

AGENDA

SPECIAL MEETING

BOARD OF TRUSTEES CARLSBAD UNIFIED SCHOOL DISTRICT

FEBRUARY 24, 2012

5:00 P.M.

CARLSBAD UNIFIED SCHOOL DISTRICT OFFICE
6225 EL CAMINO REAL, CARLSBAD, CALIFORNIA

INSTRUCTIONS FOR PRESENTATIONS TO THE BOARD OF TRUSTEES BY PARENTS AND CITIZENS:

The Carlsbad Unified School District welcomes your participation at the District's School Board meetings. Your participation assures us of continuing community interest in our schools. To assist you in the ease of speaking/participating in our meetings, the following guidelines are provided:

- Agendas are available to all audience members at the door to the chambers.
- Blue "Request to Speak" forms are available to all audience members who wish to speak on any agenda item and/or under the category of "Oral Communications."
- Submit completed blue forms to the Board's recording secretary at the dais prior to the start of the meeting.
- "Oral Communications" is set aside for members of the audience to raise issues that are not specifically on the agenda. These presentations are limited to three (3) minutes each.
- Citizens may request that a topic related to school district business be placed on a future agenda in accordance with the guidelines in Board Policy 0410.2 and shall be submitted in writing to the Superintendent's Office before noon, 10 days prior to the next regularly scheduled Board meeting.
- For each agenda item, a five (5) minute period is allowed for each speaker to address the Board.
- Speakers are requested to state their name and address from the podium.
- Citizens who require assistance or translation should contact the Superintendent's office by noon on the Monday prior to the scheduled Board meeting.
- All regular meetings are televised on Channel 3; Adelphia Communications and meeting tapes are available for check-out at the Carlsbad Public Library.

In compliance with the Americans with Disabilities Act (ADA) and upon request, the Carlsbad Unified School District may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals who require appropriate alternative modification of the agenda in order to participate in Board meetings are invited to contact the Superintendent's office.

I. OPENING

1. CALL TO ORDER:

The meeting was called to order by presiding chairman Ms. Kelli Moors, at _____ p.m.

2. ROLL CALL:

PRESENT

ABSENT

Ms. Kelli Moors, President

Mrs. Elisa Williamson, Vice President

Mrs. Ann Tanner, Clerk

Mrs. Veronica Williams, Member

Ms. Lisa Rodman, Member

3. PUBLIC HEARING ON CLOSED SESSION ITEMS

II. CLOSED SESSION

4. RECESS TO CLOSED SESSION:

Recessed to Closed Session at _____ for the following purposes:

A. PUBLIC EMPLOYEE – DISCIPLINE/DISMISSAL/RELEASE

III. OPEN SESSION

5. RECONVENE TO OPEN SESSION: Reconvened to Open Session at _____.

6. PUBLIC REPORT OF ACTION TAKEN IN CLOSED SESSION

IV. ACTION ITEMS

7. RESOLUTION NO. 23-1112, INTENT TO DISMISS CERTIFICATED EMPLOYEES:
Approval, Resolution No. 23-1112, Intent to Dismiss Certificated Employees. (Page 1)

Motion by _____ Seconded by _____ Vote _____

V. DISCUSSION ITEMS

8. SUPERINTENDENT SEARCH: In a workshop setting, the Board of Trustees will engage with consultants to determine the qualities they will be searching for in the new Superintendent, after reviewing the feedback the consultants received by the stakeholders.

VI. ADJOURNMENT

9. ADJOURNMENT: The meeting was adjourned at _____.

NEXT MEETING

The next meeting of the Carlsbad Unified School District Board of Trustees will be held on March 14, 2012, at 6:00 p.m., at the Carlsbad City Council Chambers, 1200 Carlsbad Village Drive, Carlsbad, CA 92008.

CARLSBAD UNIFIED SCHOOL DISTRICT
Carlsbad, California

February 24, 2012

TO: John Roach, Ed.D.
District Superintendent

FROM: Torrie Norton
Assistant Superintendent
Personnel Services

SUBJECT: Resolution #23-1112 Intent to Dismiss Certificated Employees

BACKGROUND INFORMATION

As a result of the statewide budget cuts, the Board of Trustees has determined that it shall be necessary to reduce or discontinue particular kinds of services. Under Education Code Section 44955, the District is authorized to implement a Particular Kind of Service layoff based upon a change in the manner or method of providing service.

The District's layoff will be a reduction of a particular kind of service under Education Code Sections 44949 and 44955. The Board must identify the services to be reduced or eliminated. These services are identified in the resolution entitled "Resolution of Intention to Dismiss Certificated Employees".

Probationary and permanent teachers are laid off in reverse order of seniority. Education Code Section 44955 provides: "The services of no permanent employee may be terminated under the provisions of this section while any probationary employee, or any other employee with less seniority, is retained to render a service which said permanent employee is certificated and competent to render."

The resolution directs the Superintendent to notify a corresponding number of employees that their services will not be required in the coming year. Service of this Notice must occur prior to March 15. A Final Notice must be adopted and served to employees prior to May 14. This gives the Board time to evaluate the need to reduce or eliminate the services.

Along with its resolution to reduce services, the Board should also adopt a "tie-breaker" resolution which will indicate when two employees have the same initial paid date of service as a probationary employee, there is a specified criteria for deciding which employee is more qualified to be retained (attached).

As a part of the Board's adoption of the above mentioned resolution, the Board authorizes and directs the Superintendent to send notices to the particular employees who will be laid off after employing the tie-breaker criteria, if necessary.

In every case of a layoff, the employee has a right to request a hearing before an Administrative Law Judge ("ALJ") with the Office of Administrative Hearings ("OAH"). The effects of a layoff must also be negotiated with CUTA.

RECOMMENDATION

It is respectfully recommended that the Board of Trustees approve the Resolution of Intention to Dismiss Certificated Employees and Tie Breaking Criteria.

SUPERINTENDENT'S RECOMMENDATION: Approve staff recommendation.



Carlsbad Unified School District

AMENDED RESOLUTION #23-1112

Amended

RESOLUTION OF INTENTION TO DISMISS CERTIFICATED EMPLOYEES

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, the Board of Trustees of the Carlsbad Unified School District has determined that it shall be necessary to reduce or discontinue the particular kinds of services of the District as itemized in Exhibit "A"; and

WHEREAS, it shall be necessary to terminate at the end of the 2011–2012 school year, the employment of certain certificated employees of the District as a result of this reduction or discontinuance in particular kinds of services;

WHEREAS, it will be necessary to retain certificated employees who possess special training or experience, which other certificated employees with more seniority do not possess, to teach a specific course of study:

1. Demonstrated experience, knowledge and skills as Head **Football** Coach of three (3) years or more at a large California public high school along with a credential which demonstrates being “Highly Qualified” in a core subject area as contemplated by the No Child Left Behind Act.
2. Demonstrated experience, knowledge and skills as High School Band Director of three (3) or more years at a large California public high school, along with appropriate credentials.

THEREFORE, BE IT RESOLVED that pursuant to Education Code sections 44955 and 44949 the Superintendent is directed to send appropriate notices to all employees whose services shall be terminated by virtue of this action. Nothing herein shall be deemed to confer any status or rights upon temporary or categorically funded project certificated employees in addition to those specifically granted to them by statute.

BE IT FURTHER RESOLVED, that the Board of Trustees of the Carlsbad Unified School District, this 24th day of February, 2012, hereby adopted Resolution #23-1112 by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____
ABSENT: _____

BOARD OF TRUSTEES OF THE
CARLSBAD UNIFIED SCHOOL DISTRICT

BY: _____
President of the Board of Trustees of the Carlsbad
Unified School District

EXHIBIT A

Recommended Reduction in 2012-2013 Programs/Services for the Carlsbad Unified School District.

The Superintendent recommends that the Board of Trustees adopt a resolution to reduce the programs and services for 2012-2013 as follows:

<u>Services</u>	<u>Number of Full-Time Equivalent Positions</u>
1. Teacher – Elementary Grades	60.0 FTE
2. Librarian	1.0 FTE
3. Teacher – Art	6.0 FTE
4. Teacher – Science	8.0 FTE
5. Teacher – English	8.0 FTE
6. Teacher – Math	8.0 FTE
7. Teacher – Work Experience	1.2 FTE
8. Teacher – Music	2.0 FTE
9. Teacher – Physical Education	8.0 FTE
10. Teacher – Social Science	8.0 FTE
11. Teacher – World Language	<u>6.0 FTE</u>
Total Full Time Equivalent Reduction	<u>116.2 FTE</u>

CARLSBAD UNIFIED SCHOOL DISTRICT

DETERMINATION OF TIE-BREAKING CRITERIA FOR 2012–2013

Pursuant to provisions of Education Code section 44955, the Board of Education is required to determine the District needs should it become necessary to determine the order of termination for employees who first rendered paid service to the District on the same day.

For the 2012–2013 school year only, to meet the requirements of Education Code section 44955, the Board of Education determines the needs of the District and the students by establishing the following tie-breaking criteria:

The following rating system shall be applied in determining the order of termination of certificated employees:

- A. Number of teaching and/or special service credentials. **Rating: +1 per credential**
- B. Number of supplementary and/or added authorizations. **Rating: +1 per supplementary/ authorization**
- C. Earned degrees beyond the BA/BS level. **Rating: +1 per degree**
- D. National Board Certification. **Rating: +1 per degree**

TIE-BREAKING PROCEDURE

In the event that common day hires have equal qualifications based on application of the above criteria, the District will then break ties by utilizing a lottery.

PASSED AND ADOPTED this 24th day of February, 2012 by the following vote:

AYES:

NOES:

ABSENT:

CARLSBAD UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES

President