

ALAMEDA UNIFIED SCHOOL DISTRICT

BOARD AGENDA ITEM

EXHIBIT

F-4

Meeting Date: May10, 2011

Item Title: Approval of AUSD's Initial Proposals to CSEA 27

Item Type: Action

BACKGROUND: The collective bargaining agreement between the District and the California School Employee Association (CSEA 27) expires on June 30, 2011. The Alameda Unified School District (AUSD) is submitting its initial proposals to CSEA 27 for a successor three year contract.

FISCAL IMPLICATIONS: None.

RECOMMENDATION: Accept as submitted.

AUSD Guiding Principle: #5—Accountability, transparency, and trust are necessary at all levels of the organization.

Submitted by: Thomas Rust, Director of Human Resources

Approved for Submission to Board of Education


Kirsten Vital, Superintendent

THE ALAMEDA UNIFIED SCHOOL DISTRICT'S
SUNSHINE COLLECTIVE BARGAINING PROPOSALS
FOR INCLUSION IN THE AGREEMENT WITH
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 27

The District presents proposals that provide management flexibility to maintain optimum public service to students and families, as follows:

Article 6: Hours and Overtime

The District will propose changes to Article 6 and relevant Sections that will improve the efficiency of District operations and permit flexible assignment of employees to better meet the needs of students.

Article 7: Transfers and Promotions

The District will propose changes to Article 7 and relevant Sections that enable the District to utilize technology in the posting of vacant job positions.

Article 9: Grievance Procedure

The District proposes to add language to Article 9 that would improve the grievance procedure.

Article 11: Pay and Allowances

The District proposes to make changes to Article 11 that would achieve cost savings and/or improve the efficiency of District operations.

Article 12: Health and Welfare – Benefits Administration

The District proposes to make changes to Article 12 that would achieve cost savings, correct typographical errors and/or improve the efficiency of District operations.

Article 14 Vacation Plan

The District proposes to make changes to Article 12 that would achieve cost savings and/or improve the efficiency of District operations.

Article 15 Leaves

The District proposes to make changes to Article 15 to clarify ambiguous terms and improve the efficiency of District operations.

The District will supplement these proposals with more detailed information as the District formulates and presents proposals to CSEA 27.

Meeting Date: May10, 2011

Item Title: Approval of Resolution No. 11-0043 - Final Certificated Layoffs

Item Type: Consent

BACKGROUND: See attached.

FISCAL IMPLICATIONS: Estimated cost savings of a reduction based on an 15.77 FTE in the amount of \$995,816 .00. The 11.4 FTE for ROP is funded directly to the JPA and results in no cost savings to AUSD.

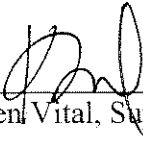
RECOMMENDATION: Approve as submitted.

Submitted by: Thomas Rust, Director of Human Resources

(77)

AUSD Guiding Principle: Goal #5 – Accountability, transparency, and trust are necessary at all levels of the organization.

Approved for Submission to Board of Education


Kirsten Vital, Superintendent

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

**BOARD OF TRUSTEES
OF THE
ALAMEDA UNIFIED SCHOOL DISTRICT**

RESOLUTION NO. 11-0043

WHEREAS, on March 10, 2011, the Governing Board of the Alameda Unified School District adopted a resolution to reduce or discontinue particular kinds of certificated services for the 2011/2012 school year;

WHEREAS, the certificated employees listed on Attachment "A" were given notice of intention not to reemploy for the 2011/2012 school year;

WHEREAS, the employees listed on Attachment "A" either did not request a hearing or specifically waived their right to a hearing; and

WHEREAS, it is necessary to not reemploy or offer to reemploy in less than a full-time position certain certificated staff for the 2011/2012 school year;

NOW, THEREFORE, BE IT RESOLVED by Governing Board of the Alameda Unified School District as follows:

1. That the employees listed in Attachment "B" be notified prior to May 15, 2011 of the decision to not reemploy or to reduce their hours as set forth in Attachment "B".
2. That declining assignments for less than the full-time equivalency for which they were previously employed or substitute or temporary employment will not affect an employee's right to an offer of reemployment in accordance with Education Code sections 44956 or 44957, as applicable, and to remain on the reemployment list and be notified if a position for the full-time equivalency for which they were previously employed becomes available in the area authorized by his/her instructional credential.

BE IT FURTHER RESOLVED that this action shall be deemed effective immediately.

PASSED AND ADOPTED by the following vote this 10th day of May 2011:

Ayes:
Noes:
Absent:
Abstain:

President of the Board of Trustees
Alameda Unified School District

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

ATTACHMENT "A"

ALAMEDA UNIFIED SCHOOL DISTRICT

**LIST OF CERTIFICATED EMPLOYEES
SENT INITIAL LAYOFF NOTICES**

Maritez Apigo
Andrea Baddell
Debra Bakal
Kirsten Bramstedt (0.4 FTE)
Lauren Braunohler
Martha Campos-Lopez
Josephine Corpuz
Dorothy Dowell-Wiggins
Laura Friedlander
Alison Goldberg
Susan Haapanen
Michael Haddon
Jennifer Hartigan
Todd Higashi
Birgit Hoffmeister
Audrey Hyman
Joshua Johnson
Stephen Kucharski
Fern Kruger (0.4 FTE)
Laura Leahy
Judi Lewis
Rizaldy Lorezco
Janice Loy (0.5 FTE)
Cynthia Marsh
Teresa Matera
Emilie Nachtigall
Ralph Nelson
John Nolan
Jennifer Phillips
Stella Power
Daniel Sousa
Paizley Spencer
Elizabeth Struble

ALAMEDA UNIFIED SCHOOL DISTRICT
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ATTACHMENT "A" (continued)

Brooke Sussman
Maria vanBemmelen-Jackson
Victoria Varghese

ALAMEDA UNIFIED SCHOOL DISTRICT
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ATTACHMENT "B"

ALAMEDA UNIFIED SCHOOL DISTRICT

**LIST OF CERTIFICATED EMPLOYEES
TO RECEIVE FINAL LAYOFF NOTICES**

Maritez Apigo
Debra Bakal
Kirsten Bramstedt (0.4 FTE)
Lauren Braunohler
Martha Campos-Lopez
Dorothy Dowell-Wiggins
Alison Goldberg
Susan Haapanen
Birgit Hoffmeister
Joshua Johnson
Stephen Kucharski
Fern Kruger (0.4 FTE)
Judi Lewis
Janice Loy (0.5 FTE)
Emilie Nachtigall
Ralph Nelson
John Nolan
Jennifer Phillips
Paizley Spencer
Victoria Varghese

BOARD AGENDA ITEM

F-6

Meeting Date: May 10, 2011

Item Title: Approval of Resolution No.11-0044 Intent to Reduce/Layoff
Classified Employees. CSEA 27, Office Technical and Paraprofessional
Unit

Item Type: Action

BACKGROUND: California Education Code Sections 45117 sets forth dates and procedures by which the Board of Education must express its intent to reduce or discontinue particular kinds of services and give notice to classified employees that their services may not be required for the 2011-2012 school year.

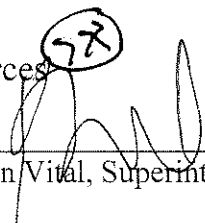
FISCAL IMPLICATIONS: Estimated cost savings of \$219,412.00 for the 2011 -2012 school year.

RECOMMENDATION: Approve as submitted.

AUSD Guiding Principle: Goal #5 - Accountability, transparency, and trust are necessary at all levels of the organization.

Submitted by: Thomas Rust, Director of Human Resources

Approved for Submission to Board of Education:


Kirsten Vital, Superintendent

ALAMEDA UNIFIED SCHOOL DISTRICT
Excellence & Equity For All Students

**ALAMEDA UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 11-0044**

WHEREAS, due to lack of work and lack of funds, this Board hereby finds that it is in the best interests of the Alameda Unified School District that effective the 24th day of June, 2011, or as soon thereafter as possible, as determined by the Superintendent, certain classified services now being provided by said school district be reduced or discontinued as follows:

<u>Classification</u>	<u>No. of Positions</u>	<u>Total Reduction-</u>
Accountant	1	1.00
Accounting Assistant II	1	1.00
Even Start Grant – Family Literacy- Clerical Program Assistant	1	.4375
School Office Assistant	4	2.1875
Health Office Assistant	1	.0625
Computer Paraprofessional	1	.40
Title I Paraprofessional	3	1.125

NOW THEREFORE BE IT RESOLVED that effective the 24th day of June 2011, or as soon thereafter as possible, as determined by the Superintendent, a classified position of the Alameda Unified School District be reduced or discontinued to the extent hereinabove set forth.

BE IT FURTHER RESOLVED that the Superintendent, or designee, of the Alameda Unified School District is authorized and directed to give appropriate notice to twelve (12) classified employee of the school district pursuant to District rules and regulations and applicable provisions of the Education Code of the State of California no later than forty-five (45) days prior to the effective date of layoff as set forth above.

PASSED AND ADOPTED by the following called vote this 10th day of May 2011.

AYES:

ABSTENTIONS:

ABSENT:

NOES:

Ron Mooney
President, Board of Trustees
Alameda Unified School District