

CSEA to District – 12.18.2025 at 9:30a

CSEA to District – 1.7.26 at 9:30am

CSEA to District – 2.20.26 at 9:00am

DO Counter to CSEA - 12.18.2025 at 1:00pm

DO to CSEA - 1.7.2026 at 11:00am

DO to CSEA 1.16.2026 amended

DO to CSEA 2.20.26 2:00pm

ARTICLE 13

LAYOFFS

Pursuant to Education Code 45298, 45308, and 45117, the District shall adhere to reemployment rights.

1. The District shall notify both CSEA and the affected **employees unit member(s)** in writing on or before March 15th of **a any** proposed layoff **due to a lack of work/lack of funds** impacting the following fiscal year. **The notice shall include the unit member's** right to a hearing, **any** bumping rights **they may have**, and **their** reemployment rights in accordance with applicable law and District regulations/policies.
2. The District shall notify both CSEA and the affected **employees unit member(s)** in writing at least 60 **(sixty) working** days prior to **a any proposed** layoff as a result of the expiration of a specially funded program in accordance with applicable law and District regulations/policies.
3. ~~Unit members may be laid off because of lack of work or lack of funds.~~ In the event of a layoff, the order of layoff within the class shall be determined by length of service.
 - 3.1 **"Length of service" and "seniority" for purposes of this Article shall mean the unit member's date of hire in the classification plus all higher related classes.**
 - 3.2. The **employee unit member** who has been employed the shortest time in the class plus higher related classes shall be laid off first. **Classified employees who have been laid off shall have the right to preferential reemployment. Reemployment shall be in the reverse order of layoff.**
4. Permanent unit members who are to be laid off may exercise bumping rights **within the same** class or in any lower class in which they hold seniority credit greater than an incumbent. The **employee unit member** to be bumped shall be the one with the least seniority in the class plus higher related classes.
5. **If two (2) or more unit members subject to layoff have equal class seniority, the determination as to who shall be laid off will be made on the basis of the greater seniority within the bargaining unit or, if that be equal, then the determination shall be made by lot.**

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6. Unit members who have been laid off or who take voluntary demotions or reductions in assigned hours in lieu of layoff shall have preferential reemployment rights in accordance with applicable law. Reemployment shall be in the reverse order of layoff according to seniority.

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Stacy Weissman

Chapter 49 President

California School Employees Association



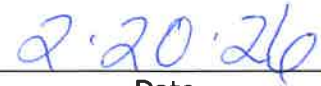
Date



Michele Doll

Assistant Superintendent of Personnel Services

Covina-Valley Unified School District



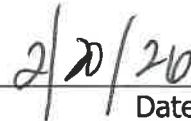
Date



Michelle Ruiz

Labor Relations Representative

California School Employees Association



Date