

**BEFORE THE STATE ADMINISTRATOR OF THE
INGLEWOOD UNIFIED SCHOOL DISTRICT
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA**

RESOLUTION NO. 26/2018-2019

RESOLUTION TO REDUCE OR DISCONTINUE PARTICULAR KINDS OF SERVICE

WHEREAS, the District is currently under the authority of a State Administrator appointed by the California Superintendent of Public Instruction, and has assumed all legal rights, duties and powers of the District's Board of Education, in accordance with Education Code section 41326; and

WHEREAS, Education Code sections 44949 and 44955 require action by the State Administrator in order to reduce or eliminate services and to permit the layoff of certificated employees in the general education program; and

WHEREAS, pursuant to Education Code section 44955, the State Administrator has determined that it is in the best interests of the District and the welfare of the schools and the pupils thereof that the particular kinds of services set forth herein must be discontinued due to financial conditions; and

WHEREAS, it is the opinion of the State Administrator that due to the elimination of particular kinds of services, it is necessary to decrease a corresponding number of certificated employees for the 2019-2020 school year pursuant to Education Code section 44955; and

WHEREAS, the State Administrator has determined that this action is based upon a need to eliminate particular kinds of services, and not based upon reduction of average daily attendance during the past two years; and

WHEREAS, the State Administrator is authorized by Education Code section 44955 to deviate from terminating certificated employees in order of seniority where the District demonstrates a specific need for personnel to teach a specific course or course of study; and

NOW, THEREFORE, BE IT RESOLVED by the State Administrator of the Inglewood Unified School District as follows:

- A. That the particular kinds of services set forth below be reduced or eliminated, as specified, commencing in the 2019-2020 school year.

Reduce 7-8 English Teaching Services	2.0	F.T.E.
Reduce 7-8 Math Teaching Services	2.0	F.T.E.
Reduce 7-8 Science Teaching Services	1.0	F.T.E.
Reduce 7-8 Social Studies Teaching Services	1.0	F.T.E.
Eliminate 7-8 Art Teaching Services	1.0	F.T.E.
Reduce Secondary Spanish Teaching Services	1.0	F.T.E.
Reduce Secondary Music Teaching Services	1.0	F.T.E.
Reduce 9-12 English Teaching Services	2.0	F.T.E.
Reduce 9-12 Math Teaching Services	2.0	F.T.E.
Reduce 9-12 Social Studies Teaching Services	2.0	F.T.E.
Reduce 9-12 Biology Teaching Services	0.8	F.T.E.
Reduce 9-12 AVID Teaching Services	0.2	F.T.E.
Eliminate Elementary Teaching Services	7.0	F.T.E.
Eliminate Intervention Teaching Services	6.0	F.T.E.
Eliminate High School English Intervention Teacher	1.0	F.T.E.
Eliminate TOSA CTE	1.0	F.T.E.
Eliminate Elementary Assistant Principal	1.0	F.T.E.
Reduce Middle School Assistant Principal	1.0	F.T.E.
Reduce High School Assistant Principal	1.0	F.T.E.
TOTAL CERTIFICATED POSITIONS:	34.0	F.T.E.

- B. That due to the discontinuance of particular kinds of services, the corresponding number of certificated employees of the District shall be terminated at the end of the 2018-2019 school year, pursuant to Education Code section 44955.
- C. That the reduction of certificated staff be achieved by the termination of regular employees and not be terminating temporary and substitute employees.
- D. That “competency” as described in Education Code section 44955(b) for the purposes of bumping shall necessarily include: (1) possession of a valid clear or preliminary credential in the subject(s) or grade level to which the employee will be assigned at the beginning of the 2019-2020 school year; (2) appropriate full (not emergency) EL authorization (if required by the position); (3) in the case of displacing junior employees teaching in a departmentalized setting, single subject credential(s) or subject matter authorization in that subject area; and (4) any training and experience necessary to meet the job requirements of specialized positions (such as Dual Immersion Teachers).
- E. That due to the specific need of the District to hire and retain teachers who possess special training and experience to teach classes in the Dual Immersion program, the Executive Director of Human Resources or designee is authorized to deviate from terminating certificated employees in order of seniority in instances where the less senior employee possesses special training and experience to teach classes in the Dual Immersion program and will be assigned to do so in the 2019-2020 school year.

- F. That bumping shall only be allowed in cases where the senior employee is both competent and credentialed to assume the whole assignment of the more junior employee.
- G. That, as between certificated employees with the same seniority date, the order of termination shall be determined solely by the criteria listed and described in **Attachment 1**, which is attached hereto and incorporated herein by this reference, and are based solely on the needs of the District and the students thereof.
- H. That the Executive Director of Human Resources or designee is directed to initiate layoff procedures and give appropriate notice pursuant to Education Code sections 44955 and 44949.

The forgoing Resolution was adopted by the State Administrator of the Inglewood Unified School District on the 6th day of March, 2019.

Dr. Thelma Melendez de Santa Ana
State Administrator of the Inglewood
Unified School District

ATTACHMENT 1

DETERMINATION OF SENIORITY AMONG CERTIFICATED EMPLOYEES WITH THE SAME SENIORITY DATE (“Tie-Breaker Criteria”)

The District values the services of all employees who may, by coincidence, share the same date of first paid service in a probationary position. Education Code section 44955, subdivision (b), related to certificated layoffs, provides in relevant part, “[a]s between employees who first rendered paid service to the district on the same date, the governing board shall determine the order of termination solely on the basis of needs of the district and the students thereof.”

Education Code section 44866, related to reemployment following the termination of services, provides in relevant part, “As between two or more employees who first rendered paid service to the district on the same date, and who, following the termination of services, have a statutory preference to reappointment in the order of original employment, the governing board shall determine the order of reemployment solely on the basis of the needs of the district and the students thereof.”

Based upon the needs of the District and the students thereof, the following criteria shall be applied in order, one step at a time, to resolve all ties between certificated employees having the same seniority date, as defined in Education Code section 44845, and thus delineate the order of termination in the event of a layoff and order of subsequent reappointment:

1. Persons with Master’s Degrees in the following areas listed in order of priority:
 - a. Math
 - b. Science
 - c. English
2. Persons with Bachelor’s Degrees in the following areas listed in order of priority:
 - a. Math
 - b. Science
 - c. English
3. Persons who hold a BCLAD or other comparable EL Authorization
4. Persons who hold CLAD or other comparable EL Authorization
5. Persons with Clear (or Life) Credentials and authorizations allowing service in the following areas listed in order of priority:
 - a. Special Education
 - b. Math
 - c. English
 - d. Science
6. Persons with Subject Matter Authorization in the following areas listed in order of priority:
 - a. Special Education
 - b. Math
 - c. English
 - d. Science
 - e. Persons with Clear Credentials
7. Persons with Preliminary Credentials and authorizations allowing service in the following areas listed in order of priority:
 - a. Special Education
 - b. Math
 - c. English
 - d. Science

8. Persons with Intern Credentials and authorizations allowing service in the following areas listed in order of priority:
 - a. Special Education
 - b. Math
 - c. English
 - d. Science
9. Persons with Supplemental Authorizations in the following areas listed in order of priority:
 - a. Special Education
 - b. Math
 - c. English
 - d. Science
10. Persons with Master's Degrees.
11. Persons with Preliminary Credentials.
12. Persons with Intern Credentials.
13. Persons with multiple teaching credentials.
14. Persons with National Board Certification.
15. Total credentialed teaching experience inside and outside of the District
16. Units beyond Bachelor's Degree
17. Persons who have completed AB466/SB472 training in Math
18. Persons who have completed AB466/SB472 training in English
19. Persons with a Reading Certificate
20. Lottery:
 - a. If the criteria listed above do not break a tie, the District shall hold a lottery at least five work days prior to the layoff hearing. Each group of tied employees shall have the right to attend the lottery and pick a lottery number. In the absence of the employee, the Superintendent or designee will select a lottery number on behalf of the employee.
 - b. As between tied employees, low lottery numbers will indicate low seniority for that hire date. For example, an individual with a lottery number of "1" would be laid off before an individual with a lottery number of "10."
 - c. These criteria have been determined to best serve the needs of the District and students thereof, and will be applied in the layoff hearing in which the issue may arise.

The foregoing criteria reflect the current needs of the District and the students thereof and shall be applied to rank the order of individuals for purposes of layoff at the end of the 2018-2019 school year, and reemployment thereafter pursuant to Education Code section 44956 or 44957, subject to exceptions allowed by law.