



# LOS ANGELES UNIFIED SCHOOL DISTRICT

## Board of Education Report

<b>Report Number:</b>	219-09/10
<b>Date:</b>	March 2, 2010
<b>Subject:</b>	Reduction in Force Notices to Non-Permanent Certificated Teachers and Support Services Personnel
<b>Responsible Staff:</b>	
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 the Human Resources Division to send notices to non-permanent certificated teachers in various teaching fields and support services personnel. The notice will inform them that due to staffing and program reductions, they are laid off from their position effective June 30, 2010, in accordance with Article XIII of the Los Angeles Unified School District and United Teachers Los Angeles Collective Bargaining Agreement. Notices will be sent to non-permanent certificated teachers and non-permanent support services personnel with the least seniority as listed in Attachments A and B.

**Background:** The Collective Bargaining Agreement grants the District flexibility in the layoff of certificated employees. Non-permanent certificated teachers and support service personnel may be laid off with fourteen (14) calendar days notice. Adoption of this Board Report authorizes the Human Resources Division to lay off non-permanent certificated teachers and support services personnel in order to meet the District staffing needs effective June 30, 2010.

**Expected Outcomes:** The Board will approve this request which authorizes the Human Resources Division to lay off non-permanent certificated teachers and support services personnel effective June 30, 2010 in accordance with Article XIII of the Collective Bargaining Agreement.

**Board Options and Consequences:** If authorization is not granted to send notices to non-permanent certificated teachers and support services personnel, the District must continue to pay salary and benefit costs for non-permanent certificated employees. In addition, without notification of non-permanent employees the District will not have the flexibility to notice permanent employees.



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**Policy Implications:** The District must comply with Article XIII of the Collective Bargaining Agreement to lay off non-permanent certificated teachers and support services personnel. The Agreement provides that employees be notified at least fourteen (14) calendar days prior to such termination. This Board communication authorizes lay off of non-permanent certificated teachers and support services personnel and preserves the Board's flexibility and options in order to meet future staffing and program requirements.

**Budget Impact:** The layoff of non-permanent teachers and support services personnel will assist the District in meeting budgetary goals for the 2010-2011 school year.

**Issues and Analysis:** Not applicable.

**Attachments:** Attachment A – Permanent Teachers and Support Service Personnel Fields

**X Informative** Attachment B – Non-Permanent Teachers and Support Service Personnel Fields

**Desegregation  
Impact Statement**



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Respectfully submitted,

APPROVED BY:

RAMON C. CORTINES  
Superintendent of Schools

JAMES MORRIS  
Chief Operating Officer

APPROVED &  
PRESENTED BY:

REVIEWED BY:

VIVIAN K. EKCHIAN  
Chief Human Resources Officer  
Human Resources Division

DAVID HOLMQUIST  
General Counsel

- No legal issues
- Legal informative

REVIEWED BY:

YUMI TAKAHASHI  
Budget Director

- No budget issues
- Budget Informative



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ATTACHMENT A

### Non-Permanent Elementary and Secondary Teachers

Non-Permanent Elementary Teachers	63
Non-Permanent (K-12) Music Teachers	30
Non-Permanent Secondary Teachers	
• Art	29
• Business	3
• English	142
• Health	25
• Social Studies	92
Total	384

(Subject to Revision)



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ATTACHMENT B

### Non-Permanent Support Services Personnel

Non-Permanent Support Services Personnel	
• Psychiatric Social Worker	24
• PSA Counselor	16
• Secondary Counselor	16
• Nurse	59
• School Psychologist	48
• Librarian (Elementary and Secondary)	49
Total	212

(Subject to Revision)