

WARNER UNIFIED SCHOOL DISTRICT

AGENDA

NOTICE OF SPECIAL BOARD MEETING:

March 12, 2020

To: All Interested Citizens

In compliance with the Americans with Disabilities Act, if you need special assistance, disability-related modifications or accommodations, including auxiliary aids or services, in order to participate in the public meetings of the District's governing board, please contact the office of the District Superintendent at (760) 782-3517. Notification 24 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accommodation and accessibility to this meeting. Upon request, the District shall also make available this agenda and all other public records associated with this meeting in appropriate alternative formats for persons with a disability. Written notice is hereby given in accordance with Government Code Section 54956 that the following special meeting of the Governing Board of the Warner Unified School District will be held:

Written notice is hereby given in accordance with Government Code Section 54956 that the following special meeting of the Governing Board of the Warner Unified School District will be held:

Date: Thursday, March 12, 2020

Hour: 4:15 pm

Place: District Office

The business to be transacted at the meeting shall be limited to the following. No discussion can be held and no Governing Board action can be taken on items that are not on agenda.

- A. CALL TO ORDER**
- B. FLAG SALUTE**
- C. ROLL CALL**
- D. SPECIAL PRESENTATION**
- E. RECESS TO CLOSED SESSION**
- F. RECONVENE TO REGULAR SESSION**
- G. REPORT OF ACTION TAKEN IN CLOSED SESSION**
- H. ACCEPTANCE OF AGENDA**
- I. PUBLIC COMMENT ON AGENDA ITEMS ONLY**

ACTION ITEMS:

- 1. CONSIDERATION AND APPROVAL OF RESOLUTION NO. 2019-2020-005, OF INTENTION TO TERMINATE CERTIFICATED EMPLOYEES DUE TO A REDUCTION OF PARTICULAR KINDS OF SERVICES.**
- 2. CONSIDERATION AND APPROVAL OF RESOLUTION NO. 2019-2020-006, ADOPTING TIE-BREAKING CRITERIA FOR CERTIFICATED LAYOFF EFFECTIVE JULY 1, 2020.**

- J. INFORMATION ITEMS: None**
- K. ADJOURNMENT**

ACTION ITEM

1

- TOPIC:** Consideration and approval of Resolution No.2019-2020-005, of intention to terminate certificated employees due to a reduction of particular kinds of services.
- DESCRIPTION:** The Superintendent recommends that the Board of Education adopt a resolution to reduce the program and services of the Reading Specialist for the 2020-2021 school year.
- FISCAL IMPACT:** Savings of \$70,000.00/year
- RECOMMENDATION:** Recommend approval.

**WARNER UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

RESOLUTION NO. 2019-2020-005

**RESOLUTION OF INTENTION TO TERMINATE
CERTIFICATED EMPLOYEES DUE TO A REDUCTION
OF PARTICULAR KINDS OF SERVICES**

WHEREAS, the Board of Education of the Warner Unified School District has determined that it shall be necessary to reduce or discontinue the particular kinds of services of the District as itemized in Exhibit "A" at the close of the current school year; and

WHEREAS, it shall be necessary to terminate at the end of the 2019-2020 school year, the employment of certain certificated employees of the District as a result of this reduction or discontinuance in particular kinds of services;

WHEREAS, Education Code section 44955, subdivision (b), states that an employee who is "competent" to render a service must be retained in favor of an employee with less seniority, but does not define the term "competent;"

NOW, THEREFORE, BE IT RESOLVED that the Superintendent or designee is directed to send appropriate notices to all employees whose services shall be terminated by virtue of this action. Nothing herein shall be deemed to confer any status or rights upon temporary or categorically funded project certificated employees in addition to those specifically granted to them by statute.

BE IT FURTHER RESOLVED that for the purposes of Education Code section 44955, subdivision (b), the term "competent" shall be defined as described in Exhibit "B."

PASSED AND ADOPTED by the Warner Unified School District Board of Education on this 12th Day of March, 2020, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

Jeannean Rombal
President of the Board of Education

ATTESTED TO:

David MacLeod, Superintendent
{SR131524.DOC}

Secretary of the Board of Education

RESOLUTION NO. 2019-2020-005
EXHIBIT A

The Superintendent recommends that the Board of Education adopt a resolution to reduce the programs and services for 2020-2021 as follows:

<u>Services</u>	<u>Number of Full-Time Equivalent Positions</u>
Reading Specialist	0.8 FTE
Total Full Time Equivalent Reduction	.8 FTE

RESOLUTION NO. 2019-2020-005
EXHIBIT B

Competency Criteria

For the purposes of Education Code section 44955, subdivision (b), and due to the District's legal requirement under Education Code section 44225.7 to recruit and employ a fully-prepared teacher prior to recruiting and employing a teacher whom has not completed a teacher preparation program, the term "competent" shall refer to a certificated employee who is in current possession of a valid preliminary or clear credential for the subject matter or grade level as of March 15, 2020.

ACTION ITEM

2

TOPIC: Consideration and approval of Resolution No. 2019-2020-006, adopting tie-breaking criteria for certificated layoff effective July 1, 2020.

DESCRIPTION: The Board of Education has identified the District's needs, pursuant to Education Code section 44955, to be applied in the event that it is necessary to determine the order of termination for employees who first rendered paid service to the District on the same day ("Seniority Date").

FISCAL IMPACT: N/A

RECOMMENDATION: Recommend approval.

**WARNER UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

RESOLUTION NO. 2019-2020-006

**RESOLUTION ADOPTING TIE-BREAKING CRITERIA
FOR CERTIFICATED LAYOFF EFFECTIVE JULY 1, 2020**

WHEREAS, the Board of Education has identified the District's needs, pursuant to Education Code section 44955, to be applied in the event that it is necessary to determine the order of termination for employees who first rendered paid service to the District on the same day ("Seniority Date");

NOW, THEREFORE, BE IT RESOLVED that for the layoff effective July 1, 2020, the following tie-breaking criteria shall be applied for employees sharing the same Seniority Date:

<u>Criteria</u>	<u>Points</u>
<i>Teaching or Services Credential (e.g., Multiple or Single Subject) authorizing service for the District</i>	<i>1 per credential</i>
<i>Supplemental subject matter authorizations, authorizing service for the District</i>	<i>1 per authorization</i>
<i>Possession of active credential(s) authorizing service for the District</i>	<i>3 for each professional clear 2 for each preliminary 1 for each of any other credential</i>
<i>Column placement on salary schedule</i>	<i>1 per applicable column</i>
<i>Possession of Bilingual Cross-Cultural Language and Development certificate</i>	<i>1 for the certificate</i>

BE IT FURTHER RESOLVED that the criteria shall be applied as follows:

1. Points will be awarded based upon these criteria. Employees with a greater number of points shall be considered more senior than employees with a fewer number of points.
2. If application of the criteria fails to resolve a tie, the tied employees will be ranked in the following categories: (a) professional clear credential, (b) preliminary credential, (c) intern credential, (d) emergency, pre-intern, permit holder, and other. Among employees within each category, the employee with the earliest date of issuance of the credential or permit shall be considered the more senior employee.
3. If application of the criteria above fail to break a tie, then the tie shall be broken by a lottery conducted by the Superintendent or designee.

PASSED AND ADOPTED by the Warner Unified School District Board of Education on this
13th day of March, 2020, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

Jeannean Rombal
President of the Board of Education

ATTESTED TO:

David MacLeod, Superintendent
Secretary of the Board of Education