PUBLIC NOTICE

LOS ANGELES COUNTY OFFICE OF EDUCATION
9300 Imperial Highway
Downey, CA 90242-2890

TO: General Public

FROM: Debra Duardo, M.S.W., Ed.D., Los Angeles County Superintendent of Schools

SUBJECT: Public Hearing Announcement – Reduction-In-Force Reports for Certificated Employees

DATE: Wednesday, February 26, 2025

TIME: 1:30 pm - EC 100 Board Room - 9300 E. Imperial Highway, Downey, CA 90242

LIVE STREAM: Zoom listeners:

When: Feb 26, 2025 - 1:30 PM Pacific Time (US and Canada)
Topic: Superintendent Hearing for Certificated & Classified RIF

Please click the link below to join the webinar:
https://lacoe-edu.zoom.us/j/89691130803?pwd=iZNmwQrbe104V8BoOadLtJxU6TnUA7.1
Password: 955532,Or iPhone one-tap: US: +16699009128,,89691130803#,,1#,955532# or +16694449171,,89691130803#,,1#,955532#

This notice is to inform you that on February 26, 2025, the Los Angeles County Superintendent or her designee will take action on the following Reduction-in-Force Reports for Certificated Employees:

Resolution No. 1-S	**Reduction or Discontinuation of Particular Kinds of Service (PKS)**
Resolution No. 2-S	**Release of Employees Serving in Teaching Positions Requiring Certification Qualifications Pursuant to Temporary Contracts**
Resolution No. 3-S	**Determining Order of Termination for Certificated Personnel**
Resolution No. 4-S	**Release and/or Non-reelection of Employees Serving in Teaching Positions Requiring Certification Qualification Pursuant to Provisional Credentials**
Resolution No. 5-S	**Resolution Establishing Skip Criteria**

This Public Notice and additional information may be viewed on the LACOE website at www.lacoe.edu., as well as in the lobbies of Education Center, Education Center East, and Education Center West.
If you have any questions or comments regarding this matter, please direct them to Human Resource Services by telephone at (562) 803-8458.

Please Do Not Remove

Posted: February 21, 2025

Note: The Los Angeles County Office of Education encourages individuals with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the Office of Risk Management Services at (562) 401-5760 at least 48 hours prior before the scheduled public hearing so that we may make every reasonable effort to accommodate you. [Government Code 54953.2; Americans with Disabilities Act of 1990 (42 U.S.C. 12132)]

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This notice is to inform you that on February 26, 2025, the Los Angeles County Superintendent or her designee will take action on the following Reduction-in-Force Report for Classified Employees:

Resolution No. 6-S **Reduction or Discontinuation of Particular Kinds of Service (PKS)**
Resolution No. 7-S **Release of Employees serving in Classified Limited Term/Provisional Positions**

This Public Notice and additional information may be viewed on the LACOE website at www.lacoe.edu., as well as in Education Center, Education Center East, and Education Center West.

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Agenda

LOS ANGELES COUNTY OFFICE OF EDUCATION

9300 Imperial Highway, Downey, CA 90242
Phone (562) 922-6128 Fax (562) 940-1727

No. 3:2024-25

Procedures for addressing the Superintendent are available in the entry to the Hearing Room.To request a disability-related accommodation under the ADA, please call Ms. Michelle Bartolo at (562) 922-6127 at least 24 hours in advance.

Superintendent's Hearing
Wednesday, February 26, 2025
EC 100 Board Room – 1:30 pm

You are invited to a Zoom webinar.
When: Feb 26, 2025, 1:30 PM Pacific Time (US and Canada)
Topic: Superintendent Hearing for Certificated & Classified RIF

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I. PUBLIC HEARINGS

A. Reduction-In-Force for Certificated Employees

I. Resolution No. 1-S: Reduction or Discontinuation of Particular Kinds of Services (PKS)

II. Resolution No. 2-S: Release of Employees Serving in Teaching Positions Requiring Certification Qualifications Pursuant to Temporary Contracts

III. Resolution No. 3-S: Determining Order of Termination for Certificated Personnel

IV. Resolution No. 4-S: Release and/or Non-reelection of Employees Serving in Teaching Positions Requiring Certification Qualification Pursuant to Provisional Credentials

V. Resolution No. 5-S: Resolution Establishing Skip Criteria

B. Reduction-In-Force for Classified Employees

I. Resolution No. 6-S: Reduction or Discontinuation of Particular Kinds of Services (PKS)

II. Resolution No. 7-S: Release of Employees serving in Classified Limited-Term/Provisional Positions

Item I. Public Hearing

A. Report on Reduction in Force for Certificated Employees

Attachment 1

Reduction or Discontinuance of Particular Kinds of Services (PKS)

Attached is Resolution **No. 1-S** to Reduce or Discontinue Particular Kinds of Services (PKS).

Based upon the reduction or discontinuance of the particular kinds of services set forth in Resolution **No. 1-S,** it will be necessary to decrease the number of certificated employees employed by the Los Angeles County Superintendent of Schools.

Attachment 2

Termination of Temporary Contracts

Attached is Resolution **No. 2-S** to Release Employees Serving in Teaching Positions Requiring Certification Qualifications Pursuant to Temporary Contracts.

The County Superintendent currently employs various persons serving in teaching positions pursuant to temporary employment contracts;

Some employees' temporary contracts indicate an expiration date of June 30, 2025, at the latest;

Education Code section 44954 arguably requires the County Superintendent to notify certain temporary employees before the end of the school year of the County Superintendent's decision to not reelect the employee for the following school year;

The County Superintendent wishes to terminate the services of the below listed employees serving in teaching positions pursuant to temporary employment contracts;

The County Superintendent wishes to provide notice to employees whose services will not be continued into next school year, of their non-reelection and release from employment (effective upon the close of the 2024-2025 school year), so such individuals may commence consideration of employment alternatives elsewhere for the following school year;

The County Superintendent reserves the right to identify additional similarly situated employees as planning continues for educational services for the following school year;

Attachment 3

Determination of Order for Termination of Certificated Personnel (Seniority Tie-break)

Attached is Resolution **No. 3-S** to Determine Order of Termination of Certificated Personnel.

The County Superintendent is required to determine the order of termination, as between employees who first rendered paid service to LACOE on the same date, solely on the basis of the needs of the programs administered by the County Superintendent and the students participating in those programs.

Education Code section 44955 requires that upon the request of any employee whose order of termination is determined as stated above, the County Superintendent shall furnish in writing no later than five days prior to the commencement of the hearing held in accordance with section 44949, a statement of the specific criteria used in determining the order of termination and the application of the criteria in ranking each employee relative to the other employees in the group.

Attachment 4

Release and/or Non-Reelection of Provisional Staff

Attached is Resolution **No. 4-S** to Release and/or Non-Reelect Employees Serving in Teaching Positions Requiring Certification Qualifications Pursuant to Provisional Credentials.

The County Superintendent currently employs various persons serving in teaching positions pursuant to temporary employment contracts and/ or as employees serving solely pursuant to and possessing only Short Term Permits or instead as employees serving solely pursuant to and possessing only a Provisional Intern Permits or instead as employees serving solely pursuant to and possessing only a variable term waivers or instead as employees serving solely pursuant to and possessing only a university or District internship credentials;

Some persons holding solely Short Term Staffing Permits, Provisional Intern Permits, variable term waivers, or intern credentials are also employed pursuant to temporary contracts;

Some employees' temporary contracts indicate an expiration date of June 30, 2025, at the latest;

Education Code section 44954 arguably requires the County Superintendent to notify certain temporary employees before the end of the school year of the County Superintendent's decision to not reelect the employee for the following school year;

As the County Superintendent reviews the educational priorities of the Los Angeles County Office of Education and the methods and means of providing educational services and determines the kinds of personnel required, the County Superintendent intends to decrease, where possible, reliance upon employees serving in certificated staffing positions pursuant to and possessing only provisional permits, and recognizes such effort to be consistent with state and federal law and with elevating the training and/or

experience levels of its certificated staff to provide the most highly qualified certificated staff available for students served by the County Superintendent and Los Angeles County Office of Education;

In order to employ individuals holding provisional permits, the County Superintendent is required to conduct a diligent search and determine that the County Superintendent is unable to recruit a sufficient number of fully certificated teachers, and must thereafter submit to the California Commission on Teacher Credentialing a Declaration of Need verifying that there is an insufficient number of certificated persons who meet the County Superintendent's specified employment criteria for the positions as to which provisional permits are requested;

The employment of persons holding only provisional permits or variable term waivers is governed by and subject to such unavailability of other certificated individuals, yet the County Superintendent believes current circumstances indicate a significant probability exists that a sufficient number of fully credentialed teachers (for example, possessing preliminary or clear credentials) will be available to perform the services of those provisional permit or variable term waiver employees listed in Exhibit A, so that the County Superintendent cannot fulfill the legal prerequisites contained within statues and regulations upon which these individuals' continued employment is conditioned, the County Superintendent will not be able to approve the Declaration of Need as to some of these listed employees, and the individuals listed below will accordingly not be reemployed by the County Superintendent;

Service as an intern does not advance an individual towards acquiring tenure until the person has completed a teaching internship program and is then employed for at least one complete school year by the employer for which he or she served as an intern during the immediately preceding school year, with tenure being achieved upon reelection for the next succeeding school year following the completion of the one year after the internship program (Education Code section 44466);

For the above reasons whether considered individually or cumulatively, the County Superintendent wishes to terminate the services of the below listed employees effective upon the close of this current school year;

The County Superintendent wishes to provide notice to employees whose services will not be continued into the next school year, of their non-reelection and release from employment (effective upon the close of the 2024-2025 school year), so such individuals may commence consideration of employment alternatives elsewhere for the following school year;

The County Superintendent reserves the right to identify additional similarly situated employees as planning for educational services for the following school year continues.

Attachment 5

Resolution establishing Skip Criteria

Attached is Resolution **No. 5-S** to Establish Skipping Criteria

Education Code Section 44955 provides the County Superintendent may deviate from terminating in order of seniority if the County Office demonstrates a specific need for personnel to teach a specific course of study and that the certificated employee has special training and experience necessary to teach that course or course of study or to provide those services, which others with more seniority do not possess.

B. Report on Reduction in Force for Classified Employees

Attachment 1

Reduction or Discontinuance of Particular Kinds of Services (PKS)

Attached is Resolution **No. 6-S** to Reduce or Discontinue Particular Kinds of Services (PKS).

Based upon the reduction or discontinuance of the particular kinds of services set forth in Resolution **No. 6-S,** it will be necessary to decrease the number of classified employees employed by the Los Angeles County Superintendent of Schools.

Attachment 2

Release of Employees Serving in Classified Limited-Term/Provisional Positions.

Attached is Resolution **No. 7-S** to Release Limited-Term Employees Serving in Classified Positions in a Limited-Term status.

The County Superintendent currently employs various persons serving limited term indicate an expiration date of June 30, 2025, at the latest;

Education Code section 45117 arguably requires the County Superintendent to notify certain limited term employees before the end of the school year of the County Superintendent's decision to release the employee for the following school year;

As the County Superintendent reviews the educational priorities of the Los Angeles County Office of Education and the methods and means of providing educational services and determines the kinds of personnel required, the County Superintendent intends to decrease, where possible, reliance upon employees serving in classified limited term positions, and recognizes such effort to be consistent with state and federal law employed by the County Superintendent and Los Angeles County Office of Education;

Service as a limited term employee does not advance persons towards acquiring permanent status with the Office or rights therein;

For the above reasons whether considered individually or cumulatively, the

County Superintendent wishes to terminate the services of the below listed employees effective upon the close of this current school year;

The County Superintendent wishes to provide notice to employees whose services will not be continued into the next school year, of their non-reelection and release from employment (effective upon the close of the 2024-2025 school year), so such individuals may commence consideration of employment alternatives elsewhere for the following school year;

The County Superintendent reserves the right to identify additional similarly situated employees as planning for educational services for the following school year continues.

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

LOS ANGELES COUNTY, CALIFORNIA

RESOLUTION TO REDUCE OR DISCONTINUE PARTICULAR KINDS OF SERVICE

RESOLUTION NO. 1-S

WHEREAS, pursuant to Education Code section 44955, it is the opinion of the Los Angeles County Superintendent of Schools, Dr. Debra Duardo, (hereinafter County Superintendent), that it has become necessary to reduce or discontinue particular kinds of services; and

WHEREAS, the County Superintendent is the employer of all employees working for the Los Angeles County Office of Education; and

WHEREAS, it is the opinion of the County Superintendent that the following particular kinds of services be reduced or discontinued for the 2025-2026 school year:

HUMAN RESOURCE SERVICES	**FTE**
A. Human Resource Services	
1. Coordinator III	1.0

WELLBEING AND SUPPORT SERVICES	**FTE**
A. Division of Student Support Services (SSS)	
1. Coordinator III	1.0
2. Counselor	3.0
B. Community Schools Initiative	**FTE**
1. Project Director II	1.0
2. Coordinator I	1.0
3. Community Schools Specialist	1.0
4. School Social Worker	1.0
5. Coordinator III	1.0
C. Equity Diversity and Inclusion (EDI)	**FTE**
1. Coordinator II	1.0
2. Senior Program Specialist	1.0

EDUCATIONAL PROGRAMS	
D. Division of Student Programs	
1. School Social Worker	1.0
2. Teacher-Special Assignment	1.0
Total Positions to be Eliminated	**14.0**

WHEREAS, it is the opinion of the County Superintendent that it is necessary by reason of the aforementioned reductions and discontinuances of service, to decrease the number of certificated employees by the equivalent of **14.0** FTE employees for the 2025-26 school year;

WHEREAS, in determining the amount of service to be reduced, the County Superintendent has considered all assured attrition, and the reductions identified above are in addition to any assured attrition known at the time of this resolution;

WHEREAS, the Education Code requires that various actions be taken and notices be forwarded no later than March 15th of each school year regarding layoffs of certificated personnel resulting from reductions of particular kinds of service;

NOW, THEREFORE, BE IT RESOLVED, by the County Superintendent, that for the 2025-2026 school year, the particular kinds of services to be provided by Los Angeles County Office of Education shall be and hereby are reduced to the extent hereinabove set forth;

BE IT FURTHER RESOLVED pursuant to Education Code section 44955, that due to the reduction or discontinuance of particular kinds of services, the legal number of employees of the County Superintendent, as set for herein, are not to be reemployed for the 2025-2026 school year;

BE IT FURTHER RESOLVED that the Chief Human Resources Officer, or her designee, is directed to provide Notice of Recommendation Not to Reemploy, in accordance with the provisions of sections 44949 and 44955 of the Education Code, to the number of certificated employees allowed pursuant to Education Code section 44955;

BE IT FURTHER RESOLVED that the Chief Human Resources Officer, or her designee, is delegated the authority to take all actions necessary and proper to the accomplishment of the purposes of this Resolution.

The foregoing Resolution is adopted by Debra Duardo, M.S.W., Ed.D., the duly appointed Los Angeles County Superintendent of Schools on February 26, 2025.

_____
Debra Duardo, M.S.W., Ed.D.
Superintendent
Los Angeles County Office of Education

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

STATE OF CALIFORNIA

RESOLUTION REGARDING RELEASE OF EMPLOYEES SERVING IN TEACHING POSITIONS REQUIRING CERTIFICATION QUALIFICATIONS PURSUANT TO TEMPORARY CONTRACTS

RESOLUTION NO. 2-S

WHEREAS, the County Superintendent currently employs various persons serving in teaching positions pursuant to temporary employment contracts;

WHEREAS, some employees' temporary contracts indicate an expiration date of June 30, 2025, at the latest;

WHEREAS, Education Code section 44954 arguably requires the County Superintendent to notify certain temporary employees before the end of the school year of the County Superintendent's decision to not reelect the employee for the following school year;

WHEREAS, the County Superintendent wishes to terminate the services of the below listed employees serving in teaching positions pursuant to temporary employment contracts;

WHEREAS, the County Superintendent wishes to provide notice to employees whose services will not be continued into next school year, of their non-reelection and release from employment (effective upon the close of the current school year), so such individuals may commence consideration of employment alternatives elsewhere for the following school year;

WHEREAS, the County Superintendent reserves the right to identify additional similarly situated employees as planning continues for educational services for the following school year;

NOW, THEREFORE, BE IT DETERMINED, that the individuals identified in **Exhibit A** serving pursuant to temporary contracts are not reelected for the 2025-2026 school year and are released from employment with the Los Angeles County Superintendent of Schools effective upon the close of the 2024-2025 school year or their temporary contracts, whichever occurs first;

BE IT FURTHER DETERMINED that the Chief Human Resources Officer, or her designee(s), provide notice to each employee identified in **Exhibit A** of his or her release and non-reelection effective upon the close of the 2024-2025 school year or the expiration of any applicable temporary contract (whichever occurs first), and that his or her employment with the Los Angeles County Superintendent of Schools is thereby ended accordingly.

The foregoing determination was made on the 26th day of February 2025.

_____

Debra Duardo, M.S.W., Ed.D.
Los Angeles County Superintendent of Schools

LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

EXHBIT "A" TO RESOLUTION REGARDING RELEASE AND/OR NONREELECTION OF EMPLOYEES SERVING IN TEACHING POSITIONS REQUIRING CERTIFICATION QUALIFICATIONS PURSUANT TO PROVISIONAL CREDENTIALS.

The following employees serving in teaching positions requiring certification qualifications pursuant to temporary contracts will receive a layoff notice:

Martin Offiah

Mustafa Hijazi

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

STATE OF CALIFORNIA

RESOLUTION DETERMINING ORDER OF TERMINATION FOR CERTIFICATED PERSONNEL

RESOLUTION NO. 3-S

WHEREAS, pursuant to Education Code section 44955, the County Superintendent is required, as between employees who first rendered paid service to the County Superintendent on the same date, to determine the order of termination solely on the basis of the needs of the programs administered by the County Superintendent and the students participating in those programs;

WHEREAS, Education Code section 44955 requires that upon the request of any employee whose order of termination is determined as stated above, the County Superintendent shall furnish in writing no later than five days prior to the commencement of the hearing held in accordance with section 44949, a statement of the specific criteria used in determining the order of termination and the application of the criteria in ranking each employee relative to the other employees in the group;

NOW, THEREFORE, BE IT DETERMINED, as follows:

1. That the County Superintendent determines that the needs of the programs under her jurisdiction and the students participating in those programs are best served by resolving seniority ties within the meaning of Education Code sections 44955(b) and 44846, by applying the criteria set forth in paragraphs 4 through 10 below;

2. That as between employees who first rendered paid service to the County Superintendent in a probationary position on the same date, the order of termination of said employees shall be determined by reference to the criteria which follow and the application thereof to each employee;

3. That the criteria set forth in paragraphs 4 through 10 below are listed in priority order and each criterion shall be used only if the preceding criteria does not delineate the order of termination;

4. As between certificated employees possessing the same seniority date as defined in Education Code section 44845, then employees who possess full English Language Learner authorization, i.e., Cross-Cultural Language and Academic Development (CLAD) or equivalent authorization recognized by the California Commission on Teacher Credentialing, will be regarded as having greater seniority for purposes of determining seniority order than employees who do not possess such authorization;

5. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, then employees with the following authorizations, in order of preference, will be regarded as having greater seniority for purposes of determining seniority order:

a. Clinical Rehabilitative, Language, Speech, and Hearing
b. Deaf and Hard of Hearing
c. Visually Impaired
d. Occupational Therapy/Physical Impairment
e. Adapted Physical Education
f. Education Specialist (Moderate/Severe or SH credential)
g. Education Specialist (Mild-Moderate)
h. Learning Handicapped (Mild-Moderate)
i. Resource Services (RSP/RST)
j. Early Childhood
k. Single Subject
l. Secondary Elementary
m. Multiple Subject
n. Standard Elementary

6. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, then employees possessing the greater number of non-provisional credentials that may be used in rendering service to the County Superintendent will be regarded as having greater seniority for purposes of determining seniority order than employees possessing the lesser number of such credentials;

7. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, then employees with the following provisional credentials, in order of preference, will be regarded as having greater seniority for purposes of determining seniority order:

   a. District Intern
   b. University Intern
   c. Variable Term Waiver
   d. Provisional Internship Permit
   e. Short Term Staff Permit

8. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, then employees with earlier first dates of paid service to the County Superintendent in any capacity will be regarded as having greater seniority for purposes of determining seniority order than employees with later first dates of paid service to the County Superintendent in any capacity;

9. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, then employees with an earlier date of first certification by the California Commission on Teacher Credentialing (CCTC) will be regarded as having greater seniority for purposes of determining seniority order than employees with a later date of first certification by CCTC;

10. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, a random drawing shall be conducted which may be observed by the affected employees and/or a bargaining unit representative.

Such criteria shall be applied to rank the order of individuals for purposes of layoff and reemployment, subject to exceptions allowed by law;

The foregoing determination was adopted by the Los Angeles County Superintendent of Schools on the 26th day of February 2025.

_____
Debra Duardo, M.S.W., Ed.D.
Los Angeles County Superintendent of Schools

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

STATE OF CALIFORNIA

RESOLUTION REGARDING RELEASE AND/OR NON-REELECTION OF EMPLOYEES SERVING IN TEACHING POSITIONS REQUIRING CERTIFICATION QUALIFICATIONS PURSUANT TO PROVISIONAL CREDENTIALS

RESOLUTION NO. 4-S

WHEREAS, the County Superintendent currently employs various persons serving in teaching positions pursuant to temporary employment contracts and/or as employees serving solely pursuant to and possessing only Short Term Permits or instead as employees serving solely pursuant to and possessing only a Provisional Intern Permits or instead as employees serving solely pursuant to and possessing only a variable term waivers or instead as employees serving solely pursuant to and possessing only a university or District internship credentials;

WHEREAS, some persons holding solely Short Term Staffing Permits, Provisional Intern Permits, variable term waivers, or intern credentials are also employed pursuant to temporary contracts;

WHEREAS, some employees' temporary contracts indicate an expiration date of June 30, 2025, at the latest;

WHEREAS, Education Code section 44954 arguably requires the County Superintendent to notify certain temporary employees before the end of the school year of the County Superintendent's decision to not reelect the employee for the following school year;

WHEREAS, as the County Superintendent reviews the educational priorities of the Los Angeles County Office of Education and the methods and means of providing educational services and determines the kinds of personnel required, the County Superintendent intends to decrease, where possible, reliance upon employees serving in certificated staffing positions pursuant to and possessing only provisional permits, and recognizes such effort to be consistent with state and federal law and with elevating the training and/or experience levels of its certificated staff to provide the most highly qualified certificated staff available for students served by the County Superintendent and Los Angeles County Office of Education;

WHEREAS, in order to employ individuals holding provisional permits, the County Superintendent is required to conduct a diligent search and determine that the County Superintendent is unable to recruit a sufficient number of fully certificated teachers, and must thereafter submit to the California Commission on Teacher Credentialing a Declaration of Need verifying that there is an insufficient number of certificated persons who meet the County Superintendent's specified employment criteria for the positions as to which provisional permits are requested;

WHEREAS, the employment of persons holding only provisional permits or variable term waivers is governed by and subject to such unavailability of other certificated individuals, yet the County Superintendent believes current circumstances indicate a significant probability exists that a sufficient number of fully credentialed teachers (for example, possessing preliminary or clear credentials) will be available to perform the services of those provisional permit or variable term waiver employees listed in **Exhibit A**, so that the County Superintendent cannot fulfill the legal prerequisites contained within statutes and regulations upon which these individuals' continued employment is conditioned, the County Superintendent will not be able to approve the Declaration of Need as to some of these listed employees, and the individuals listed below will accordingly not be reemployed by the County Superintendent;

WHEREAS, service as an intern does not advance an individual towards acquiring tenure until the person has completed a teaching internship program and is then employed for at least one complete school year by the employer for which he or she served as an intern during the immediately preceding school year, with tenure being achieved upon reelection for the next succeeding school year following the completion of the one year after the internship program (Education Code section 44466);

WHEREAS, for the above reasons whether considered individually or cumulatively, the County Superintendent wishes to terminate the services of the below listed employees effective upon the close of this current school year;

WHEREAS, the County Superintendent wishes to provide notice to employees whose services will not be continued into the next school year, of their non-reelection and release from employment (effective upon the close of the current school year), so such individuals may commence consideration of employment alternatives elsewhere for the following school year;

WHEREAS, the County Superintendent reserves the right to identify additional similarly situated employees as planning for educational services for the following school year continues;

NOW, THEREFORE BE IT DETERMINED, that the individuals identified in **Exhibit A** serving pursuant to temporary contracts and/or serving pursuant solely to and possessing only Short Term Staffing Permits or Provisional Intern Permits or variable term waivers, or internship credentials are not reelected for the following school year and are released from employment with the Los Angeles County Superintendent of Schools effective upon the last day of this current school year or the last day of their temporary contract, whichever occurs first.

BE IT FURTHER DETERMINED, that the Chief Human Resources Officer, or her designee(s), provide notice to each of the employees listed in **Exhibit A** of his or her release and non-reelection effective upon close of the 2024-2025 school year or the expiration of any applicable temporary contract (whichever occurs first), and that his or her employment with the Los Angeles County Superintendent of Schools is thereby ended accordingly.

The foregoing Determination is made on this 26th day of February 2025.

_____

Debra Duardo, M.S.W., Ed.D.
Los Angeles County Superintendent of Schools

LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

EXHBIT "A" TO RESOLUTION REGARDING RELEASE AND/OR NONREELECTION OF EMPLOYEES SERVING IN TEACHING POSITIONS REQUIRING CERTIFICATION QUALIFICATIONS PURSUANT TO PROVISIONAL CREDENTIALS.

The following employees serving in teaching positions requiring certification qualifications pursuant to non-reelection of employees serving in teaching positions will receive a layoff notice:

Palmer, Aaron

Smith, Vincent

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

STATE OF CALIFORNIA

RESOLUTION ESTABLISHING SKIP CRITERIA

RESOLUTION NO. 5-S

WHEREAS, pursuant to Education Code section 44955, the County Superintendent may deviate from terminating in order of seniority if the County Office demonstrates a specific need for personnel to teach a specific course of study and that the certificated employee has special training and experience necessary to teach that course or course of study or to provide those services, which others with more seniority do not possess;

NOW, THEREFORE, BE IT DETERMINED:

1. For the 2025-2026 school year to meet the requirements of Education Code section 44955, the Los Angeles County Office of Education shall retain certificated employees in the particular kinds of services, regardless of their seniority, to the extent one or more of their assignments meet any of the following criteria:

    a. Probationary or permanent certificated employees who are currently assigned to the Los Angeles County Outdoor Science School as an Outdoor Education teacher, possessing specialized training and at least two years' experience in a residential outdoor science school.

The Superintendent, or her designee, is authorized to determine which employees qualify to be "skipped" from the Reduction in Force and to determine the manner in which the foregoing criteria shall be applied to each employee.

For purposes of Los Angeles County Office of Education's reduction in force, "skipping" refers to a junior teacher being retained for specific reasons (*Bledsoe v. Biggs Unified School District* (2008) 170 Cal. App. 4th 127, 130 n.3).

The foregoing Determination was adopted by the Los Angeles County Superintendent of Schools on the 26th day of February 2025.

_____

Debra Duardo, M.S.W., Ed. D.
Los Angeles County Superintendent of Schools

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

LOS ANGELES COUNTY, CALIFORNIA

RESOLUTION TO REDUCE OR DISCONTINUE PARTICULAR KINDS OF SERVICE

RESOLUTION NO. 6-S

WHEREAS, pursuant to Education Code section 45117, it is the opinion of the Los Angeles County Superintendent of Schools, Dr. Debra Duardo, (hereinafter County Superintendent), that it has become necessary to reduce or discontinue particular kinds of services; and

WHEREAS, the County Superintendent is the employer of all employees working for the Los Angeles County Office of Education; and

WHEREAS, it is the opinion of the County Superintendent that the following particular kinds of services be reduced or discontinued for the 2025-2026 school year:

CLASSIFIED MANAGEMENT – NON EXEMPT

A. POSITION	**FTE**
1. Accountant	2.0
2. Principal Systems Specialist – Dist Spprt	3.0
Subtotal	**5.0**

CLASSIFIED MANAGEMENT - EXEMPT

A. POSITION	**FTE**
1. Administrative Analyst	1.0
2. EBS EPR Imp Expert Bus Int	1.0
3. Ent Bus Sys ERP Expert Tech	1.0
4. Ent Bus Sys Pro Eng Tech	1.0
5. Ent Bus Sys Pro Off	1.0
6. Nutrition and Wellness Specialist	1.0
7. Payroll Manager	1.0
8. Principal Systems Analyst	2.0
9. Program Activities Specialist	2.0
10. Program Coordinator Foster Youth Tech Asst Prog	1.0
11. Program Director Foster Youth Tech Asst Prog	1.0
12. Public Affairs Specialist	1.0
13. School to Career Transition Supervisor	1.0
14. Transportation Planner	1.0

Subtotal	**16.0**

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) – NON-MANAGEMENT

A. POSITION	**FTE**
1. Accounting Specialist	1.0
2. Administrative Aide	1.0
3. Administrative Assistant	3.0
4. Community School Case Management Specialist	2.0
5. Credentials Specialist	1.0
6. Desktop Web Publisher	1.0
7. Division Secretary	1.0
8. Foster Youth Program Specialist	14.0
9. Graphic Artist	1.0
10. Intermediate Typist Clerk	2.0
11. Lead Graphic & Visual Designer	1.0
12. Secretary	2.0
13. Secretary – Bilingual Spanish	1.0
14. Senior Division Secretary	1.0
15. Senior Typist Clerk	1.0
16. Senior Typist Clerk – Bilingual Spanish	1.0
17. Transportation Scheduler	1.0
18. Workshop Assistant	1.0
Subtotal	**36.0**

CA SCHOOL EMPLOYEES ASSOCIATION (CSEA) – NON-MANAGEMENT

A. POSITION	**FTE**
1. Speech and Language Pathology Assistant	1.0

Total Positions to be eliminated	**58.0**

WHEREAS, it is the opinion of the County Superintendent that it is necessary by reason of the aforementioned reductions and discontinuances of service, to decrease the number of classified employees by the equivalent of **58.0** FTE employees for the 2025-26 school year;

WHEREAS, in determining the amount of service to be reduced, the County Superintendent has considered all assured attrition, and the reductions identified above are in addition to any assured attrition known at the time of this resolution;

WHEREAS, the Education Code requires that various actions be taken and notices be forwarded no later than March 15th of each school year regarding layoffs of classified personnel resulting from reductions of particular kinds of service;

NOW, THEREFORE, BE IT RESOLVED, by the County Superintendent, that for the 2025-2026 school year, the particular kinds of services to be provided by Los Angeles County Office of Education shall be and hereby are reduced to the extent hereinabove set forth;

BE IT FURTHER RESOLVED pursuant to Education Code section 45117, that due to the reduction or discontinuance of particular kinds of services, the legal number of employees of the County Superintendent, as set for herein, are not to be reemployed for the 2025-26 school year;

BE IT FURTHER RESOLVED that the Chief Human Resources Officer, or her designee, is directed to provide Notice of Recommendation Not to Reemploy, in accordance with the provisions of section 45117 of the Education Code, to the number of classified employees allowed pursuant to Education Code section 45117;

BE IT FURTHER RESOLVED that the Chief Human Resources Officer, or her designee, is delegated the authority to take all actions necessary and proper to the accomplishment of the purposes of this Resolution.

The foregoing Resolution is adopted by Debra Duardo, M.S.W., Ed.D., the duly appointed Los Angeles County Superintendent of Schools on February 26, 2025.

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Debra Duardo, M.S.W., Ed.D.
Superintendent
Los Angeles County Office of Education

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

STATE OF CALIFORNIA

RESOLUTION REGARDING RELEASE OF EMPLOYEES SERVING IN CLASSIFIED LIMITED-TERM/PROVISIONAL POSITIONS

RESOLUTION NO. 7-S

WHEREAS, the County Superintendent currently employs various persons serving in classified positions in a limited term status;

WHEREAS, some employees' limited term indicate an expiration date of June 30, 2025, at the latest;

WHEREAS, Education Code section 45117 arguably requires the County Superintendent to notify certain limited term employees before the end of the school year of the County Superintendent's decision to release the employee for the following school year;

WHEREAS, as the County Superintendent reviews the educational priorities of the Los Angeles County Office of Education and the methods and means of providing educational services and determines the kinds of personnel required, the County Superintendent intends to decrease, where possible, reliance upon employees serving in classified limited term positions, and recognizes such effort to be consistent with state and federal law employed by the County Superintendent and Los Angeles County Office of Education;

WHEREAS, service as a limited term employee does not advance persons towards acquiring permanent status with the Office or rights therein;

WHEREAS, for the above reasons whether considered individually or cumulatively, the County Superintendent wishes to terminate the services of the below listed employees effective upon the close of this current school year;

WHEREAS, the County Superintendent wishes to provide notice to employees whose services will not be continued into the next school year, of their release from employment (effective upon the close of the 2024-2025), so such individuals may commence consideration of employment alternatives elsewhere for the following school year;

WHEREAS, the County Superintendent reserves the right to identify additional similarly situated employees as planning for the following school year continues;

NOW, THEREFORE BE IT DETERMINED, that the individuals identified in **Exhibit A** serving pursuant to limited term assignments are released from employment with the Los Angeles County Superintendent of Schools effective upon the last day of this current school year or the last day of their temporary contract, whichever occurs first.

BE IT FURTHER DETERMINED, that the Chief Human Resources Officer, or her designee(s), provide notice to each of the employees listed in **Exhibit A** of his or her release effective upon close of the 2024-2025 school year or the expiration of any applicable limited term position and that his or her employment with the Los Angeles County Superintendent of Schools is thereby ended accordingly.

The foregoing Determination is made on this 26th day of February 2025.

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Debra Duardo, M.S.W., Ed.D.
Los Angeles County Superintendent of Schools

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

EXHIBIT "A" TO THE DISTRICT STATEMENT OF RELEASE OF LIMITED-TERM AND PROVISIONAL POSITIONS

The following limited term individuals will receive release notice:

AGUILAR, ALEXANDRA

ALDAY, TANIA

ALFARO, BRITTANY

ALI, RAUSHANAH

ALMUINA, YAHAIRA

ALVAREZ, MARIA C

AQUINO, JEFFREY J

ARRIOLA, LINDA V

BENAVIDES, JULISSA

BOOKER, SARA

BREWER, JEANNETTE

BROWN, TERRI

CHI, IVY S

CID, VERONICA

CORTES, IZARA

DE GUIA, GARED

DELGADO, EILEEN

ESQUIVEL, MELISSA W

EZE, UGOCHI H

FABIAN, RAFAEL

GARCIA DEL RIO, IRMA D

GOMEZ-RAMIREZ, YESENIA M

GUTIERREZ, ARTHUR

GUTIERREZ, MARIA ASUNCION

GUTIERREZ, SANDRA A

HARRISON, DANIELLE THEODORA

HERNANDEZ, YAJAIRA

HERRERA, DALILA

HINOJOSA, AZUCENA

HUERTA, ALEJANDRA

JOHNSON, ROMERLE

KHAZEI, SHAHRYAR

KLAPARDA, MELISSA

LABRUNO, TERESA

LEDESMA, IRENE

LEE, HYUNTAEK

LINARES, VERONICA

LOMELI, MONICA L

LOPEZ, JACQUELINE A

LUSINYAN, MARTIN

MANCIA, EVELYN B

MARTINEZ, MICHAEL

MARTINEZ, NICHOLE

MATHEW, JOEL

MEDEL, LORENA

MEZA, NANCY

MOC, DANIEL

MOORE, DEMETRA E

MURO, STEPHANIE

NGUYEN, MARTIN N

PENHART, LISA

QUEZADA, MARIA C

RAMIREZ CASTRO, VIRGINIA

REQUENA, LUCILA

ROBERTSON, ALAN MICHAEL

RODRIGUEZ, CASELLE L

ROMO, JONATHAN

SANCHEZ, SOFIA A

SAYLOR, KRISTI

SCOTT, GENEVA M

SHAW, KAYLA N

SOTELO, DENNIS

STOCKMAN, TERI

SUAREZ-GOMEZ, AIDE

URBANO, MARIEL L

VALDEZ, KARLA

VAN, KASEY

VASQUEZ, LETICIA

VELA, ERNESTO

WEATROWSKI, GRACE

WONG, ANDREW