

AB 438: New Classified Layoff Process

Update

information as of 01/11/2022



For the future of every student

AB 438: New Classified Layoff Process

- Signed October 8, 2021...Effective January 1, 2022
- Changes Education Code and Government Code sections relating to the layoff of classified employees:
 - Adopts new notice requirements
 - Provides an opportunity for a hearing for a layoff due to lack of work and/or lack of funds
- Intent of legislation was to afford classified employees with the same rights as certificated employees

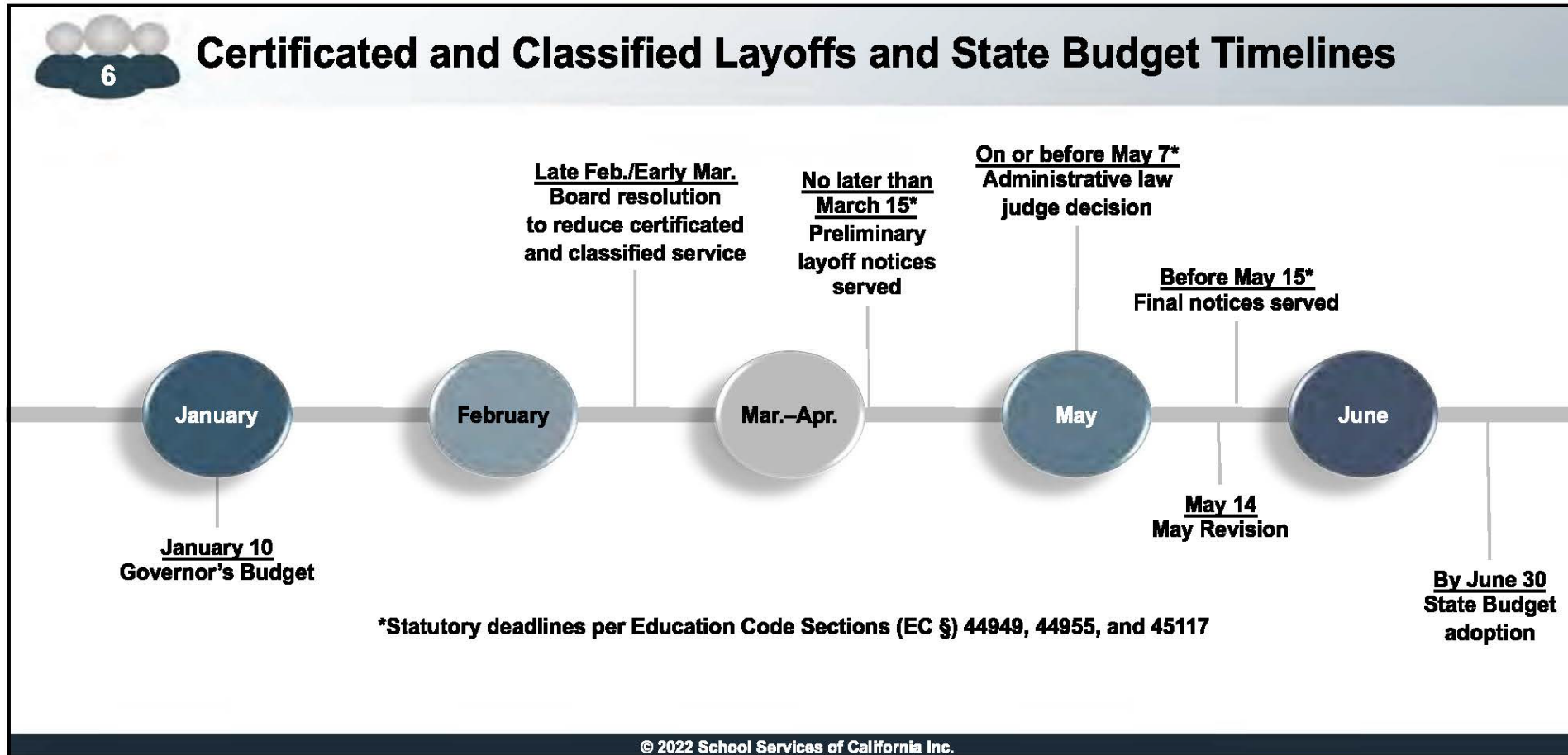
AB 438: New Classified Layoff Process

- Prior to AB 438 – timeline to notify classified employees of layoff was 60 calendar days prior to the effective date of the layoff
- New timeline will replicate the certificated layoff process, however the District will retain the ability to eliminate classified positions using a 60-day layoff notice as a result of the expiration of a specially funded program

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- Basis for layoff remains unchanged – lack of work or lack of funds
- Must be given preliminary notice of layoff by March 15th
- Employee(s) have right to a hearing to challenge their layoff
 - Administrative Law Judge issues proposed decision
 - Board retains final authority to adopt proposed decision, reject it, or modify it
- Final layoff notices must be sent to employees before May 15th
- Employees retain reemployment rights for 39-months

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- Planning for Next Steps...
 - Finalize seniority lists, classification history, and send to employees to confirm
 - Continue to evaluate new classified layoff process
 - Budget planning and review of funding, resources, staffing, etc.
 - IF layoffs are necessary, partner with VESPA to meet to share above information and go through potential bumping scenarios – discuss/finalize any contract language/memorandum of understanding – explore options to reduce number of layoffs (i.e. reassignment or transfer of employees which would enable them to retain same hours)
 - Follow new timeline for notices, Board action, etc.

Q&A

Thank You!



For the future of every student

PERSONNEL COMMISSION
2020-2021 ANNUAL REPORT



For the future of every student

The Personnel Commission

is responsible for:

- Setting policy with regard to the Human Resources management for Classified employees.
- Conducting appeal hearings of disciplinary actions taken against permanent Classified employees by the Board of Education.

Meet Our Personnel Commissioners

Board's Appointee



WELCOME!
ANNE CAMPBELL!

Appointed for a 3-year term
December 2020 – December 2023



For the future of every student

Meet Our Personnel Commissioners

VESPA's Appointee



CATHI STALLINGS

Appointed for a 3-year term
December 2019 – December 2022

Served as PC Chair for 2021



For the future of every student

Meet Our Personnel Commissioners

Joint Appointee



JOHN WALKER

- We welcomed Mr. Walker as the Joint Appointee to fulfill Mr. Lacey's term, June 2020 - December 2021
- Served as PC Vice-Chair for 2021
- Recently, reappointed as the Joint Appointee for a 3-year term, effective December 2021 – December 2024

CELEBRATE!

25 YEARS

30 YEARS

35 YEARS

40 YEARS

CELEBRATE!

25 Years	30 Years	35 Years	40 Years
<p>Othelia Blackler Norma Garcia Kat Kohler Jackie Lopez Raylene Lopez Barbara Luttrell Angelica Marin Marni Noriega Lawrence Proffitt Paula Roberts Pamela Scheier David Stockdill Richard Villarreal Amanda Vogl</p>	<p>Marie Corral Felix Cortez Martha DeLaRosa Lupe Gallegos Ronald Gallegos</p>	<p>Mark Condron Brad Gluyas Randolph Hernandez Jose Moreno</p>	<p>Mike Wingate</p>



VUSD employees celebrated the new school year and honored colleagues celebrating employment milestones at the Annual Celebrate! event held the day before school started.

In addition to the longevity awards given, we recognized 57 other employees reaching employment milestones: of 10, 15 and 20 years of service!



cheers!

to our

Retirees

A close-up photograph of a lit sparkler against a dark background. The sparks are bright yellow and orange. The words "Our Retirees..." are written in a glowing, white, cursive font over the sparkler.

*Our
Retirees...*

A dark background with several bursts of fireworks in white and yellow/gold colors, scattered across the top and bottom right sections of the page.

67

Retirees

*1,379
total years of service*

29

Classifications

Personnel Activity

Reported Monthly to the Personnel Commission,
as well as to the Board of Education

- Appointments to Positions
- Change of Status
- Permanency Status
- Leaves of Absence
- Working Out-of-Classification
- Separation from Service

Recruitment & Selection Activity

Recruitment/Selection Activity	7-1-18- 6-30-19	7-1-19- 6-30-20	7-1-20- 6-30-21
Number of Recruitments	33	37	40
Applications Received	2,225	2,261	2,482
Written Examinations Given	462	296	231
Performance Examinations Given	237	152	88
Qualification Appraisal Interviews	437	375	379
Positions Listed for Transfer	166	128	113

Special Thanks

On behalf of the Personnel Commission and all of us in the Classified Human Resources Department...

“THANK YOU! for supporting the Commissions’ activities during the past fiscal year, and for your dedication supporting our students and families.”



Pictured left to right:
Maria Lopez, Rita Montejano, Jackie Lopez, Andrea Crouch, Belen Gonzalez and Reina Murillo.

We recognize that the 2020-21 school year continued to be a year of unforeseen challenges and uncharted waters as we worked together to navigate through the COVID-19 pandemic. We sincerely thank each and every one of our classified employees who worked tirelessly this year. We recognize and appreciate each team member for their dedication and service to our students, families and school sites. We especially appreciate the Classified Service for the flexibility they demonstrated as Federal, State and Local guidelines continually changed during these times...the commitment to ensure our students continued to learn, and that our schools continued to operate efficiently and safely during these challenging times never waived. Together, we are a remarkable team!

We are the Classified Human Resources Department, and we are honored to be your partner in delivering an education that prepares students for a future in the world today.

Thank you!



For the future of every student