 - f. It is understood by the Parties that the Parent Education Co-Op Boards have agreed to pay the District share for these teachers' benefits during the summer months.
4. The seniority list for Adult Education is attached as Exhibit A. The rehire list for Parent Education pursuant to #3 above is attached as Exhibit B.
5. This Agreement is not precedent setting and does not constitute a past practice.
6. The Parties agree that temporary employees who received release notices will be granted first consideration for vacancies during the 2011-12 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.

7. 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.
8. 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.
9. This Agreement is final upon ratification by the Governing Board.

Dated: 4-13-11

Karen Ferdulis, Assistant Superintendent, HR
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 | Credential |
|-----------------|----------------|-----------|------------------|--|
| Rebecca Weber | 3/1/1977 | Permanent | ABE | Life Standard Elementary Teaching Credential |
| Lori Colman | 9/18/1978 | Permanent | ESL | Life Designated Subjects Adult Education Teaching Credential: Foreign Language, Adult Basic Education |
| Donna LaValley | 3/18/1985 | Permanent | ESL/HS Diploma | Clear Standard Secondary Teaching Credential: English, Spanish |
| Mary Powers | 11/18/1988 | Permanent | Principal | Clear Multiple Subject Teaching Credential |
| Wendy Wyckoff | 3/1/1994 | Permanent | Parent Education | Clear Designated Subjects Adult Education Teaching Credential: Social Science, Parent Education, Basic Education |
| Bettina Sander | 8/4/2003 | Permanent | ESL/Coordinator | 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 Mailkoff | 9/1/2008 | Permanent | ESL | Clear Designated Subjects Adult Education Teaching Credential: Elementary and Secondary Basic Skills English as a Second Language |

EXHIBIT B

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 KLEPP | 9/1/2003 | 21.09 | 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 |