



RESOLUTION 051012-A

**FINAL RESOLUTION REGARDING REDUCTION OR ELIMINATION OF CERTAIN
CERTIFICATED SERVICES**

(Education Code sections 44949 and 44955)

RESOLVED, by the Governing Board of the Long Beach Unified School District that:

WHEREAS, on February 21, 2012, this Board adopted Resolution Number 022112-E reducing or discontinuing particular kinds of services; and

WHEREAS, on or before March 15, 2012, pursuant to the direction of this Board, the Superintendent and/or his designated representative(s) served notice to certain probationary and permanent certificated employees, that it has been recommended that each of their services will not be required for the 2012-2013 school year, pursuant to Education Code sections 44949 and 44955; and

WHEREAS, said notices served upon those probationary and permanent certificated employees advised them that they could request a hearing before the Governing Board to determine if there was cause for not reemploying them for the 2012-2013 school year and that if they failed to timely request a hearing, that failure would constitute the waiver of the right to a hearing, and their services would accordingly be terminated pursuant to the recommendation; and

WHEREAS, the Board employs temporary certificated employees pursuant to Sections 44909 and 44920 of the Education Code; and

WHEREAS, Section 44954 of the Education Code permits the Board to release temporary certificated employees from employment, with limited restrictions; and

WHEREAS, notwithstanding the provisions of Section 44954 which allows for the release, without a hearing, of temporary certificated employees, the Board directed Administration to initiate the procedure defined in Education Code sections 44949 and 44955 for the dismissal of certificated employees related to the reduction or elimination of particular kinds of services; and

WHEREAS, although temporary certificated employees are not generally entitled to the due process rights contained in Sections 44949 and 44955, because of uncertainty in the law, this Board directed Administration to notify all temporary certificated employees that if they claimed (1) they could not be released pursuant to Section 44954, and (2) they were entitled to a hearing pursuant to Sections 44949 and 44955, they could request a hearing on the merits; and

WHEREAS, said notices to temporary certificated employees stated that, in the event they claimed they were, in fact, probationary or permanent certificated employees of the District, or otherwise believed they were entitled to participate in the certificated layoff hearing process, said notices should also serve as notices that it has been recommended that each of their services as probationary or permanent certificated employees will not be required for the 2012-2013 school year, pursuant to Education Code sections 44949 and 44955; and

WHEREAS, on or before March 15, 2012, pursuant to the direction of this Board, the Superintendent and/or his designated representative(s) served notice to all temporary certificated employees, that it has been recommended that each of their services will not be required for the 2012-2013 school year, pursuant to Education Code sections 44954, 44949 and 44955; and

WHEREAS, certain temporary, categorical, probationary, and permanent employees requested a hearing and thereafter became referred to as "Respondents"; and

WHEREAS, certain temporary, categorical, probationary, and permanent certificated employees did not request a hearing and thereby waived their rights under the Education Code for a proposed determination of whether they were properly classified as temporary, categorical, probationary, or permanent certificated employees, whether their seniority dates and other pertinent information were accurate, and ultimately whether they should be laid off from employment with the District; and

WHEREAS, the Superintendent, or his designee(s) in their official capacity, filed an Accusation against Respondents, and served Respondents with copies thereof; and

WHEREAS, included with the Accusation were related materials including a Notice of Accusation which explained certain rights to Respondents, a form "notice of defense" which if returned to the District constituted a demand for a hearing, a "notice of hearing" that informed Respondents of the date and time of the hearing before an administrative law judge, and various Education and Government Code sections; and

WHEREAS, based on the demand for hearing by certain certificated employees, a full quasi-judicial hearing took place on April 2 and 3, 2012 to consider whether Respondent temporary, categorical, probationary, and permanent certificated employees should be laid off; and

WHEREAS, the proposed decision of the administrative law judge assigned by the California Office of Administrative Hearings was received by the District on May 4, 2012, which is within the statutory timelines as imposed by Section 44949; and

WHEREAS, this Board must take final action regarding whether to lay off certain certificated employees; and

WHEREAS, as part of this consideration, the Board has reviewed and analyzed the proposed decision of the administrative law judge and the evidence submitted during the administrative hearing; and

WHEREAS, pursuant to Education Code section 44949(c)(3), "the governing board shall make the final determination as to the sufficiency of the cause and disposition," and "[n]one of the findings, recommendations, or determinations contained in the proposed decision prepared by the administrative law judge shall be binding on the governing board"; and

WHEREAS, the Superintendent has recommended, and this Board agrees, that certain temporary, categorical, probationary, and permanent certificated employees be issued final notices of layoff or release that indicate their services will not be necessary following the 2011-2012 school year; and

WHEREAS, the particular kinds of services to be discontinued and reduced as referenced in Board Resolution Number 022112-E are determined to be particular kinds of services within the meaning of Education Code section 44955; and

WHEREAS, the particular kinds of services referenced in Board Resolution Number 022112-E will be discontinued and reduced within the meaning of Education Code section 44955 not later than the beginning of the 2012-2013 school year; and

WHEREAS, except as permitted by law and as defined in this Resolution, the services of no probationary or permanent employee are being terminated, in whole or in part, while any permanent, probationary, or any other employee with less seniority is being retained to render a service the more senior employee is certificated and competent to render, within the meaning of Education Code section 44955(b); and

WHEREAS, except as permitted by law, the individuals whose employment is being terminated, in whole or in part, are not certificated and competent (within the meaning of Education Code section 44955) to render the service being performed by any employee with less seniority who is being retained; and

WHEREAS, sufficient cause exists for the termination of certificated positions, and pursuant to and within the meaning of Education Code section 44949, said cause relates to the welfare of the schools and the pupils thereof.

NOW, THEREFORE, BE IT RESOLVED that the above recitals are true and correct; and

1. BE IT FURTHER RESOLVED that the proposed decision of the administrative law judge is attached as **Attachment A** and incorporated into this Resolution as though fully set forth herein; and

2. BE IT FURTHER RESOLVED that unless inconsistent with a provision of this Resolution, the introductory paragraphs and Factual Findings 1 through 55 contained in the administrative law judge's proposed decision, including subparts, are adopted as the introductory paragraphs and Factual Findings of this Board with the following exceptions:

2A. The introductory remark that "In addition, on April 5, 2012, the Notice of Defense of respondent Parakrama Karunatileka was received, marked as Exhibit G, and admitted into evidence" is deleted. Mr. Karunatileka is not a Respondent in the instant action.

2B. The citation in Factual Finding 13 to Education Code section 44854 is amended to cite to Education Code section 44954.

2C. Factual Finding 20 is modified to delete the following sentence: "Except as set forth in Findings 50-54 below, the District's notice of release dated March 1, 2011, was sufficient under Education Code sections 44949, 44955, and 44954 in providing written notice to respondents who are temporary or categorical employees that they will be released from their employment and/or contracts at the end of the current school year," and to substitute the following sentence in its stead: "In every case, the District's notice of release dated March 1, 2012, was sufficient under Education Code sections 8366, 44949, 44955, and 44954 in providing written notice to respondents who are temporary or categorical

employees that they will be released from their employment and/or contracts at the end of the current school year.”

- 2D.** Factual Finding 23 is modified to delete the following sentence: “Further, the District has obviated the need to reduce or discontinue all of the particular kinds of services described in Finding 7(A) - (C) above and to terminate the employment of all respondents given preliminary notice and the Accusation by taking into account the personnel changes and attrition due to retirements and resignations of individual certificated employees within the District;” and to substitute the following sentence in its stead: “Further, the District was able to mitigate the number of employees adversely affected by the reduction or discontinuance of the particular kinds of services described in Finding 7(A) - (C) above by taking into account the personnel changes and attrition due to retirements and resignations of individual certificated employees within the District.”
- 2E.** Factual Finding 25(B) is modified to delete the phrase “that both Nobles and” contained in the last sentence. Before the record was closed the District withdrew the Accusation against Respondent Nobles.
- 2F.** Factual Finding 27 is modified to delete the first sentence, and to change the reference to respondent “Noel” to respondent “Nobles.”
- 2G.** Factual Finding 32(C) is deleted in its entirety.
- 2H.** The citation in Factual Finding 38(B) to Education Code section 44090 is amended to cite to Education Code section 44909.
- 2I.** Factual Finding 44(C) is deleted in its entirety. No employee testified he or she had the training or experience to perform service as the Child Development Center Program Coordinator. Absent any evidence that a more senior employee is competent and credentialed to perform service as the Child Development Center Program Coordinator, the incumbent may not be displaced from her position.
- 2J.** Factual Finding 45 is modified to add the word “six” to the following sentence: “All of the Head Start and six CDC teachers who were given preliminary notices of release are serving under temporary contracts to work in contract or categorically funded programs under Education Code section 44909.”
- 2K.** Factual Finding 48(A) is modified to delete the phrase “Except as set forth in Findings 50-54 below.”
- 2L.** Factual Finding 48(B) is modified to delete the phrase “except as set forth in Findings 50-54 below.”
- 2M.** Factual Finding 54(B) is deleted in its entirety. The following shall be substituted as the new Factual Finding 54(B): “Here, respondents Bucko and White were performing services conducted under contract between the District and other public agencies that are not required by law. Each signed a contract for employment prior to their first day of paid service during the 2011-2012 school year. The contracts defined the terms and

conditions under which each was employed. Respondents Bucko and White have not been subsequently employed as probationary employees.”

- 2N.** Factual Finding 54(C) is deleted in its entirety. The following shall be substituted as the new Factual Finding 54(C): “When employees performing services conducted under contract with another public agency are terminated at the expiration of the contract, they may be released pursuant to Sections 44918 and 44954. However, when as here, the program is continuing in nature, Section 44909 makes applicable to their termination the ‘requirements of this code respecting termination of probationary or permanent employees.’ Sections 44949 and 44955 generally require affected employees be issued preliminary notices, be given an opportunity to request and participate in a hearing, and be issued final notices.”
- 2O.** Factual Finding 54(D) is added as follows: “The evidence establishes the District complied with the requirements respecting the termination of Respondents Bucko and White as specified by Section 44909 (preliminary notice and hearing rights) and may be terminated from their positions. This action of the District does not render Respondents Bucko and White probationary. This Board finds the decision in *Stockton Teachers Association v. Stockton Unified School District* to be unpersuasive. At the least, the decision conflicts with established case law, and at most leads to absurd results in its application that are not required by Section 44909. Pursuant to an earlier Court of Appeal decision with which *Stockton* is inconsistent, Respondents Bucko and White were “terminated in accordance with those protective provisions” pursuant to Section 44909. (*Zalac v. Governing Bd. of Ferndale Unified School District* (2002) 98 Cal.App.4th 838.) Accordingly, the Board determines the holding in *Stockton* will not be applied to these respondents so as to require their retention beyond the conclusion of the current school year.”
- 2P.** Factual Finding 54(E) is added as follows: “Assuming, for the sake of argument, that this Board did apply *Stockton*, we find the termination of Respondents Bucko and White to be appropriate under Sections 44949 and 44955 and the *Zalac* decision. The Board properly identified the particular kinds of services to be reduced or eliminated, and the services performed by Respondents Bucko and White were among them. Although the seniority list was admitted and extensively discussed as part of the administrative hearing, neither Respondent identified any other certificated employee who was being retained by the District to perform a service they are competent and credentialed to perform. Respondents Bucko and White retain the rights described in Education Code sections 44956 and 44957 for the remainder of the 39 or 24 months specified therein.”

3. BE IT FURTHER RESOLVED that unless inconsistent with a provision of this Resolution, each of the Legal Conclusions 1 through 5 contained in the administrative law judge’s proposed decision is adopted as the Legal Conclusions of this Board with the following exceptions:

3A. Legal Conclusion 3 is amended to read in its entirety: "Cause does not exist pursuant to Education Code sections 44949 and 44955 to terminate the employment of the following respondents and/or certificated employees: Josh M. Freeman (312), Alina D. Vargas (440), Keisha A. Clark-Booth (450), Lisa K. Shapiro (548), Jeannine R. Oxley (623), Johanna M. Knox (638), Antonietta T. Nobles (547), Francesca L. Marchese (653), Crystal Huynh (825), Deborah L. Ingstad (1159), Deborah S. Martin (305), and Mario R. Morales (641), based on Findings 24, 25-27, 32, 33, 35, 40-44, and 50-54 above, as modified."

4. **BE IT FURTHER RESOLVED** that unless inconsistent with a provision of this Resolution, including the modifications to the Proposed Decision contained above in Paragraphs 2 and 3, the Order contained in the administrative law judge's proposed decision is adopted as the Order of this Board with the following exceptions:

4A. Order paragraph 1 is amended to read in its entirety: "The Accusation issued against respondents named or identified in Findings 24, 25-27, 32, 33, 35, 40-44, and 50-54 above, as modified, must be dismissed, based on Conclusion of Law 3 above, as modified. These respondents may not be given final layoff notices that their services will not be required for the ensuing 2012-2013 school year."

5. **BE IT FURTHER RESOLVED** sufficient cause exists for the complete termination of the services of the employees listed in Exhibit 24 of the record, which constitutes each employee's entire employment with this District unless specifically stated to the contrary, and in the order indicated. The number references are to the Seniority List which was made a part of the record. The list contains the names of each probationary and permanent certificated employee by service area, and each probationary and permanent employee in the CDC program; and

6. **BE IT FURTHER RESOLVED** that this Board hereby reaffirms that those employees identified by the District as temporary certificated employees in Exhibit 24 of the record, and each temporary certificated employee serving in the Head Start Program as identified in Exhibit 35 of the record, are released from employment pursuant to Education Code sections 44954, 44949 and 44955, and that nothing in this Resolution or prior Resolutions of the Board shall be interpreted or applied to grant any rights to such temporary certificated employees that are not required by law; and

7. **BE IT FURTHER RESOLVED** that the undisputed evidence establishes that each of the individuals listed as temporary certificated employees received notice, prior to their first day of paid service, of the temporary nature of their employment and the anticipated length of their service, pursuant to Education Code section 44916; and

8. **BE IT FURTHER RESOLVED** that Education Code section 44909 provides, "The governing board of any school district may employ persons possessing an appropriate credential as certificated employees in programs and projects to perform services conducted under contract with public or private agencies, or categorically funded projects which are not required by federal or state statutes"; and

9. **BE IT FURTHER RESOLVED** that the undisputed evidence establishes that this Board did, in fact, employ certain Respondents listed in Exhibit 24 of the record in association with categorical programs during the 2011-2012 school year, and

10. BE IT FURTHER RESOLVED that Education Code section 44909 further provides, “The terms and conditions under which such persons are employed shall be mutually agreed upon by the employee and the governing board and such agreement shall be reduced in writing”; and

11. BE IT FURTHER RESOLVED that the undisputed evidence establishes that terms and conditions under which the individuals listed as temporary certificated employees in Exhibit 24 of the record were defined in a mutually agreed-upon contract between the employee and this Board; and

12. BE IT FURTHER RESOLVED that the undisputed evidence establishes the mutually agreed-upon contracts entered into by the employee and the Board designated the nature of the employment of the individuals listed as temporary certificated employees in Exhibit 24 of the record as “temporary”; and

13. BE IT FURTHER RESOLVED that the undisputed evidence establishes that each of the individuals listed as temporary certificated employees in Exhibit 24 of the record received written notice, prior to their first day of paid service, of the temporary nature of their employment and the anticipated length of their service, pursuant to Education Code section 44916; and

14. BE IT FURTHER RESOLVED that service in a position authorized by Section 44909 may be considered “probationary” service only upon the occurrence of both of two conditions precedent: “(1) such person has served pursuant to this section for at least 75 percent of the number of days the regular schools of the district by which he is employed are maintained and (2) such person is subsequently employed as a probationary employee in a position requiring certification qualifications”; and

15. BE IT FURTHER RESOLVED that, at all other times prior to the occurrence of both of the two conditions precedent set forth in Paragraph 14, above, service pursuant to Section 44909 is not considered probationary; and

16. BE IT FURTHER RESOLVED that it was not established by the evidence, and the administrative law judge did not find, that any of the certificated employees identified as temporary in Exhibit 24 of the record have both (1) served at least 75 percent of the number of days the regular schools of the district by which he or she is employed are maintained and (2) been subsequently employed as a probationary employee in a position requiring certificated qualifications; and

17. BE IT FURTHER RESOLVED that as a result of failure to meet each of the conditions precedent set forth above, the individuals listed as temporary certificated employees in Exhibit 24 of the record are not considered probationary certificated employees; and

18. BE IT FURTHER RESOLVED that Education Code section 44909 provides, “Such persons may be employed for periods which are less than a full school year and may be terminated at the expiration of the contract or specially funded project without regard to other requirements of this code respecting the termination of probationary or permanent employees other than Section 44918”; and

19. BE IT FURTHER RESOLVED that Section 44909 suggests that absent the assured expiration of the contract or specially funded project, individuals employed pursuant to Section 44909 may be terminated pursuant to the requirements of the Education Code respecting probationary and permanent employees; and

20. BE IT FURTHER RESOLVED that due to the expiration or uncertainty of the funding sources associated with the categorical programs in which the temporary certificated employees listed in Exhibit 24 of the record are employed, or the desire of this Board to control the allocation of specific categorical funds in a manner deemed the most appropriate for the benefit and welfare of the District's students, it is necessary and appropriate to reduce or eliminate the programs listed in Exhibit A to this Board's Resolution Number 022112-E; and

21. BE IT FURTHER RESOLVED that because of the uncertainty in the law associated with the release of employees serving in categorical programs pursuant to Section 44909, this Board's Resolution Number 022112-E directed Administration to afford all rights to the District's temporary certificated employees to participate in the process under the Education Code typically reserved for the termination of probationary and permanent certificated employees, and that the undisputed evidence demonstrates that this District did, in fact, afford such rights to all temporary certificated employees serving in categorical programs; and

22. BE IT FURTHER RESOLVED that the employment of each of the certificated employees identified for layoff or release in Exhibit 24 of the record be and hereby is terminated effective upon the close of this school year; and

23. BE IT FURTHER RESOLVED that the Accusations against all other Respondents are dismissed and the Superintendent or his designee(s) are directed to convey to these Respondents that they are not subject to layoff or termination; and

24. BE IT FURTHER RESOLVED that the actions taken previously pursuant to Board Resolution Number 022112-E are reaffirmed, that nothing in this current Resolution supersedes the actions taken in Resolution Number 022112-E, and that nothing within this Resolution grants probationary status, reemployment rights, or any rights not otherwise required by law to any of those employees identified for layoff or release; and

25. BE IT FURTHER RESOLVED that all previously identified temporary certificated employees released pursuant to this and prior Resolutions of this Board, even if not listed in Exhibit 24 of the record, or serving in the Head Start Program as identified in Exhibit 35 of the record, shall not be afforded any status or rights not required by law; and

26. BE IT FURTHER RESOLVED that this decision is effective immediately without any period for reconsideration, and that the Superintendent or his designee(s) may take such actions as are necessary and appropriate to implement this Board's decision, including at least giving appropriate notice to those certificated employees listed above of the termination of their services because of discontinuances and reductions of particular kinds of services to take effect upon the close of this school year, with these notices being given on or before May 14, 2012, in the manner prescribed in Education Code section 44949; and

27. BE IT FURTHER RESOLVED that the Superintendent or his designee(s) are hereby directed to take into account all positively assured attrition, that is, all deaths, resignations, and retirements, occurring following the Board's adoption of its initial determination to reduce certain certificated services and the date of this final resolution to reduce certain certificated services, and that the Superintendent or his designee(s) shall determine whether fewer final notices of layoff may be sent to affected probationary and/or permanent certificated employees as a result thereof; and

28. BE IT FURTHER RESOLVED that the Superintendent or his designee(s) are hereby directed to take into account all changed circumstances with respect to reinstatement of funds or programs occurring following the Board's adoption of its initial determination to reduce

certain certificated services and the date of this final Resolution to reduce certain certificated services, and that the Superintendent or his designee(s) shall determine whether fewer final notices of layoff may be sent to affected probationary and/or permanent certificated employees as a result thereof; and

29. BE IT FURTHER RESOLVED that reemployment rights be afforded in accordance with the Education Code to individuals with probationary or permanent status at the time of this current layoff, if and when reemployment is offered and to the extent any reemployment rights are applicable to any of the employees identified for layoff or release; and

30. BE IT FURTHER RESOLVED that the previously established reemployment rights of individuals laid off in previous school years who served as substitute, temporary or categorical employees during the current school year are hereby affirmed as established at the time of their layoff.

The foregoing Resolution was adopted by the Governing Board of the Long Beach Unified School District on the 10th day of May 2012, by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

President

Vice President

Member

Member

Member

I, Christopher Steinhauser, Clerk of the Governing Board of the Long Beach Unified School District, do certify that the foregoing Resolution was regularly introduced, passed and adopted by the Governing Board at its Special Board Meeting held on May 10, 2012.

Christopher Steinhauser



Exhibit A
Certificated Employees Special Contract

	Employee	FTE
1	Abernathy, Donna M.	1.0
2	Agdigos, Rebecca U.	1.0
3	Aguilar, Santiago	1.0
4	Altuzarra, Elena	1.0
5	Anderson, Frances E.	1.0
6	Arnold, Suzanne D.	1.0
7	Baskin, Tabatha L.	1.0
8	Battle, Joe D.	.4
9	Benavides, Alicia	1.0
10	Bollinger, Kimberly A.	1.0
11	Breuklander, Jeffrey J.	.6
12	Brito, Yolanda	.5
13	Brown, Willette	1.0
14	Bucko, Jeremy	1.0
15	Bullock, Brenda L.	1.0
16	Bullock, Marsha L.	1.0
17	Burbano, Baleria J.	1.0
18	Burgess, Bruce M.	1.0
19	Burkett, Carmen E.	1.0
20	Bynum, Dolly J.	1.0
21	Cabrera, Lita D.	1.0
22	Cadena, Linda T.	1.0
23	Camara-Cancino, Beatriz C.	1.0
24	Candelario, Laura	1.0
25	Carlson, Jasmin G.	.4
26	Cochran, Patsy J.	1.0
27	Cole, Monique D.	1.0
28	Conboy, Brian P.	1.0
29	Contreras, Maria S.	1.0
30	Cooper, Thommie J.	1.0
31	Cortez, Christina R.	1.0
32	Crowley, Lisa L.	1.0
33	Daliva, Patria D.	1.0
34	Davis-Foster, Erin J.	1.0
35	Derevere, Rufina L.	1.0
36	Dollison, Latonya M.	.4



Exhibit A
Certificated Employees Special Contract

	Employee	FTE
37	Dominguez, Gloria J.	1.0
38	Easter, Tina R.	1.0
39	Eskandar, Caroline N.	.437
40	Fallorina, Julie A.	1.0
41	Fielding, Lisa	1.0
42	Figueroa, Marisela	1.0
43	Foreman, Winifred D.	1.0
44	Fouquette, Anne M.	1.0
45	Fuentes, Gloria M.	1.0
46	Galloway, Leon S.	1.0
47	Garcia, Carolina	.4
48	Garcia, Maria G.	1.0
49	Garcia, Norma D.	1.0
50	Garcia-Rodriguez, Irma	1.0
51	Garsilazo, Ana M.	1.0
52	Gavel, Susan A.	1.0
53	Gavino, Monette C.	1.0
54	Geib, Joyce E.	1.0
55	Gerona, Alicia Z.	1.0
56	Gibson, William J.	1.0
57	Glazer, Zoila J.	1.0
58	Gold, Matthew J.	1.0
59	Gomez, Imelda	1.0
60	Grady, Lori	1.0
61	Granillo, Cindy A.	1.0
62	Gray, Gwendolyn	1.0
63	Greenfield, Angela L.	1.0
64	Guerrero, Maria D.	1.0
65	Guido, Maricela I.	1.0
66	Gutierrez, Margartia M.	1.0
67	Hamm, Yolanda C.	1.0
68	Han, Linda M.	1.0
69	Henry, Melody L.	1.0
70	Hernandez, Esther C.	1.0
71	Hernandez, Maria C.	1.0
72	Hernandez, Rosa M.	1.0



Exhibit A
Certificated Employees Special Contract

	Employee	FTE
73	Herrera, Jose A.	1.0
74	Holden, Elsie M.	1.0
75	Holguin, Deborah	1.0
76	Hopkins, Margaret M.	1.0
77	Houston-West, Connie D.	1.0
78	Hudson, Kemmi L.	1.0
79	Hullett, Angela A.	1.0
80	James, Alfreda	1.0
81	James, Laurethia	1.0
82	Johnson, Pamela R.	1.0
83	Johnson, Sophia Y.	1.0
84	Jones, Jacqueline	1.0
85	Jones-Brown, Carrie L.	1.0
86	Kelly, Treva J.	1.0
87	Keroles, Foula K.	1.0
88	King, Jacqueline Y.	1.0
89	Lacsina, Alegria P.	1.0
90	Lagarde, Keokuk M.	1.0
91	Latimer, Kari S.	1.0
92	Lauriano, Lisa A.	1.0
93	Lazatin, Jackie V.	1.0
94	Legazpi, Carolina	.437
95	Lek, Emely	1.0
96	Leone, Anetta C.	1.0
97	Lim, Chanthy	1.0
98	Lincoln, Patricia G.	1.0
99	Litzinger, Blanca	.925
100	Locsin, Ramona	1.0
101	Lofstrom, Craig A.	1.0
102	Lopez, Anabel	1.0
103	Lovell, Michelle D.	1.0
104	Lozoya, Blanca E.	1.0
105	Lucero, Alina	1.0
106	Magallon, Natividad M.	1.0
107	Mais, Kathleen E.	1.0
108	Mancha, Alicia	1.0



Exhibit A
Certificated Employees Special Contract

	Employee	FTE
109	Manning, Xiomara	1.0
110	Marasigan, Maria C.	1.0
111	Martinez, Karla L.	1.0
112	Massey Jr, Ronald B.	.2
113	Matus, Aurelia	1.0
114	Mc Connell, Michel	1.0
115	Mccullah, Karen S.	1.0
116	Mena, Elizabeth	1.0
117	Mercado, Bertha Alicia	1.0
118	Millner, Atleta Y.	1.0
119	Montanez, Jorge	1.0
120	Moore, Kashara S.	1.0
121	Moorehead, Sylvia J.	1.0
122	Morales, Maria P.	1.0
123	Morales-Soriano, Maria V.	1.0
124	Morgan, Kathryn D.	1.0
125	Morgan, Monica	1.0
126	Motonaga, Priscilla B.	1.0
127	Mozo, Mireya I.	1.0
128	Naruse, Kathleen M.	.8
129	Nichols, Ruth I.	1.0
130	Noble, Carolyn B.	.45
131	Norville, Darlene R.	1.0
132	Oliva, Elva M.	1.0
133	Peng, Vann Ung	1.0
134	Peraza, Odessa B.	1.0
135	Pratt, Kacey N.	1.0
136	Proby, Michael L.	1.0
137	Quintero, Sara	1.0
138	Rachal, Alice F.	1.0
139	Rahman, Rita	.874
140	Rajendran, Padma	1.0
141	Regalado, Michelle	1.0
142	Rios, Alma L.	1.0
143	Riva, Teresita P.	.4
144	Rivas, Marina E.	1.0



Exhibit A
Certificated Employees Special Contract

	Employee	FTE
145	Rivera, Dolores P.	1.0
146	Roberts, Louise	1.0
147	Rodriguez, April M.	.4
148	Ruvalcaba, Maria I.	1.0
149	Sacro, Fedelina H.	1.0
150	Sanchez, Randy G.	1.0
151	Santos, Shelli	1.0
152	Sarantakis Jr, Stephen D.	1.0
153	Scott, Carol	1.0
154	Segura Bandiera, Maria D.	1.0
155	Siordia, Guadalupe E.	1.0
156	Siordia, Margarita	.437
157	Smith, Lindsay K.	1.0
158	Soco, Beejell A.	.45
159	Sowle, Kelly E.	1.0
160	Spencer, Shirley J.	1.0
161	Stanek, Patrice	1.0
162	Stretz, Christina L.	1.0
163	Sugabo, Cynthia M.	1.0
164	Swatek, Susan A.	1.0
165	Thomas, Carrie K.	1.0
166	Tinsley, Kathryn B.	1.0
167	Toch, Sophia Lak	1.0
168	Torres, Susana	.437
169	Tran, Hong M.	1.0
170	Trevino, Dolores R.	1.0
171	Uglesich, Samuel M.	1.0
172	Ung, Darith	1.0
173	Valencia, Lorena R.	.437
174	Valencia, Patricia O.	1.0
175	Vasquez, Jennifer A.	1.0
176	Vaughn-Jackson, Natasha L.	1.0
177	Velasquez, Karen	1.0
178	Villafana, Marta E.	1.0
179	Villegas, Talitha E.	.8
180	Walejko, Martha E.	1.0



Exhibit A
Certificated Employees Special Contract

	Employee	FTE
181	Ware, Wendy D.	.4
182	Watson, Ruth L.	1.0
183	White, Davion E.	1.0
184	Wiley, Carrie L.	1.0
185	Williams, Patricia A.	1.0
186	Zarate-Mercado, Flora A.	1.0
187	Zeke Jr, Mike J.	.8
188	Zelaya, Georgina M.	1.0
189	Zelaya, Maria S.	1.0
190	Zepeda, Guadalupe	.4



Exhibit B
Certificated Employees Probationary and Permanent

	Employee	FTE
1	Ahart, Ken J.	1.0
2	Alexander, Yvonne	1.0
3	Archambault, Cynthia M.	1.0
4	Arellano, Maria J.	1.0
5	Baldwin-Perry, Sybil A.	1.0
6	Basta, Therese	1.0
7	Benjamin, Erin L.	1.0
8	Berganza, Ana G.	1.0
9	Bobadilla, Sandra	1.0
10	Butzen, Amanda M.	1.0
11	Cleven, Brian J.	1.0
12	Costello, Madge S.	1.0
13	Cruz, Rufina F.	1.0
14	Cvrtlik, Joyce A.	.67
15	Cueva, Carissa-Marie T.	1.0
16	Daniels, Sandra	1.0
17	Daus, Nancy S.	1.0
18	Davis, Maria A.	1.0
19	Deyoung, Karen D.	1.0
20	Diaz, Olga T.	1.0
21	Echevarria, David M.	1.0
22	Edillon, Mikel A.	1.0
23	Felipe-Guzman, Natijesse H.	1.0
24	Ferns-Holton, Cheryl E.	1.0
25	Fields, Gwendolyn F.	1.0
26	Fimbres, Lorraine	1.0
27	Frank, Monica M.	1.0
28	Hammerschmidt, Nicole R.	.8
29	Harris, Irene	1.0
30	Hernandez, Claudia M.	1.0
31	Ho-Ching, Daniel J.	1.0
32	Jackson, Barbara W.	1.0
33	Jasper, Robin L.	1.0
34	Jones, Janet L.	1.0
35	Kelly, Kimberly A.	1.0
36	Khan, Noor F.	1.0



Exhibit B
Certificated Employees Probationary and Permanent

	Employee	FTE
37	Lindsey-Satariano, Debbie	1.0
38	Mc Clain, Judy J.	1.0
39	Mclaughlin, Yvonne K.	1.0
40	Okonkwo, Nkiruka Felici	1.0
41	Owens, Kenneth W.	1.0
42	Payne, Amy C.	1.0
43	Perez Villegas, Nancy	1.0
44	Roberson, Beverly A.	1.0
45	Robison, Terri L.	1.0
46	Roger, Mary A.	.437
47	Romero, Lydia M.	1.0
48	Salazar, Catherine	1.0
49	Samson, Naomi F.	1.0
50	Sandoval, Sergio	1.0
51	Scott, Penny Rochell	1.0
52	Taylor, Deborah R.	1.0
53	Tucker, April N.	1.0
54	Washington, Stephanie M.	1.0
55	Wood, John E.	1.0