

**BEFORE THE GOVERNING BOARD OF THE
SOUTHERN KERN UNIFIED SCHOOL DISTRICT
COUNTY OF KERN, STATE OF CALIFORNIA**

Reducing or Eliminating Certain Certificated
Services for the 2019-2020 School Year

Resolution No.18-19-10

WHEREAS, Sections 44949 and 44955 of the Education Code require action by the Governing Board in order to reduce or eliminate services and permit the layoff of certificated employees; and,

WHEREAS, the District Interim Superintendent has recommended to the Governing Board that particular kinds of services be reduced or eliminated no later than the beginning of the 2019-2020 school year; and,

WHEREAS, the Governing Board has determined that it is in the best interest of the District, and the welfare of the students thereof, to reduce or discontinue certain particular kinds of services no later than the beginning of the 2019-2020 school year; and,

WHEREAS, as a result of the reduction or elimination of particular kinds of services, it will be necessary to reduce the number of certificated employees of the District.

NOW THEREFORE, BE IT RESOLVED by the Governing Board of the Southern Kern Unified School District.

1. That each of the above recitals is true and correct.
2. That the Governing Board hereby determines to reduce or eliminate those particular kinds of services set forth in **Exhibit A**, attached hereto and incorporated by reference herein.
3. That the Interim Superintendent or Interim Superintendent's designee is authorized and directed to determine which employees' services may not be required for the 2019-2020 school year as a result of this reduction in services, consistent with the competency criteria set forth in **Exhibit B**, attached hereto and incorporated by reference herein.
4. That, no later than March 15, 2019, the Interim Superintendent or Interim Superintendent's designee is authorized and directed to give legally required notice to those employees who may not be reemployed for the 2019-2020 school year as a result of this reduction in services.
5. That the Interim Superintendent or Interim Superintendent's designee is also authorized and directed to initiate and take all actions necessary and appropriate to implement this Resolution including, but not limited to, signing any applicable service agreements with the state Office of Administrative Hearings in furtherance of this service reduction process.

I CERTIFY that the above resolution, proposed by Trustee SANCHEZ and seconded by Trustee GUTIERREZ, was duly passed and adopted by the Governing Board of the Southern Kern Unified School District of Kern County, California, at an official and public meeting thereof held on February 13, 2019, by the following vote:

AYES: SANCHEZ, GUTIERREZ, BRANTS BENDER, ROBINSON
(Name(s) of Board Members)

NAYES: 0
(Name(s) of Board Members)

ABSTENTIONS:
0
(Name(s) of Board Members)

ABSENCES:
0
(Name(s) of Board Members)

DATED: 2/13/19

GOVERNING BOARD OF THE
SOUTHERN KERN SCHOOL DISTRICT

By: Leanne Hargus
Leanne Hargus, Interim Superintendent
Title: Sec. to the Board of Trustees

[Attachment: Exhibits A and B]

SOUTHERN KERN UNIFIED SCHOOL DISTRICT

**RESOLUTION 18-19-10
REDUCING OR DISCONTINUING
PARTICULAR KINDS OF SERVICES**

**EXHIBIT A
(Amended)**

FTE*

Elementary School Services

Counselor	1.0
Read 180 Teacher	2.0
Physical Education Teacher	2.0
Transitional Kindergarten Teacher	1.0

Sub-total: 6.0

Middle School Services

RSP Teacher	1.0
6 th Grade Teacher	1.0
Physical Education Teacher	1.0
English Teacher	1.0
Math Teacher	1.0
Science Teacher	1.0
Social Science Teacher	1.0

Sub-total: 7.0

High School Services

TOSA/CTE Coordinator	1.0
CTE Teacher (Media)	1.0
English Teacher	1.0

Math Teacher.....	3.0
Social Science Teacher.....	1.0
AFJROTC Teacher.....	1.0
Preparatory Academy Teacher (SKPA).....	2.0

Sub-total: 10.0

Alternative Education School Services

Independent Study Teacher (ALIS).....	2.0
Alternative Education Teacher (REHS).....	1.0

Sub-total: 3.0

Special Education School Services

SDC Teacher (Ascend Academy)	3.0
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Sub-total: 3.0

TOTAL FTE Reduced or Discontinued..... 29.0

*FTE = Full Time Equivalent

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EXHIBIT B

For purposes of "bumping" pursuant to Education Code section 44955(b), a more senior employee shall only be allowed to bump and displace a more junior employee when the more senior employee is both competent and credentialed to assume the entire assignment of the more junior employee. The more senior employee meets the definition of "competency" by:

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. Possession of an appropriate full (not emergency) EL authorization (if required by the position);
3. In the case of a departmentalized setting, possession of a single subject credential(s) or subject matter authorization in that subject area;
4. Teaching experience in the subject area and/or grade level for at least one (1) year within the last ten (10) years; and
5. Any training and experience necessary to meet the job requirements of specialized positions.