LAKE TAHOE UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 2023-24-04

RESOLUTION TO ELIMINATE AND/OR REDUCE THE NUMBER OF CERTIFICATED EMPLOYEES DUE TO A REDUCTION IN PARTICULAR KINDS OF SERVICES

WHEREAS, Education Code section 44955 permits the Governing Board to reduce or discontinue particular kinds of services not later than the beginning of the next school year; and

WHEREAS, the Governing Board of the Lake Tahoe Unified School District has determined that it shall be necessary to decrease the following programs and services of the District no later than the beginning of the 2024-2025 school year; and

WHEREAS, it shall be necessary to terminate at the end of the 2023-2024 school year the employment of certain certificated employees of the District as a result of the elimination of the programs and services; and

WHEREAS, the Governing Board of the Lake Tahoe Unified School District has further determined that among employees who first rendered paid service to the District on the same day, the order of termination will be based solely on the needs of the District and students thereof;

THEREFORE, BE IT RESOLVED by the Governing Board of the Lake Tahoe Unified School District that the following particular kinds of services shall be reduced or eliminated no later than the beginning of the 2024-2025 school year:

PARTICULAR KIND OF SERVICE	**NUMBER OF FULL TIME (FTE) POSITIONS**
• **Certificated Management** ○ Assistant Principal High School	**2**
• **Certificated Teacher** ○ Elementary School Teacher	**3**
• **Certificated Teacher** ○ Early Childhood Special Education	**1**
• **Certificated Teacher** ○ CTE Residential & Commercial Construction	**1**
• **Certificated Teacher** ○ Social Science	**1**
• **Certificated Teacher** ○ Elementary School Music	**1**
• **Certificated Teacher** ○ Speech Language Pathologist	**1**
Total FTE	**10**

BE IT FURTHER RESOLVED that the District may deviate from terminating certificated employees in order of seniority, based on a specific need for personnel who possess special training and/or experience, or competency, necessary to teach specific courses or courses of study or to provide specific services, which others with more seniority do not possess, as follows:

1. Special Education
2. Bilingual, Crosscultural, Language and Academic Development (BCLAD)

BE IT FURTHER RESOLVED that to meet the requirements of section 44955, the following point system shall be used for determining the order of seniority for those hired on the same date, with the person with the most points having the greatest relative seniority:

CERTIFICATION TYPE	**POINT(S)**
[EXAMPLE OF TIE-BREAKING CRITERIA]	
1. Certificates: BCLAD or CLAD or other ELL Authorizations	2
2. Special Education Credential:	
Clear, Life, General	2
Preliminary	1
3. Credentials:	
Clear, Life, General	2
Preliminary	1
Additional Credentials	1
4. Credentials with Supplemental Authorizations:	
Per Authorization	1

5. Any ties that may occur after the application of these criteria shall be resolved by lottery.

BE IT FURTHER RESOLVED that the Superintendent or his designee is directed to send appropriate notices to all employees whose positions may be lost by virtue of this action. Nothing herein shall be deemed to confer any status or rights upon temporary certificated employees or other employees in addition to those specifically granted to such employees by statute.

PASSED AND ADOPTED by the Governing Board of the Lake Tahoe Unified School District this 12th day of March 2024, by the following vote:

Ayes:President	President Mansfield, Trustee Hetherton, Trustee Reilly, Trustee Turnbull
Nays:	None
Abstain:	None
Absent:	Trustee Kemper

I, Dr. Cutler, hereby certify that the foregoing is a true and correct copy of the resolution duly and regularly adopted by the Governing Board of the Lake Tahoe Unified School District at a meeting thereof held on the 12th day of March 2024.

Secretary to the Governing Board
Lake Tahoe Unified School District
County of El Dorado, State of California