



LOS ANGELES UNIFIED SCHOOL DISTRICT

Board of Education Report

Report Number:	218-09/10
Date:	March 2, 2010
Subject:	Reduction in Force Notices to Certificated and Contract Management Employees
Responsible Staff:	
Name	Vivian K. Ekchian, Chief Human Resources Officer
Office/Division	Human Resources Division
Telephone No.	(213) 241-6131

BOARD REPORT

Action Proposed: It is proposed that the Board of Education authorize Human Resources Division to send no later than March 15, notices to all certificated administrators, supervisory employees, confidential employees, and staff counsel informing them that they may be released and/or reassigned due to reasons including, but not limited to, funding, restructuring, loss of confidence or for cause, in accordance with Education Code 44951.

It is further proposed that the Board authorize the Human Resources Division to send subsequent notices of release by June 30, 2010 to employees who were sent March 15 notices and have been identified for actual release. This subsequent notice advises them that they will be released from their positions for the 2010-2011 school year and reassigned to the position/classification and salary level indicated in the notice.

It is also proposed that the Board of Education authorize the Office of the General Counsel to send notices to all certificated contract level management and senior management employees of the classified service with expiring contracts, as provided in Section 35031 of the Education Code. This notice will advise them at least 45 days in advance of their expiring contract or as specified in their contract, that they will be released from their contract positions no later than June 30, 2010.

Background: Education Code Section 44951 requires that certificated administrators, confidential employees, supervisory employees, and staff counsel be continued in their positions for the succeeding school year unless notified by March 15 that they may be released from their positions due to the reassignment of employees for, including but not limited to, funding, restructuring, loss of confidence, or cause.



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Section 35031 of the Education Code provides that certificated and classified contract level management be deemed reelected to a term of the same length as the one completed unless they are given written notice at least 45 days or as specified in their contract, prior to the expiration of their contract.

Expected Outcomes: That the Board will approve this request, which authorizes the Human Resources Division and the Office of the General Counsel to release/reassign employees in compliance with applicable Education Code provisions and laws.

Board Options and Consequences: Not applicable

Policy Implications: The Education Code specifies statutory deadlines with which the District must comply in order to implement any release/reassignment of personnel for the next school year. This Board Communication would authorize the release/reassignment of employees in compliance with applicable law and implement a reduction in force as needed.

Budget Impact: Failure to appropriately notify certificated administrators, confidential employees, supervisory employees, staff counsel, and certificated and classified contract level management employees in accordance with Education Code provisions and laws, may require the District to continue paying the employee's salary and benefits at their current rate and classifications. Additionally the District would be limited in its ability to implement a reduction in force as required due to budgetary uncertainties.

Issues and Analysis: Not applicable

Attachments: Not applicable

X Informative

**Desegregation
Impact Statement**



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Respectfully submitted,

RAMON C. CORTINES
Superintendent of Schools

APPROVED &
PRESENTED BY:

VIVIAN K. EKCHIAN
Chief Human Resources Officer
Human Resources Division

APPROVED BY:

JAMES MORRIS
Chief Operating Officer

REVIEWED BY:

DAVID HOLMQUIST
General Counsel

- No legal issues
- Legal informative

REVIEWED BY:

YUMI TAKAHASHI
Budget Director

- No budget issues
- Budget Informative