

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
125 East Bidwell Street
Folsom, California 95630

March 5, 2008

AGENDA

Board of Education
SPECIAL BOARD MEETING
Folsom High School
Library
1655 Iron Point Road
Folsom CA 95630

BOARD OF EDUCATION

Roger Benton, President
Ed Short, Vice President
Mary McCormick, Clerk
Richard Shaw, Member
Teresa A. Stanley, Member
Kelli Davis, Student Board Member

5:00 PM OPEN SESSION

Pledge of Allegiance and Roll Call

ADOPTION OF AGENDA

Approve Agenda

PUBLIC PARTICIPATION

0708-184 Time will be given to speakers at the discretion of the Board Chairperson. The law allows the public to address the Board on any matter not on the agenda, but the law prohibits action by the Board on non-agenda items.

DISCUSSION/ACTION

0708-185 **Adopt Resolution No. 03-05-08-27:** Ordering of Seniority of Certificated Employees

CLOSED SESSION

CLOSED SESSION AGENDA

X A. **Personnel Matters:** With respect to every item of business to be discussed in closed session pursuant to Section 54957 of the Government Code:

Public Employee Discipline/Dismissal/Release

Certificated

- Release/Non-Reelection of Temporary Certificated Employees, Resolution No. 03-05-08-24
- Release of Probationary Certificated Employee, Resolution No. 03-05-08-26
- Certificated Employment Summer School Administration – Secondary/Elementary /Special Education
- Ratify Resignation and Fix Last Date of Employment – Secondary/Special Education
- Administrative Appointments – Elementary/Secondary

OPEN SESSION

REPORTING OUT CLOSED SESSION ACTIONS

Board President's Statement

DISCUSSION/ACTION

0708-186 **Adopt Resolution No. 03-05-08-28:** Layoff of Certificated Employees

ADJOURN Special Board Meeting

NOTE: If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, contact the Superintendent's Office at (916) 355-1100 at least 48 hours before the scheduled Board meeting so that we may make every reasonable effort to accommodate you. [Government Code § 54953.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. §12132).]

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

BOARD AGENDA FORM

ITEM NUMBER: 0708-184

AGENDA TITLE: **Public Participation** – The law allows the public to address the Board on any matter not on the agenda, but the law prohibits action by the Board on non-agenda items.

RESPONSIBLE: Board President

Board Meeting Date: March 5, 2008

Public Participation

Consent

Discussion/Action

Information

BACKGROUND INFORMATION:

Time will be given to speakers at the discretion of the Board Chairperson. The law allows the public to address the Board on any matter not on the agenda, but the law prohibits action by the Board on non-agenda items.

Speaker will stand and state name before addressing the Board.

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

BOARD AGENDA FORM

ITEM NUMBER: 0708-185

AGENDA TITLE: Adopt Resolution No. 03-05-08-27: Ordering of Seniority of Certificated Employees

RESPONSIBLE: Patrick Godwin, Superintendent

PRESENTER: Larry Brubaker, Assistant Superintendent, Human Resources, 355-1111, ext. 119

Board Meeting Date: March 5, 2008

Consent

Discussion/Action

Discussion

BACKGROUND INFORMATION:

The determination of which certificated employees will receive layoff notices is based on their seniority with the District. A certificated employee's seniority begins with the first day in paid probationary status and does not include service prior to that date. Due to the unique nature of school district employment, several employees will have the same beginning date of paid service as probationary employees. In order to prioritize those employees, Education Code 44955 allows the Governing Board to determine the order of layoff based solely on the needs of the District and its students. The mechanism for outlining the Board's criteria for this prioritization is a Board resolution specifically stating the areas to be considered when ordering seniority.

Attached is Resolution 03-05-08-27, which outlines the Superintendent's recommended criteria for ordering the seniority of those employees who have first rendered paid probationary service on the same date.

FISCAL IMPACT:

To be determined

RECOMMENDATION:

That the Board adopt Resolution No. 03-05-08-27.

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

RESOLUTION NO. 03-05-08-27

Resolution of the Governing Board Relative to the Order of Seniority of Certificated Staff First Rendering Paid Probationary Service on the Same Day

WHEREAS, California Education Code Section 44955 provides that the relative seniority for layoff purposes of certificated employees first rendering paid probationary service to the District on the same date shall be determined by the Superintendent on the basis of needs of the District and the students thereof.

NOW, THEREFORE, BE IT RESOLVED, by the Governing Board of the Folsom Cordova Unified School District that:

1. The following criteria are authorized and directed to be applied, in the order listed, to determine the relative seniority of those certificated employees who first rendered paid probationary service on the same day:
 - a. Possession of a credential which is needed by the school program;
 - b. Breadth of credentials possessed (including BCLAD/CLAD and other certificates);
 - c. Bilingual certification or skills where need for language exists;
 - d. Subject matter experience which reflects District need and may include practice area emphasis;
 - e. Total years teaching;
 - f. All other factors deemed equal, by lot.

2. The Board hereby approves the exercise of judgment of the District Superintendent, or his designee, in applying the criteria set forth above.

THE FOREGOING RESOLUTION WAS DULY PASSED AND ADOPTED by the Governing Board of the Folsom Cordova Unified School District at a special meeting held on the 5th day of March, 2008, by the following call vote:

AYES: _____
NOES: _____
ABSENT: _____
ABSTAIN: _____

Signed and approved by me after its passage.

Roger Benton
President of the Board of Trustees

ATTEST:

Mary McCormick
Clerk of the Board of Trustees

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

BOARD AGENDA FORM

ITEM NUMBER: 0708-186

AGENDA TITLE: Adopt Resolution No. 03-05-08-28: Layoff of Certificated Employees

RESPONSIBLE: Patrick Godwin, Superintendent

PRESENTER: Larry Brubaker, Assistant Superintendent, Human Resources, 355-1111,
ext. 119

Board Meeting Date: March 5, 2008

_____ Consent

Discussion/Action

_____ Discussion

BACKGROUND INFORMATION:

The Board of Trustees will be presented with a recommendation from the Superintendent to reduce particular kinds of service for the 2008-09 school year that will require the layoff of certificated staff.

The process to release certificated staff includes passing a resolution, on or before March 15, 2008, specifically stating the type and amount of service being reduced.

Attached is Resolution 03-05-08-28 which states the services of certificated staff to be reduced or eliminated in order to permit the layoff of certificated employees.

FISCAL IMPACT:

To be determined.

RECOMMENDATION:

That the Board adopt Resolution No. 03-05-08-28: Layoff of Certificated Employees.

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

RESOLUTION NO. 03-05-08-28

Resolution of the Governing Board Relative to Reduction in Certificated Staff Due to Reduction or Elimination of Particular Kinds of Service

WHEREAS, California Education Code Sections 44949 and 44955 require action by the Governing Board if the services of certificated staff are to be reduced or eliminated in order to permit the layoff of certificated employees.

NOW, THEREFORE, BE IT RESOLVED, by the Governing Board of the Folsom Cordova Unified School District that the following services shall be reduced or eliminated at the close of the 2007-08 school year:

Service	Grade Level	Full Time Equivalent	FTE Totals
Elementary K-6			
Teachers K-6	K-6	15.0	
PE Elementary Prep	K-6	1.0	
3 rd Grade CSR	3	25.0	
		Sub-total	41.0
Secondary 6-12			
Art	6-12	1.0	
Career Tech/Business	6-12	2.0	
Counselors	6-12	5.4	
English	6-12	3.0	
Home Ec	6-12	2.0	
Math	6-12	4.0	
Music	6-12	1.0	
PE	6-12	4.0	
Science (Life)	6-12	1.0	
Science (Physical)	6-12	1.0	
Social Studies	6-12	5.0	
Special Education (SDC)	6-12	3.0	
		Sub-total	32.4
District			
Nurse		1.0	
Psychologist		0.75	
		Sub-total	1.75
		Total FTE	75.15

BE IT FURTHER RESOLVED that the Governing Board has considered anticipated attrition (retirements, resignations, temporary teacher releases, etc.) and that even with this anticipated attrition, it is necessary to terminate certificated employees; and

BE IT FURTHER RESOLVED that it will be necessary to retain the services of certificated employees, regardless of seniority, who possess qualifications and competencies needed in the

projected educational program for the 2008-09 school year which are not possessed by more senior employees thereby subject to layoff, and

BE IT FURTHER RESOLVED that the Superintendent, or his designee, is authorized and directed to send notice(s) of recommendation of non-reemployment pursuant to Sections 44949 and 44955 of the California Education Code to any employee whose services shall be terminated by virtue of this resolution.

THE FOREGOING RESOLUTION WAS DULY PASSED AND ADOPTED by the Governing Board of the Folsom Cordova Unified School District at a special meeting held on the 5th day of March, 2008, by the following call vote:

AYES: _____
NOES: _____
ABSENT: _____
ABSTAIN: _____

Signed and approved by me after its passage.

Roger Benton
President of the Board of Trustees

ATTEST:

Mary McCormick
Clerk of the Board of Trustees