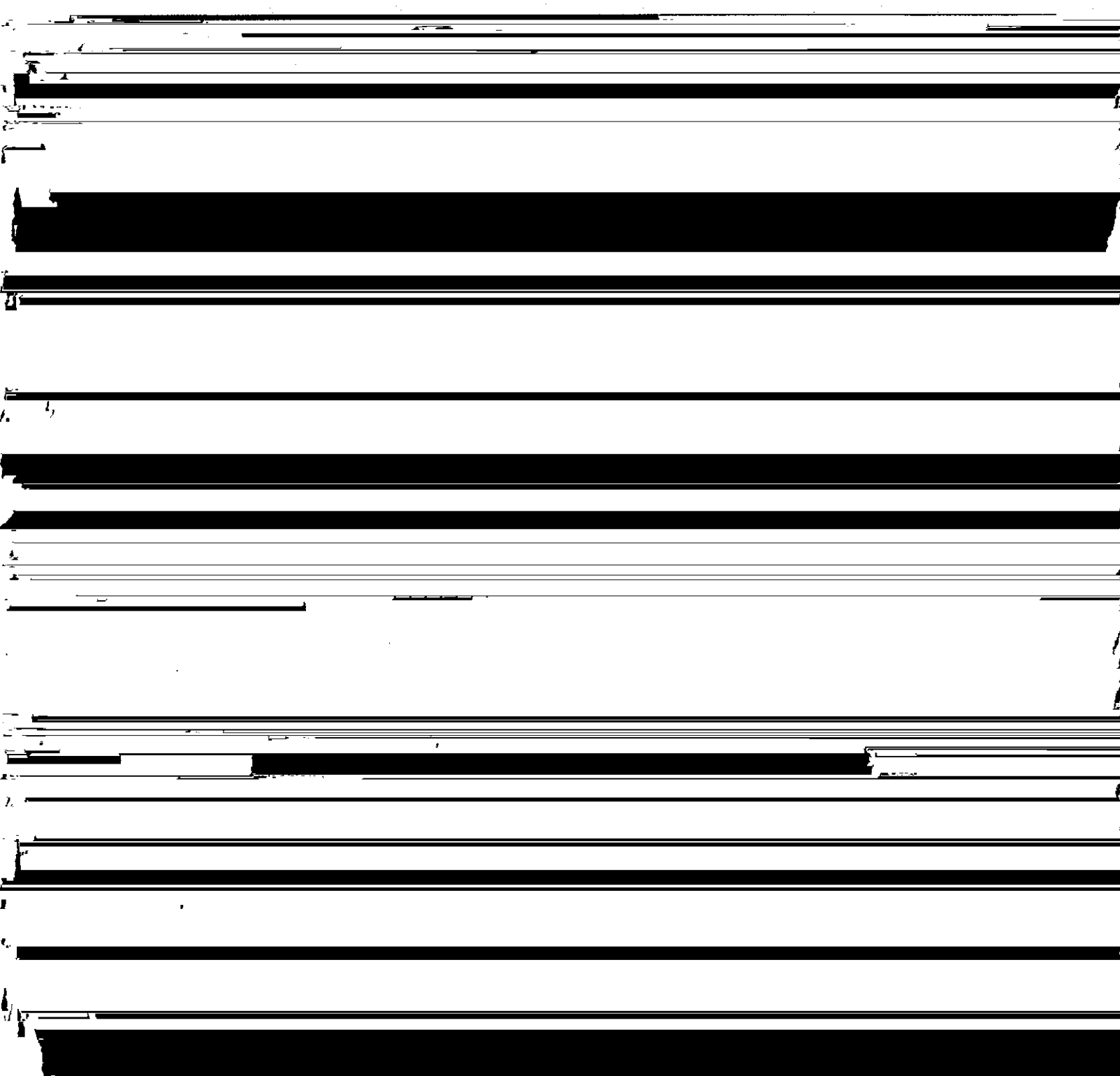


West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801
Office of the Superintendent

AMENDED

ITEM REQUIRING ATTENTION---BOARD OF EDUCATION



**BEFORE THE BOARD OF TRUSTEES
OF THE
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
CONTRA COSTA COUNTY, CALIFORNIA**

Resolution and Decision Not to)
Reemploy Certificated Employees)
_____)

RESOLUTION NO. 109-1112

WHEREAS, the Board of Trustees of the WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT adopted a Resolution on February 15, 2012, authorizing and directing the Superintendent or

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

ATTACHMENT A

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

LIST OF CERTIFICATED EMPLOYEES
SENT INITIAL LAYOFF NOTICES

Alberti	Stephanie	Nunez	Luz
Barclay	Gulbahor	Pehrson	Piper
Berry	Kris	Peters	Nina
Bellwork	Veronica	Peters	Tuder

Burks	Helene	Pleasants	Delina
Campos	Yecenia	Prak	Finy
Carrillo	Blanca	Ramos	Gianna
Casanares	Phillip	Rashid	Shukri
Catingub	Sheree	Rodrigues	Anjali
Cohen	Ellen	Seven	Katherine
Compadre	Amanda	Smith	Christina
Contawe	Nerissa	Smith-Kirknis	Nivia
Curtis	Laura	Soelter	Katrina
De Oliveira	Jean Pierre	Steinberg	Jessica
Edwards	Michael	Strickland	Jason
Fletcher	Richard	Sui	Grace
Gagen	Neil	Takenaka	Keiko
Gay	Jennette	Tennison-Luthy	Monica
Holliday	Tiffany	Tugawa	Buss

Keough	Ian	Vasquez	Victoria
Kuzmic	Kymerly	Wang	Joshua
Laforest	Chelsea	Welch	Allison
Lorville	Javier	Welch	Jessie

ATTACHMENT B

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

LIST OF CERTIFICATED EMPLOYEES
REQUESTING A LAYOFF HEARING

Burks	Helene
Carrillo	Blanca
Contawe	Nerissa
Curtis	Laura
De Oliveira	Jean Pierre
Gagen	Neil
Gay	Jennette
Holliday	Tiffany

Laforest	Chelsea
Lefkowitz	Corinna
Leon	Ignacio
Mccormick	Robert
McDonnell	Andrew
Nault	Heather
Nunez	Luz
Peters	Tyler
Pignante	Dolores

Smith	Christina
Steinberg	Jessica

ATTACHMENT C

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

LIST OF CERTIFICATED EMPLOYEES
TO RECEIVE FINAL LAYOFF NOTICE

Alberti	Stephanie
Barclay	Gulbahort
Berry	Kris
Bollwerk	Veronica
fernan	Veronica

Edwards	Michael
Fletcher	Richard
Gagen	Neil
Keough	Ian
Kuzmic	Kymberly
Laforrest	Chelsea

Leon	Ignacio
Madrigal	Maria
Miller	Leah
Pehrson	Piper
Peters	Nina
Peters	Tyler
Rodriguez	Anjali

EXHIBIT A

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

Copy of Proposed Decision by the Office of Administrative Hearings

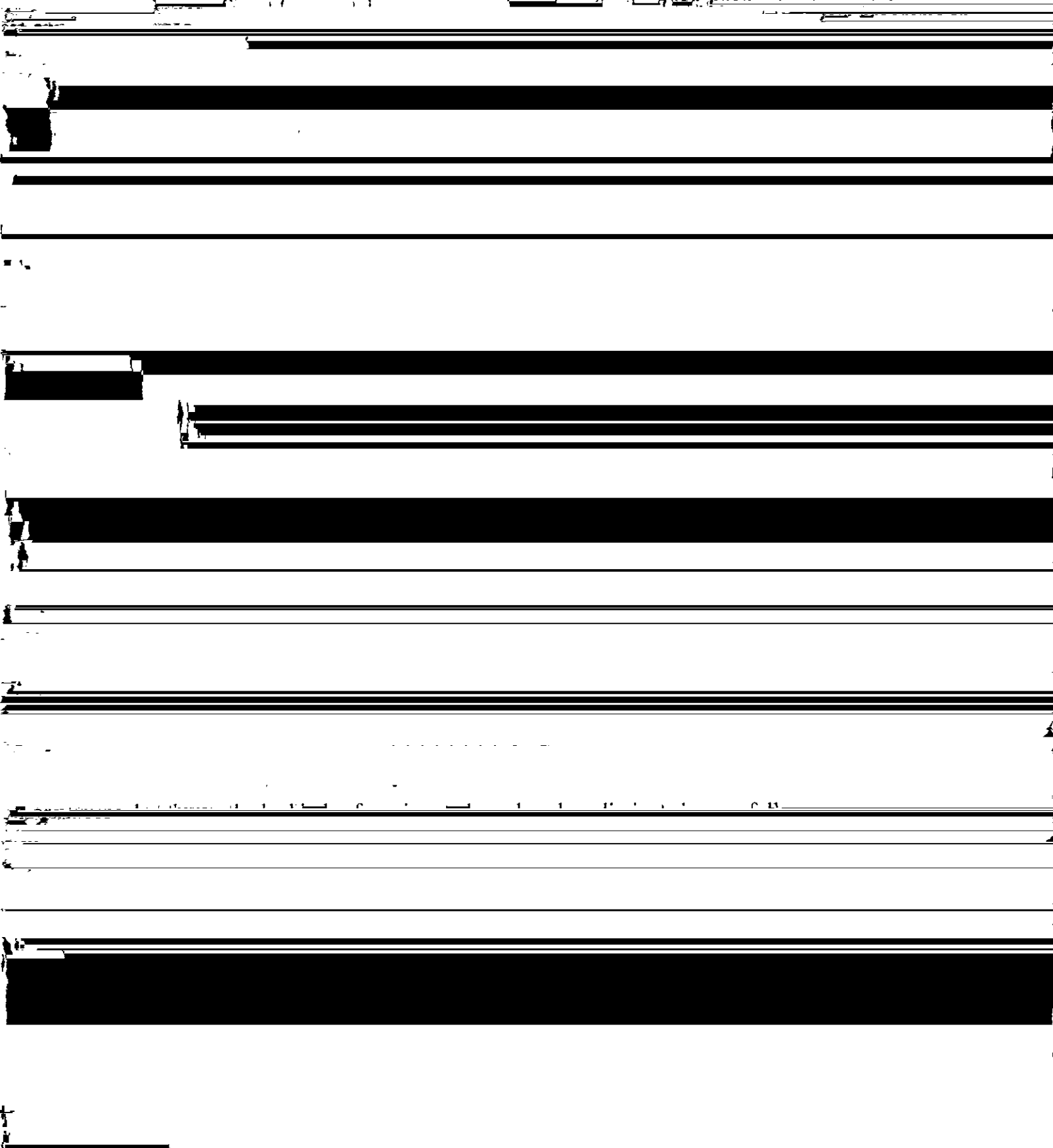
BEFORE THE GOVERNING BOARD OF THE
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
STATE OF CALIFORNIA

In the Matter of the Layoff of Certificated

_____ COUNTY OF WEST CONTRA COSTA, CALIFORNIA | CAUSE NO. 0010021100

2. Respondents are certificated employees of the district.

3. On February 15, 2012, the district's governing board adopted Resolution No. 89-1112 (the PKS resolution). In that resolution, the board determined that it is necessary to



The resolution directs the superintendent to send appropriate notices to all employees whose positions may be reduced or eliminated by virtue of the board's action.

the recommendation that their services will be reduced or eliminated for the 2012-2013

work with students, developed relationships with students and

Based upon this provision, the district did not issue layoff notices to 13 teachers at the turnaround schools: four multiple subject teachers at Lincoln; two English teachers and one

Social Science teacher at Helms; and three English teachers, one Social Science teacher and two counselors at De Anza. Because they were not issued layoff notices, those 13 teachers must be reemployed by the district for the 2012-2013 school year. The 13 teachers at the turnaround schools, however, are junior in seniority to respondents who were issued layoff notices in the same service areas; had the district not skipped the teachers at the turnaround schools, 13 respondents would not have been noticed for layoff.

8. To oversimplify a complex system, the federal government provides funds to schools that have high percentages of students from low-income families. The state is obligated to monitor the academic achievement of students in those schools. A school that fails to meet its objectives or fails to

How do you manage your classroom so that instructional time is maximized?

How do you make sure that students know the classroom standards of conduct?

When a student breaks the rules, why is it important to discipline with dignity? Is it important?

Are you a reflective practitioner? What does that mean in

12. The district used the core competencies to select teachers for Lincoln for the

17. Rashidchi testified that the district must strictly comply with all the terms of its SIG grants. It is her conviction that if district teachers were allowed to bump⁵ into positions at the turnaround schools based on their seniority, without passing a core

under the terms of the SIG grants, the district is obligated to establish a “culture of like-minded folks” at its turnaround schools, which prohibits new teachers from bumping into them.

22. The district has not identified any provision of federal or state law, or any term of its SIG grants, that prohibits the district from laying off teachers from turnaround schools, or from laying off teachers from turnaround schools based on their seniority.

District-wide positions

23. The PKS resolution calls for reductions in "Instructional Support Reading and Field Coach," "Project/Program Assistant," and "Teacher on Special Assignment." The

resolution refers to these as "district-wide" services because there are teachers serving in these positions at different sites in the district.

24. Assistant Superintendent Reinbogen explained how she implemented the

layoffs in these services. Reinbogen testified that she asked her staff to prepare a list of all

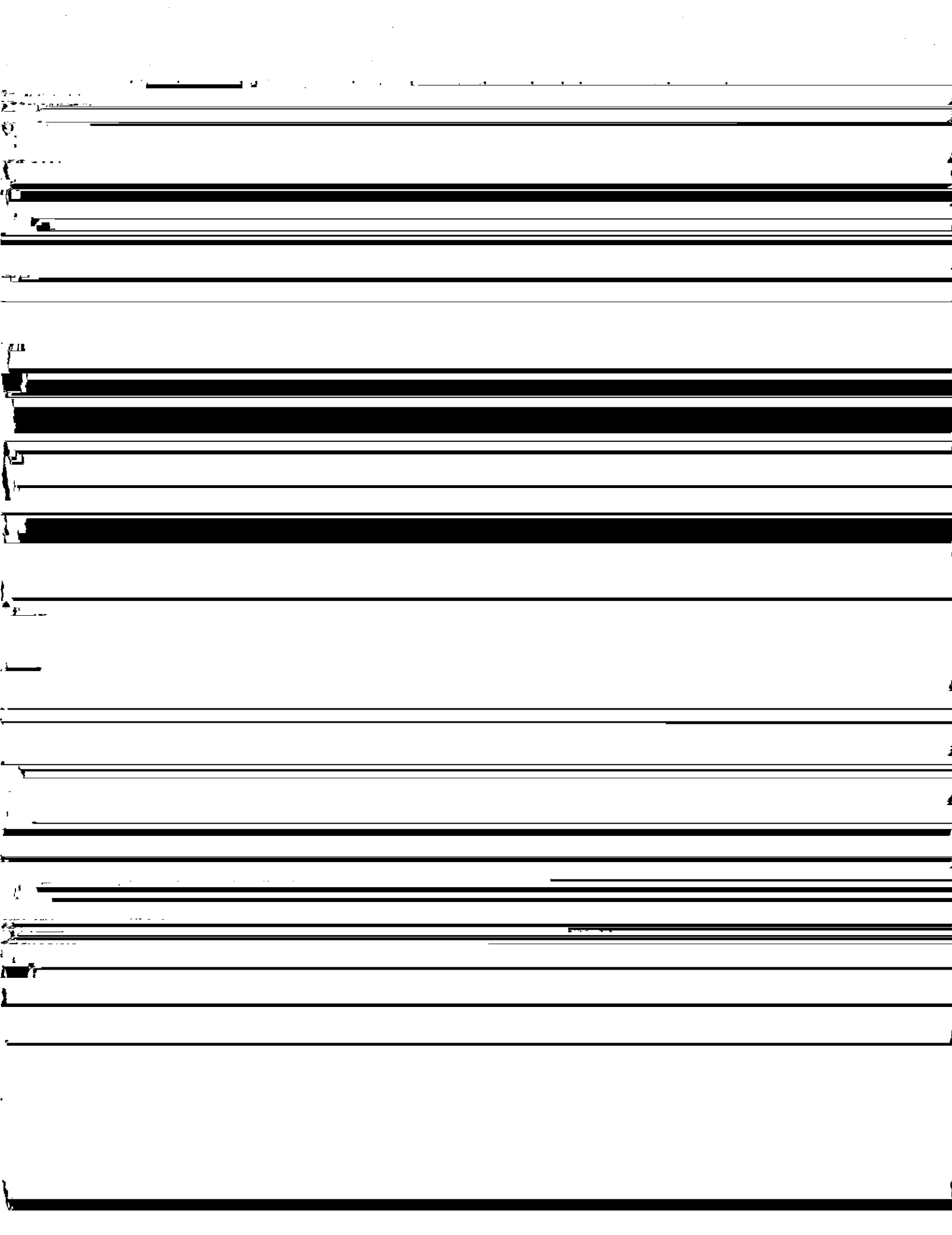
position of Instructional Support Reading & RLA Coach. None of the Instructional Support Reading & ELD Coaches were identified for layoff. Assistant Superintendent Reinhagen testified, however, that despite the position title given to Evert and Sigler on Exhibit 33, they in fact hold the positions identified in the PKS resolution; Reinhagen testified, in effect, that

presented. Reinhagen's testimony is persuasive. The evidence is that Evert and Sigler

Jann, in the position of "TOSA College & Career Center." "TOSA," Reinhagen testified, stands for teacher on special assignment.

34. According to the district's seniority chart, the five teachers on special

Ryan Shaw	8/23/05
Krista Jann	8/22/02
Lashauna Foster	12/10/98



interview if they wish to bump into positions held by junior teachers at the turnaround schools.

The district improperly identified Kristen Jann as subject to layoff under this category, as she

BEFORE THE GOVERNING BOARD OF THE
WEST CONTRA COSTA SCHOOL DISTRICT
STATE OF CALIFORNIA

In the Matter of the Layoff of Certificated
Employees of the West Contra Costa Unified
School District,

OAH No. 2012031129

Respondents.

DECISION

The attached Proposed Decision of the Administrative Law Judge is hereby adopted by the Governing Board of the West Contra Costa School District, State of California, as its Decision in the above-entitled matter.

This Decision shall become effective on _____.

IT IS SO ORDERED _____
