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BOE Considers a Layoff While CBO Mismanages District Budget!

Funding from the State is at an all time high, and the Board of Education spent Thursday, January 19 talking about layoffs, furloughs, and voluntary pay cuts. While Chief Business Officer Ruben Rojas complains about too many dollars directly to personnel, the chart below shows that only about two-thirds of the increased funding is going to ALL EMPLOYEE SALARY AND BENEFITS.

In Fact, The MTA Raise Will Be Increased

The salary formula in the current contract signals an increase to the current 3.25 percent raise we received July 1. The District received \$1,361,414 more in State (LCFF) revenues this year than budgeted last March. Half of the unanticipated revenue (\$680,707) will be added into the MTA 2016-2017 raise.

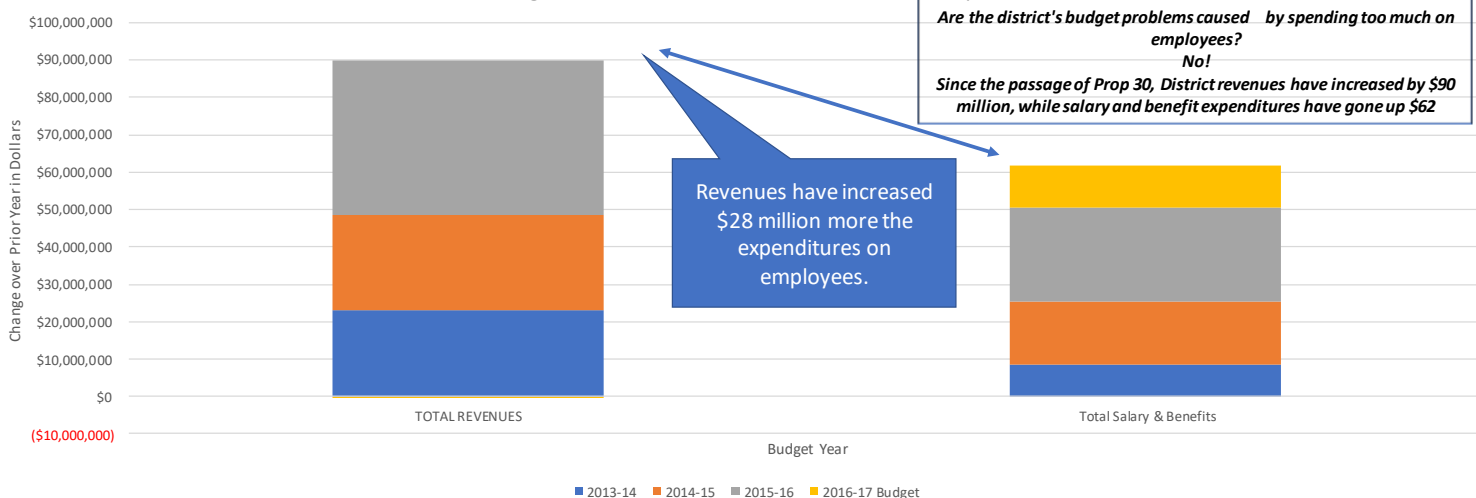
What's the Big Deal about a Qualified First Interim

The District is required to file two reports each year based on its financial status compared to its budget. The first is due December 15 and the second is due March 17. The interim reports must include a certification of whether or not the District is able to meet financial obligations in the current year and the two subsequent fiscal years. The certifications are classified as positive, qualified, or negative. ***In the December 15, 2016 First Interim Report the District certified itself as "Qualified"***. The Los Angeles County Office of Education (LACOE) concurred. The future years are based on CBO Ruben Rojas' continued budget mismanagement.

Are We Going to Have a RIF?

The Board of Education will decide whether or not to send layoff notices prior to the March 15 deadline. If the Board determines to walk this path, the Association is ready. We will defend each and every member from the first notice to the hearing and further through the rehire process.

Changes in Revenue, Salaries and Benefits since Prop 30



Over, please...

What You May Need to Know About RIFs

A layoff (reduction in force or RIF) is a very specific process. If the Board of Education makes the historic decision of laying off permanent Bargaining Unit members we will stand together as a union. We will assist one another insuring that the laws are followed and all protections are in place.

If you are a permanent or probationary teacher, you can be laid off if the Board of Education determines economic circumstances require decreasing the number of permanent employees. The Board can identify a particular kind of service (such as a course or program) that will be reduced or discontinued, or base the layoffs on either a drop in the districts average daily attendance (ADA) or a state law modifying the curriculum. **You must be either personally given, or sent by registered mail, written notice that you are on the District's proposed layoff list by March 15.**

The Los Angeles County Office of Education (LACOE) encourages the Board of Education initiate the process with as many employees as possible. If this strategy is employed, it likely that many more Bargaining Unit members will receive the notices than will actually be laid off.

The process is as follows:

1. **REQUEST FOR HEARING.** In order to have a hearing, you must request one. This request must be made in writing within the time specified in the Notice of Intended Dismissal, usually seven days after you receive the Notice. ***Failure to request a hearing within the appropriate time limit will waive your right to participate in the hearing and you may be laid off as a consequence.*** The Association will furnish all appropriate response letters and training.
2. **NOTICE OF DEFENSE.** After the District receives your Request for Hearing, it will provide you with documents including a Statement to Respondent and an Accusation. After you receive the Accusation, respond on the Association provided form. You must deliver the Notice of Defense to the District within five calendar days after the Accusation is served. If you fail to deliver the Notice of Defense on time you may waive your right to participate in the hearing.
3. **THE HEARING.** The District will set a hearing date. It will during your work day. You will be release from your assignment to attend. The Association will provide a defense to insure that the layoff has been administered with the law.

You have the right to **"bump"** any junior employee who is retained to render a service that you are both "certificated and competent" to provide. If you have the **same seniority date** an another employee, the District will decide how to rank you on the layoff list based on criteria it chooses reflecting the needs of the district and the students thereof. The District may also deviate from the order of seniority or **"skip"** if the district demonstrates a specific need for personnel to teach a specific course or course of study that the more junior employee has special training and experience necessary to teach the course or course of study.

You have the right to be rehired in order of seniority if, at any time within 39 months of the layoff, the number of employees is increased based on credentials.