

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., County Superintendent of Schools

SUBJECT: Public Hearing Announcement – Report on the Layoff Proceeding regarding the 2026/27 Certificated/Classified Employees of the Los Angeles County Office of Education and Recommendation to Issue Final Layoff Notices

DATE: Wednesday, May 6, 2026

TIME: 2:00 pm

LOCATION: Los Angeles County Office of Education - Education Center 100 - Board Room
9300 Imperial Highway, Downey, CA 90242-2890

You are invited to a Zoom webinar.

When: May 6, 2026 02:00 PM Pacific Time (US and Canada)

Topic: Superintendent Hearing –Adoption of Certificated & Classified RIF 26/27

Please click the link below to join the webinar:

<https://lacoedu.zoom.us/j/86776641205?pwd=jssNz71UnsUGgtv142zChWVAg9fbAg.1>

Password: 427973 Or iPhone one-tap : US: +16699009128,,86776641205#,,1#,427973# or +16694449171,,86776641205#,,1#,427973# Or Telephone: Dial(for higher quality, dial a number based on your current location): US: +1 669 900 9128 or +1 669 444 9171 or +1 719 359 4580 or +1 253 205 0468 or +1 253 215 8782 or +1 346 248 7799 or +1 689 278 1000 or +1 301 715 8592 or +1 305 224 1968 or +1 309 205 3325 or +1 312 626 6799 or +1 360 209 5623 or +1 386 347 5053 or +1 507 473 4847 or +1 564 217 2000 or +1 646 558 8656 or +1 646 931 3860
Webinar ID: 867 7664 1205 Password: 427973

This notice is to inform you that on May 6, 2026, the Los Angeles County Superintendent or her designee will take action on the following Reduction-in-Force Report for Certificated/Classified Employees:

Report on the Layoff Proceeding regarding the 2026/2027 Certificated/Classified Employees of the Los Angeles County Office of Education and Recommendation to Issue Final Layoff Notices

This Public Notice and additional information may be viewed on the LACOE website at www.lacoedu.com, as well as in Education Center, 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: May 1, 2026

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)]

Agenda

LOS ANGELES COUNTY OFFICE OF EDUCATION
9300 Imperial Highway, Downey, CA 90242
Phone (562) 922-6128 Fax (562) 940-1727

No. 6:2025-2026

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, May 6, 2026** **2:00 pm – Board Room EC 100**

I. PUBLIC HEARING

Item 1. Report on the Layoff Proceeding regarding the 2026/27 Certificated Employees of the Los Angeles County Office of Education and Recommendation to Issue Final Layoff Notices. **(With Public Hearing)**

Attachment 1

Item 2. Report on the Layoff Proceeding regarding the 2026/27 Classified Employees of the Los Angeles County Office of Education and Recommendation to Adopt the Administrative Law Judge's Proposed Decision and Issue Final Layoff Notices **(With Public Hearing)**

Attachment 2

Attachment 1

BEFORE THE
LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS
STATE OF CALIFORNIA

In the Matter of the Reduction in Force of:
Certificated Teachers of the Los Angeles County Office of Education

ORDER

A public hearing was held before the County Superintendent on the above-entitled matter on May 6, 2026. Following the conclusion of the public hearing, the Division of Human Resource Services is hereby directed to take all necessary actions to eliminate the Particular Kinds of Services identified in Superintendent Resolutions 1-S through 5-S and issue final layoff notices to all respondents in this matter.

IT IS SO ORDERED this 6th day of May year of 2026

By: _____

Debra Duardo, M.S.W., Ed.D.
Superintendent

Attachment 2

Date: April 30, 2026

Case Name: Los Angeles County Office of Education (116)

Agency: Class Employ L/O

OAH No. 2026040646

Attn: Shelly Gill, Esq.

Agency Case No. LACOE

Email: Gill_Shelly@lacoed.edu

Subject: Transmittal of Case to Agency Decision-Maker; Case Closure

The Office of Administrative Hearings (OAH) has made the following documents available to the agency decision-maker using OAH's secure file transfer system. Email messages with a link to access the documents have been sent to email address(es) for the agency's decision-maker representatives that are on file with OAH. If the agency decision-maker representative's email address changes, it is the agency's responsibility to notify OAH.

With this transmittal, OAH will close its case.

- An electronic copy of the signed Proposed Decision in PDF format.
- A draft agency order of adoption in PDF format. After the agency decision is made, please send a copy of the agency decision to OAH.
- An electronic copy of the Proposed Decision in editable Microsoft Word format.
- Hearing exhibits and OAH Exhibit List are available for download from OAH's third-party digital evidence management program, Case Center. The agency decision-maker representative email addresses on file with OAH have been provided access to the Case Center case. Go to <https://usgov.caselines.com> and log on to the Case Center system with your user id and password to access and download the hearing exhibits.
- Case Center Instructions for Agency Retrieving Electronic Exhibits.
- Other:

as
Encl.
Transmittal Form
OAH 60 (Rev. 05/22)

April 30, 2026

Governing Board
Los Angeles County Office of Education
9300 Imperial Highway
Downey, CA 90242
Attn: Shelly Gill, Esq.
Gill_Shelly@laoe.edu

BY SECURE E-FILE TRANSFER (SFT) SYSTEM

Re: In the Matter of the Classified Employees of the Los Angeles County
Superintendent of Schools – OAH No. 2026040646

Dear Board Members,

Enclosed with this letter is a copy of the administrative law judge's proposed decision in the above-referenced case a copy of the agency order of adoption. Please return the order of adoption electronically via the [Secure File Transfer System](#) after the Board adopts its Decision. This office will promptly electronically deliver the exhibits by Case Center. See "Case Center Instructions for Agency retrieving Electronic Exhibits" attachment.

On or before May 7, 2026, the Governing Board must submit a copy of the proposed decision to all certificated teachers who were respondents in the hearing, in accordance with Education Code section 44949.

Sincerely,

Alexis Stewart

Alexis Stewart
Analyst I

**BEFORE THE
LOS ANGELES COUNTY
SUPERINTENDENT OF SCHOOLS**

**In the Matter of the District Statement of
Reduction in Force Against:**

**CLASSIFIED EMPLOYEES OF THE LOS ANGELES COUNTY
SUPERINTENDENT OF SCHOOLS,**

Respondents.

OAH No. 2026040646

DECISION

The attached Proposed Decision of the Administrative Law Judge is hereby adopted by the Los Angeles County Superintendent of Schools as its Decision in the above-entitled matter.

This Decision shall become effective on _____

IT IS SO ORDERED this _____ day of _____

By: _____

**BEFORE THE
LOS ANGELES COUNTY
SUPERINTENDENT OF SCHOOLS**

**In the Matter of the District Statement of
Reduction in Force Against:**

**CLASSIFIED EMPLOYEES OF THE LOS ANGELES COUNTY
SUPERINTENDENT OF SCHOOLS,**

Respondents.

OAH No. 2026040646

PROPOSED DECISION

Erlinda Shrenger, Administrative Law Judge, Office of Administrative Hearings (OAH), State of California, heard this matter on April 27, 2026, in Downey, California.

Shelly Gill and Patrick Saldana, Deputy General Counsels, represented Los Angeles County Office of Education (LACOE).

Respondent Shanon Yu was present and represented by Troylynn Limar, Internal Organizing/Member Resource Center Manager, Service Employees International Union 99 (SEIU 99), pursuant to Education Code section 45117, subdivision (c)(4).

Oral and documentary evidence was received. The record was closed and the matter was submitted for decision on April 27, 2026.

FACTUAL FINDINGS

Jurisdictional Matters

1. Debra Duardo, M.S.W., Ed.D., is the Los Angeles County Superintendent of Schools (County Superintendent). The County Superintendent is the employer of all employees working for LACOE.

2. Kanika White, Ed.D., made and filed the District Statement of Reduction in Force in her official capacity as Chief Human Resources Officer of the County Superintendent. Thomas Leveron is a Director II in the Human Resource Services Department (HR Department). Mr. Leveron, acting in his official capacity, oversaw the implementation of the technical aspects of the layoff.

3. On February 5, 2026, the County Superintendent adopted Resolution No. 6-S, which proposes to reduce and discontinue the particular kinds of classified services specified in Resolution No. 6-S by a total of 161 full-time equivalent (FTE) positions, by no later than the beginning of the 2026-2027 school year. (Exh. 1, pp. A1-A3.) The County Superintendent further determined that, due to this reduction and discontinuance of services, it is necessary to decrease the number of classified employees at the close of the current 2025-2026 school year by a corresponding number of FTE positions. The County Superintendent directed the Chief Human Resources Officer, or her designees, to notify the appropriate classified employees to implement the Resolution.

4. According to Mr. Leveron, the particular kinds of services listed in Resolution No. 6-S were identified by the administrators of LACOE's various divisions as services to be reduced or discontinued due to a lack of funds, lack of work, or both.

5. On February 5, 2026, the County Superintendent adopted Resolution No. 7-S to release classified employees serving in limited term positions. (Exh. 1, pp. A4-A5.) The release of classified employees pursuant to Resolution No. 7-S is separate and independent from the process for the reduction and discontinuance of particular kinds of services in Resolution No. 6-S.

6. The HR Department, through Mr. Leveron and his staff, identified the classified employees corresponding to the 161 FTE reduction in services proposed in Resolution No. 6-S.

7. On March 11, 2026, the HR Department served the classified employees with a Notice of District Statement of Reduction in Force (Layoff Notice) and other related documents. (Exhs. 3, 6.) The Layoff Notice notified the employees that cause existed for not reemploying them as a classified employee or for placing them in a lower classification for the ensuing school year. The Layoff Notice further notified the employees that a hearing must be requested in writing by the close of business on March 28, 2026, and that failure to timely request a hearing "will constitute a waiver of your right to a hearing, and the County Superintendent may proceed upon the District Statement of Reduction in Force without a hearing." (Exh. 3, p. A25.) The Layoff Notice, the District Statement of Reduction in Force, and other related documents, were properly served by registered/certified mail and first-class U.S. mail. (Exh. 6.)

8. Respondents, who are listed in Exhibit A to the District Statement of Reduction in Force, are the classified employees who timely submitted a written request for a hearing pursuant to the Layoff Notice. Classified employees who were served with a Layoff Notice but did not request a hearing waived their right to a hearing, and are without standing to participate in this proceeding and may not contest the recommendation of their non-reemployment. On April 17, 2026, the HR

Department served respondents with a Notice of Hearing for the April 27, 2026 hearing in this matter. (Exhs. 5, 7.) The Notice of Hearing was served by registered/certified mail and first-class U.S. mail. (Exh. 7.)

Seniority / Bumping Analysis

9. The HR Department maintains a database of historical employment information for all LACOE employees, including those in classified positions. The HR Department reviewed the historical employment information for each classification to be reduced or discontinued pursuant to Resolution No. 6-S. For each classification, the HR Department determined a "position rank" for each employee within the classification, where the employee with the most seniority in the classification is rank 1, the next most senior employee is rank 2, and so forth. Seniority is based on the employee's accumulated service credit (time/hours) in the classification.

10. The HR Department prepared a report titled, "Classified RIF Analysis-2026-2027," which summarizes its bumping analysis and the impact on classified employees identified for layoff. (Exh. 12, pp. A63-A65.) The HR Department determined whether the least senior employees in each classification had seniority entitling them to "bump" other employees. A senior employee whose position is discontinued has the right to transfer to a continuing position to fill. In doing so, the senior employee may displace or "bump" a junior employee who is filling that position. (*Lacy v. Richmond Unified School District* (1975) 13 Cal.3d 469.) In determining who would be laid off for each kind of classified service reduced, the HR Department counted the number of reductions not covered by the known vacancies and assured attrition, and determined the impact on incumbent staff in inverse order of seniority. The HR Department's analysis is reflected in the Classified RIF Analysis report (Exhibit 12).

11. The causes for terminating each respondent's employment relate solely to the welfare of the schools and pupils thereof within the meaning of Education Code section 45117.

12. The services of no permanent employee are being terminated while any probationary employee, or any other employee with less seniority, is being retained to render a service which said permanent employee is qualified and competent to render.

Individual Contentions

13. Respondent Shanon Yu (Ms. Yu) is the only respondent who appeared at the hearing. Ms. Yu is employed as a Career Development Program Assistant. She is subject to layoff due to the reduction of services in the Career Development Program Assistant classification pursuant to Resolution No. 6-S. Ms. Yu is ranked 41 out of 47 employees in this classification. (Exh. 12, p. A66.) Mr. Leveron explained that the 47 employees include five employees who are no longer working in the classification; thus, there are currently only 42 employees working in this classification.

14. Classified employee Jessica Palomo (Ms. Palomo) is a Career Development Program Assistant, the same classified position as Ms. Yu. Within this classification, Ms. Palomo is rank 28 out of 47 employees. (Exh. 12, pp. A65, A66.) Mr. Leveron explained that all employees in this classification who are junior to Ms. Palomo (i.e., have less seniority than her) are being laid off. Ms. Yu has less seniority than Ms. Palomo, reflected in her rank of 41 out of 47 employees. Ms. Yu chose not to testify in this hearing and offered no evidence establishing that her seniority rank of 41 out of 47 is incorrect. Therefore, Ms. Yu is properly identified as a classified employee subject to layoff.

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LEGAL CONCLUSIONS

1. The burden is on the County Superintendent to demonstrate: (1) cause exists for the reduction or elimination of classified services based upon a lack of work and/or lack of funds; and (2) the cause is related to the welfare of the schools and the pupils. (Ed. Code, § 45117, subds. (a)(1), (c)(3)(A).)

2. Education Code section 45117, subdivision (a), provides that by no later than March 15 and before a classified employee is given notice by the governing board of a school district that the employee's services will not be required for the following school year due to lack of work or funds, the employee shall be given written notice by the school district superintendent or the superintendent's designee that "it has been recommended that the notice be given to the employee, stating the reasons that the employee's services will not be required for the ensuing year, and informing the employee of the employee's displacement rights, if any, and reemployment rights."

3. Government Code section 11505, subdivision (c), provides a District Statement of Reduction in Force (District RIF Statement) shall be served personally or by registered mail. The District must include with the District RIF Statement a Notice of Participation form, which when returned to the District acknowledges service of the District RIF Statement and indicates the employee intends to participate in a hearing. (Gov. Code, § 11505, subd. (a).) In addition to the District RIF Statement and Notice of Participation form, the District is required to provide a statement to the subject employees informing them of their rights to inspect documents, be represented by counsel, and learn of witnesses. (Gov. Code, § 11505, subd. (b).)

4. Classified employees are subject to layoff for lack of work or lack of funds. (Ed. Code, § 45308, subd. (a).) The order of layoff shall be determined by

seniority. The employee who has the least seniority in the class, plus higher classes, is to be laid off first. (*Ibid.*). Cause for layoff is established if the District demonstrates it has complied with the seniority requirements of the Education Code. (Ed. Code, § 45117, subd. (c)(3)(B).)

Cause for Layoff

5. The County Superintendent demonstrated certain classified positions need to be reduced or eliminated due to a lack of work or funds, or both. The County Superintendent's decision to reduce or eliminate those positions therefore was neither arbitrary nor capricious and was a proper exercise of her discretion.

6. The County Superintendent, through the HR Department, met all notice and jurisdictional requirements outlined in Education Code section 45117 and Government Code section 11505. The HR Department served layoff notices to respondents by no later than March 15, 2026. The District Statement of Reduction in Force package was properly served by registered mail and contained the appropriate language.

7. The County Superintendent's layoff decisions comported with the seniority requirements in the Education Code. Except as otherwise provided by law, the County Superintendent has not retained any permanent or probationary classified employee having less seniority than respondents to render a service in respondents' respective class in which respondents have gained permanency.

8. Based on the foregoing, cause exists under Education Code section 45117 for not reemploying respondents, including Ms. Yu, for the 2026–2027 school year in their current positions. The County Superintendent eliminated the positions currently held by respondents based on a lack of work, lack of funds, or both, and

correctly determined the respondents' seniority and displacement rights. The County Superintendent's action to eliminate their current positions relates solely to the welfare of the schools and pupils thereof, within the meaning of Education Code section 45117, subdivision (c)(3)(A).

RECOMMENDATION

Notice may be given to respondents that their services will be terminated for the ensuing 2026-2027 school year because of the reduction or discontinuance of particular kinds of services due to a lack of work, lack of funds, or both.

DATE: 04/30/2026

Erlinda Shrenger

Erlinda Shrenger (Apr 30, 2026 09:53:29 PDT)

ERLINDA SHRENGER

Administrative Law Judge

Office of Administrative Hearings

