

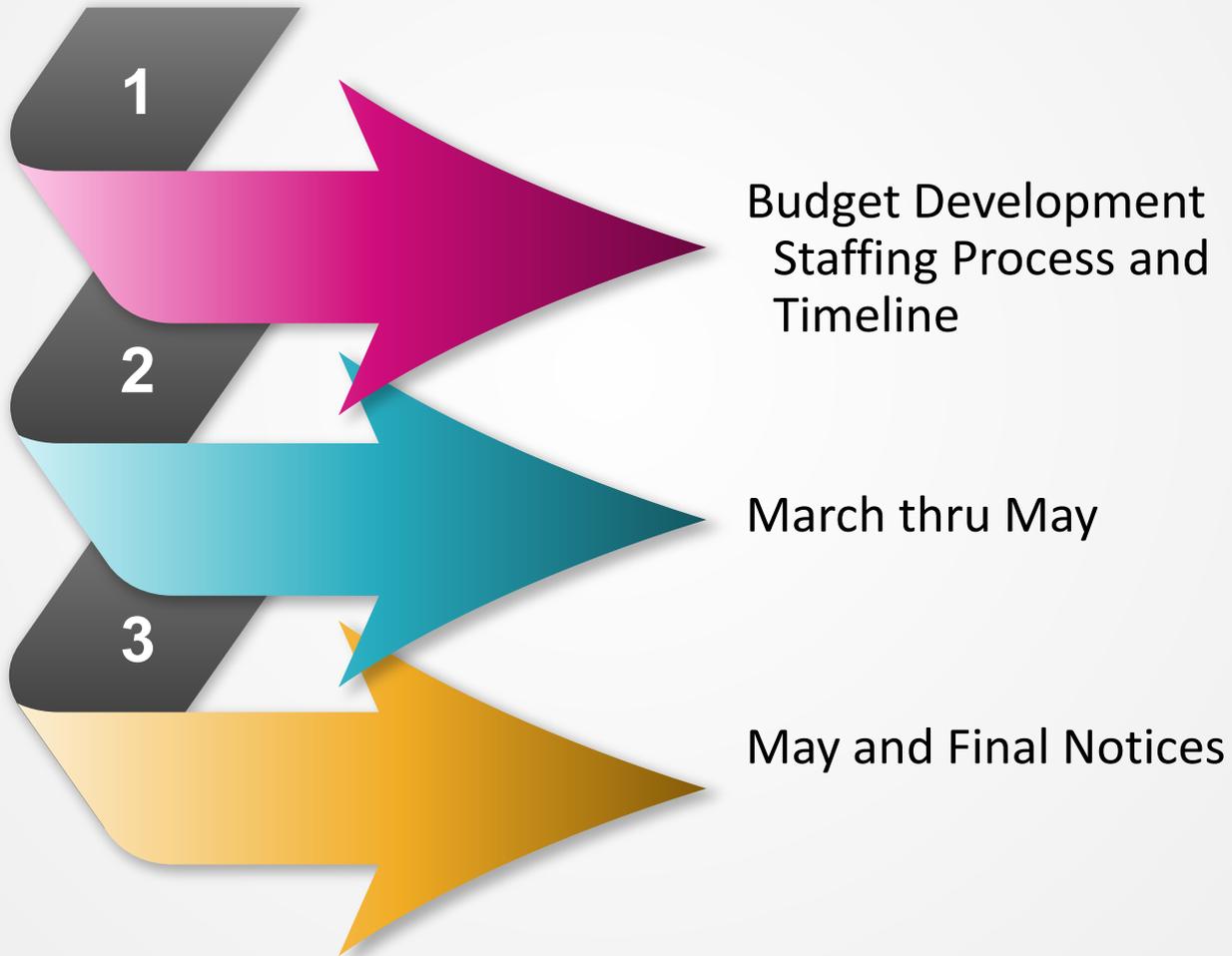


# **Approve Resolution No. 3270: Resolution Regarding Proposed Decision of Administrative Law Judge and Implementing Classified Layoffs**

Board Meeting  
May 11, 2022  
Agenda Item No. 3.1

Cancy McArn, Chief Human Resources Officer

# Agenda



# Acronyms

ALJ	Administrative Law Judge
AB	Assembly Bill
BDP	Budget Development Process
FTE	Full-Time Equivalent
HR	Human Resources

# Budget Development Staffing Process

## December

Sites/Depts. receive staffing allocations

## January/February

- Sites/Depts. meet with stakeholders
- Due to the demands of the Omicron surge, sites were provided with flexible options to meet with Budget to confirm staffing allocations for upcoming year

## February

HR processes data from Budget

District worked to identify additional one-time funds that could be used to reduce reductions and reduce the need for layoff notices to be sent to employees in positions being reduced

## March

Board meeting for Resolution 3254: Notice of Layoff: Classified Employees – Reduction in Force Due to Lack of Funds and/or Work

## April

Layoff Hearing with an Administrative Law Judge

## May

- Administrative Law Judge Decision
- Board Resolution to issue final layoff notices prior to May 15, (as per AB438)
- HR issues final layoff notices prior to May 15

# AB438 – New Classified Layoff Process



## AB438 – New Classified Layoff Process

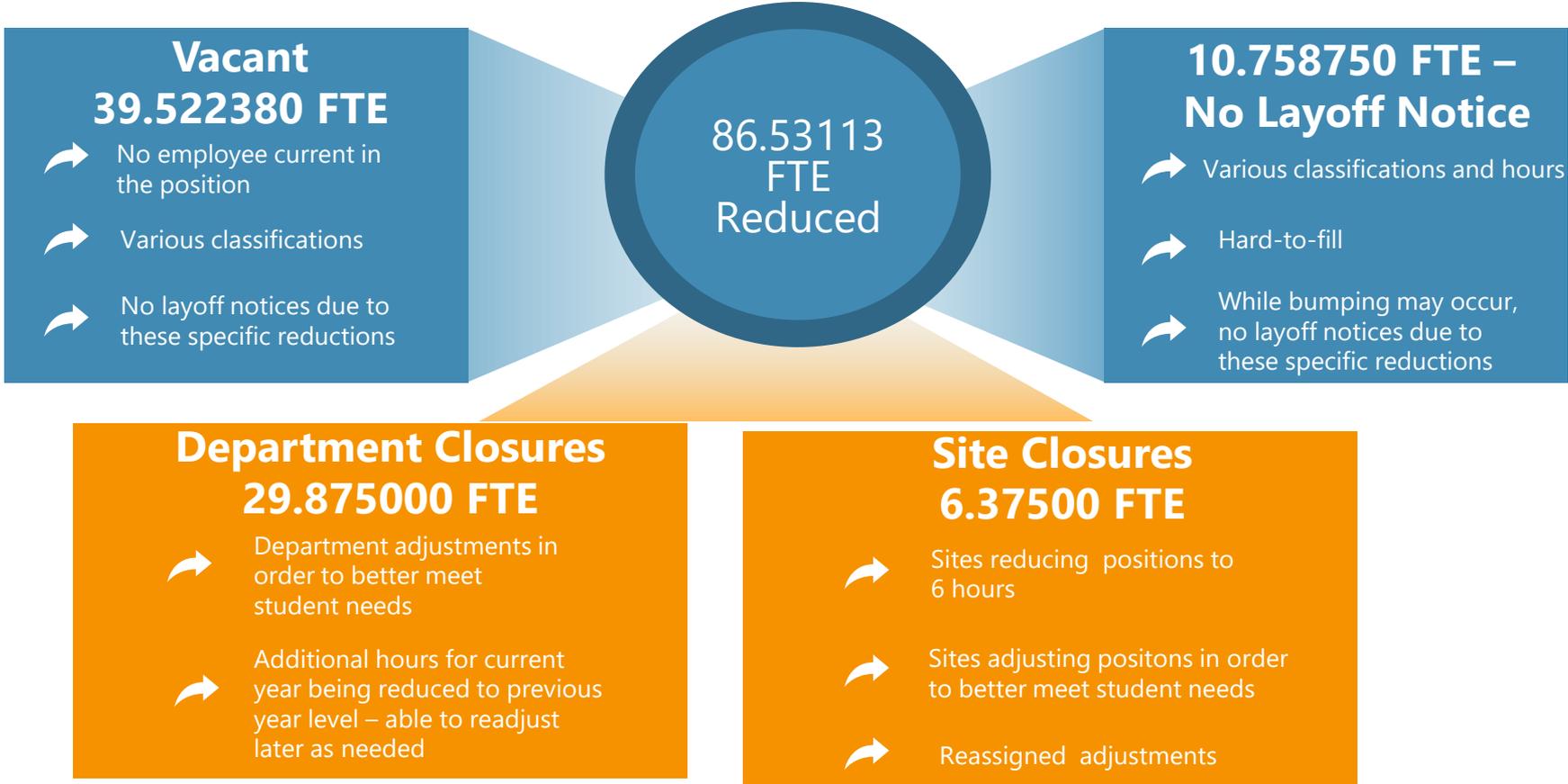
Layoff reasons – lack of work or lack of funds

Employees still have bumping rights

Employees still have reemployment rights for 39 months

Employees whose positions are being eliminated due to the expiration of a specially program(s) are still subject to the 60-day notice process

# March 3, 2022 Board Action for Preliminary Layoff Notices



On the resolution, asterisk notes places where no layoff notice will be given based on known attrition, current vacancies, and use of one-time funds for that position

# March 15 Preliminary Notices Sent to Meet AB 438 Timeline

**Analysis must be completed, attrition accounted for and preliminary notices sent**

The District will utilize known attrition and vacancies in order to help reduce the number of preliminary notices that must be sent.

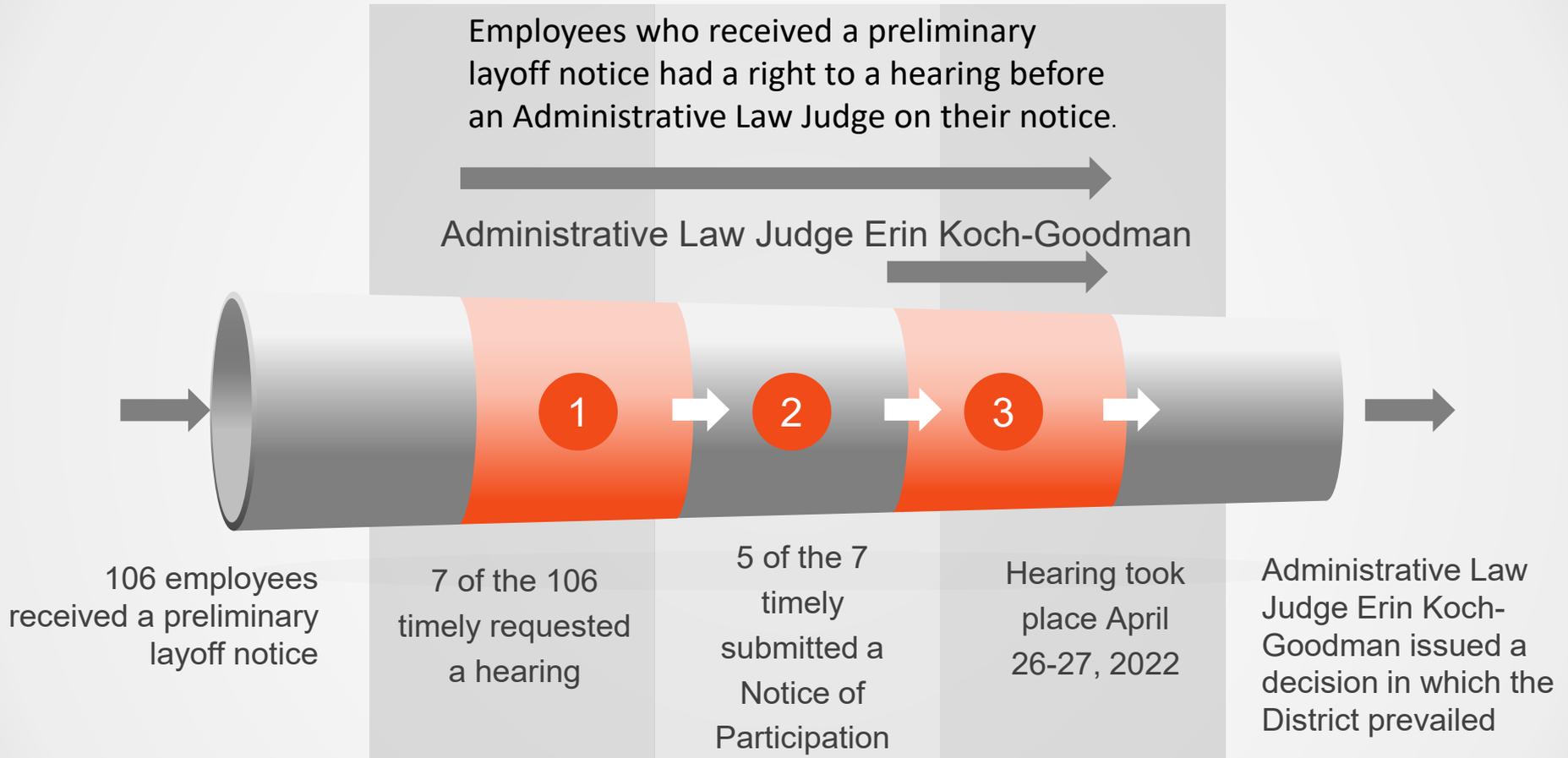
**Preliminary notices sent by March 15**

The District must meet the timelines as established by AB 438 for these preliminary March 15<sup>th</sup> notices.

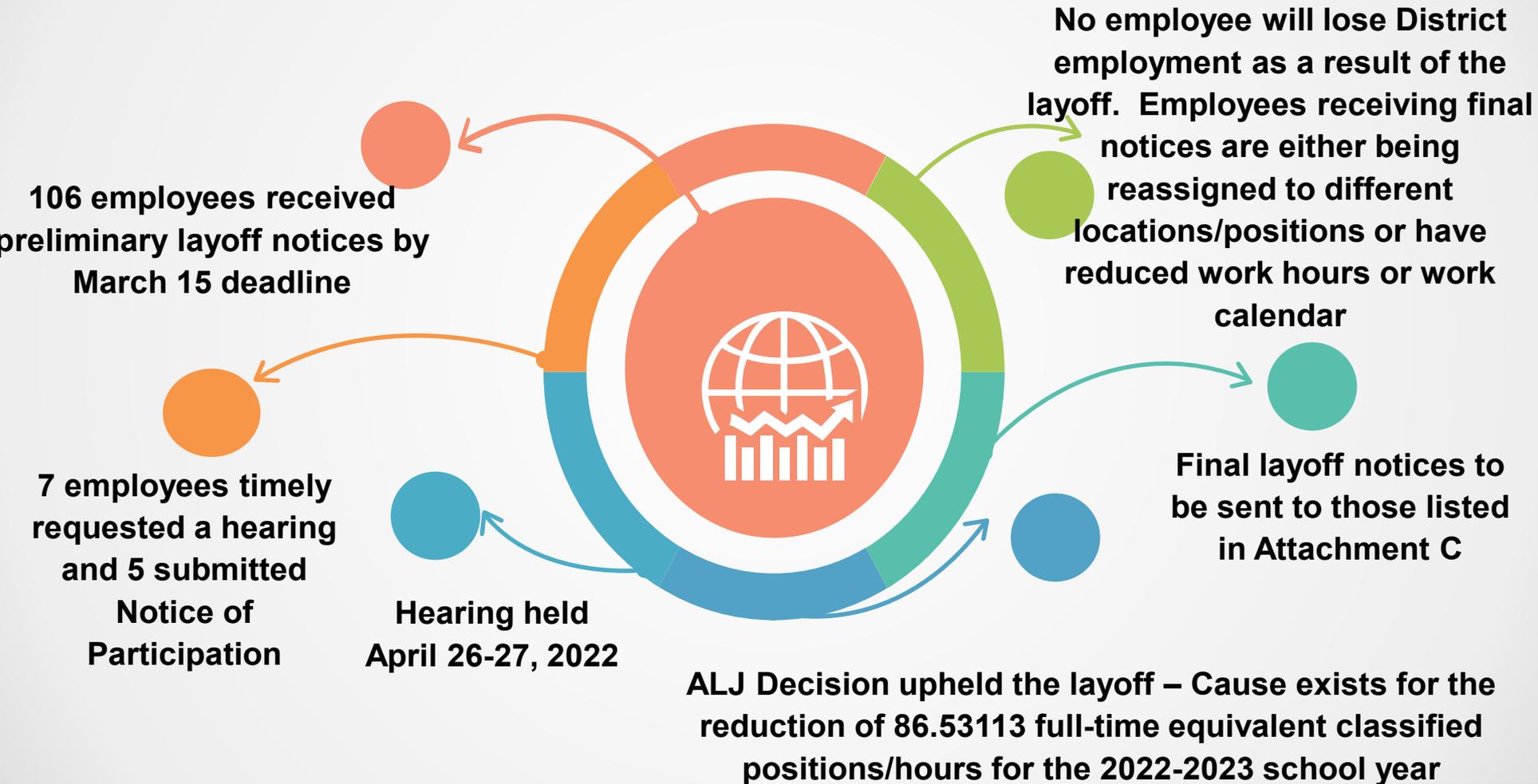
**Employees able to request a hearing before an Administrative Law Judge**

Employees who received a preliminary layoff notice have seven days to request a hearing on their proposed layoff.

# Administrative Hearing Process



# Administrative Law Judge Decision and Resolution to Adopt Decision



# Final Layoff Notices to be Issued prior to May 15 Deadline

## ATTACHMENT C

	Last Name	First Name
1	Pierson	Desiree
2	Murrillo De Pena	Manuela
3	Garis	Courtney
4	Hinojos	Yuridia
5	Harris	Alona
6	Garcia	Louise
7	Arcaina	Alicia
8	Cervantes	Sandra
9	Trice	Alyca
10	Proby	Latreacia
11	Chaidez	Romeo
12	Chau	Kim
13	Hilliard	Danielle
14	Spivey	Jujuana
15	Oliver	Shari
16	Chodon	Lhakpa
17	McCauley	Telicia
18	Serrano	Josefine
19	Halpine	Chuai
20	Penalozza Luna	Concepcion
21	Kokhanovich	Anna
22	Storozhuk	Nadiya
23	Dang	Nhuong
24	Desmond	Sharon
25	Saldana-Alvarez	Laura
26	Alfaro	Arlene
27	Cheung	Anna
28	Carrillo Flores	Rocio
29	Maria De Lepe	Ana
30	Tran	Ngoc
31	King	Austin
32	Huang	Ru
33	Yu	Minyan
34	Fain	Andrew
35	Delavan	John
36	Romero	Mariela
37	Uribe-Ramirez	Henrietta
38	Borghesil	Carrie
39	Hall	Lisa
40	Lee	Yee
41	Santiago	Marilou
42	De Gomez	Martha

43	Mack	Christy
44	Robles	Silvia
45	Johnson	Pamela A
46	Reyes	Silvia
47	Afable	Eduardo V
48	Rivera	Angie
49	Chu	Melody A
50	Fraga	Luz
51	Mendoza	Magda
52	Zuniga	Christina
53	Dixon	Lashan
54	Holmgren	Miryea
55	Horner	Kellie
56	Fong	Julie
57	Fernandez	Obdulia
58	Pareja Delgado	Marianela
59	Morones De Nava	Ruth
60	Gonzalez	Claudia
61	Newton	Shree
62	Del Toro Figueroa	Erika
63	Andrade Martinez	Silvia
64	Hajaz	Silvia
65	Saechao	Shelly

66	Martino	Lexi
67	Hughes	Rachel
68	Rogers	Phebie
69	Venegas	Angelique
70	Li	Hua
71	Hang Yang	Christina Thai
72	Reyes	Jose
73	Cardenas	Eraldica
74	Martinez	Araceli
75	Atkinson	Tiffany
76	Brown	Priscilla
77	Pham	Hoa
78	Gonzalez	Karla
79	Xu	Xiuyan
80	Jackson	Tyasmom
81	Espitia	Celia
82	Reynolds	Casey
83	Serrato Lozano	Claudia
84	Lopez	Ofelia
85	Nghiem	Hong
86	Torres Garcia	Sandra
87	Soto Zamudio	Tomasa
88	Herrera	Elisabeth
89	Pacheco	Catherine
90	Darvell	Samantha
91	Olvera Ochoa	Dora
92	Pottle	Wendy
93	King	Keonna
94	Carley	Koy
95	Starks	Juanda
96	Kirkendoll	Michael
97	Lewis	Lisa
98	Henderson-Vincent	Carol
99	Marshall	Ka/Ron
100	Haynesworth	Katon
101	Kafouros-Parker	Katrina
102	Leschinskiy	Irina
103	Schoorl	Sara
104	Beltran	Patricia
105	Lopez	Karen
106	Gonzales Fred	Juanita

# Recommendation and Next Steps

1

Recommend approval of Resolution 3270 and staff will issue final layoff notices prior to May 15 per the Education Code deadline

2

Meeting with union to see if those receiving layoff notices would like to participate in voluntary reduction meetings

3

Should enrollment increase or additional appropriate attrition take place or funding be identified, layoff notices may be rescinded

# Questions