



SCHOOL

DISTRICT

EDUCATING LEARNERS FOR THE 21ST CENTURY

**SPECIAL
BOARD MEETING**

February 28, 2024

**Rio School District
1800 Solar Drive
Oxnard, CA 93030**

**JOHN D. PUGLISI, Ph. D.
Superintendent**

**Board of Education
Eleanor Torres, President
Alesia Martin, Clerk
Felix Eisenhower, D.M.A
Kristine Anderson, Esq.
Rosa Balderrama, M.A.**

2.0



Wednesday, February 28, 2024
Rio School District Special Board Meeting

Rio School District
1800 Solar Drive
Oxnard, CA 93030
Closed Session 5:00 p.m.
Open Session 5:30 p.m.

1. Preliminary Business

- 1.1 Call to Order-5:00 pm
- 1.2 Pledge of Allegiance
- 1.3 Roll Call

2. Approval of the Agenda

- 2.1 Agenda corrections, additions, and modifications.
- 2.2 Approval of the Agenda

3. Public Comment-Closed Session

3.1 Public Comment (Closed Session) The public may address the Board concerning items that are scheduled for discussion during the closed session only. Individuals in attendance are allowed to have one additional person donate their time. These presentations are limited to three minutes each, or a total of fifteen minutes in all.

4. Closed Session

- 4.1 Public Employee Discipline/Dismissal/Release [Government Code 54957]

5. Open Session-5:30 p.m.

5.1 Public Comment-Board meetings are meetings of the Governing Board held in public and will be held in a civil, orderly and respectful manner. Persons wishing to address the Board must fill out a speaker card. Cards are available at the meeting and on the District website. Cards must be submitted to the Secretary or Clerk of the Board. A member of the public may address the Governing Board only on special board meeting item(s) on the agenda. Each person speaking may not exceed a total of three minutes on each item. Individuals in attendance are allowed to have one additional person donate their time. The speaker may choose to speak during public comment or at the time of the agenda item prior to board consideration. These presentations are limited to three minutes per speaker, or a total of twenty minutes

6. Action

- 6.1 Approval of Resolution 2023/2024-06 Reduction or Discontinuance of Particular Kinds of Service
- 6.2 Approval of Resolution 2023/2024-07 Layoff and Reduction in Work Year of Classified Personnel

7. Adjournment

- 7.1 Future Meeting Dates: Special Board Meeting March 6, 2024, Regular Board Meeting March 13, 2024
- 7.2 Adjournment

4.1



Agenda Item Details

Meeting	Feb 28, 2024 - Rio School District Special Board Meeting
Category	4. Closed Session
Subject	4.1 Public Employee Discipline/Dismissal/Release [Government Code 54957]
Access	Public
Type	Discussion

Public Content

Speaker: John Puglisi, Ph.D., Superintendent

Rationale:

Staff will update and discuss with the Governing Board.

Administrative Content

Executive Content

6.1



Agenda Item Details

Meeting	Feb 28, 2024 - Rio School District Special Board Meeting
Category	6. Action
Subject	6.1 Approval of Resolution 2023/2024-06 Reduction or Discontinuance of Particular Kinds of Service
Access	Public
Type	Action
Recommended Action	Staff recommends approval of Resolution 2023/2024-06 Reduction or Discontinuance of Particular Kinds of Service

Public Content

Speaker: Tiffany Morse, Assistant Superintendent, School and Systems Improvement

Rationale:

This resolution allows for the notification of certificated personnel in particular kinds of services who must be released prior to the March 15, 2024 deadline according to Education Code Sections 44949, 44954 and 44955.

Administrative Content

Executive Content

**BEFORE THE BOARD OF TRUSTEES OF THE
RIO SCHOOL DISTRICT
COUNTY OF VENTURA, STATE OF CALIFORNIA**

RESOLUTION NO. 23/24-06

REDUCTION OR DISCONTINUANCE OF PARTICULAR KINDS OF SERVICE

WHEREAS, Education Code sections 44949 and 44955 require action by the Board of Trustees (“Board”) to reduce or eliminate services and permit the layoff of certificated employees; and

WHEREAS, the Superintendent of the Rio School District (“District”) has recommended to the Board that particular kinds of services be reduced or eliminated no later than the end of the 2023-2024 school year; and

WHEREAS, the Board has determined that a reduction or elimination of particular kinds of services is needed no later than the end of the 2023-2024 school year; and

WHEREAS, it will be necessary to reduce the number of certificated employees of the District as a result of the reduction or elimination of particular kinds of services for the 2024-2025 school year pursuant to Education Code section 44955; and

WHEREAS, the District currently employs permanent, probationary, temporary/ categorical, and substitute certificated employees; and

WHEREAS, the Board is authorized by Education Code section 44955 to deviate from terminating certificated employees in order of seniority where the District demonstrates a specific need for personnel to teach a specific course or course of study; and

WHEREAS, the Board has considered all positively assured attrition which has occurred to date, that is, all deaths, resignations, retirements, and other permanent vacancies, in reducing these services and, in addition to the attrition already assured, finds it necessary to reduce additional particular kinds of services; and

WHEREAS, any additional attrition will be taken into account by the Administration to determine whether the number of permanent and probationary employees affected by the reduction or elimination of particular kinds of services may be mitigated.

NOW, THEREFORE, BE IT RESOLVED by the Board of the Rio School District:

1. That it is the opinion of this Board and the Board hereby determines to reduce or eliminate the particular kinds of services in the full-time equivalents (FTE) set forth below commencing in the 2024-2025 school year:

K-5 Multiple Subjects Instruction	5.0	F.T.E.
Middle School Elective Instruction- MESA	0.2	F.T.E.
Middle School Elective Instruction- Art	0.2	F.T.E.

Middle School Elective Instruction- Student Leadership	0.4	F.T.E.
Middle School Elective Instruction- Spanish II,	0.2	F.T.E.
Middle School Elective Instruction- Minecraft, Computer applications	0.6	F.T.E.
Middle School Social Science Instruction	1.6	F.T.E.
Middle School Science Instruction	1.2	F.T.E.
Middle School Physical Education Instruction	1.2	F.T.E.
Middle School Math Instruction	0.4	F.T.E.
Middle School English Instruction	1.8	F.T.E.
Director of Extended Learning Programs	1.0	F.T.E.
TOTAL CERTIFICATED POSITIONS:	13.8	F.T.E.

2. That due to the discontinuance of particular kinds of services listed above, the corresponding number of certificated employees of the District shall be terminated at the end of the 2023-2024 school year, pursuant to Education Code section 44955.

3. That in identifying the particular kinds of services listed above for reduction or elimination, the Board confirms that all programs and services performed by certificated employees of the District that are not so identified shall be maintained and staffed with individuals who are both competent and credentialed to perform such services. The Board reserves the right to identify additional services for reduction or elimination.

4. That the reduction of certificated staff be achieved by the termination of regular employees and not be terminating temporary and substitute employees.

5. That “competency” as described in Education Code section 44955(b) for the purposes of bumping shall necessarily include: (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 2024-2025 school year; (2) has previously taught in the District for one complete school year within the last five (5) years under the credential(s) required for the entire assignment to which the employee will be assigned at the beginning of the 2024-2025 school year; (3) possession of appropriate full (not emergency) EL authorization (if required by the position); (4) in the case of displacing junior employees teaching in a departmentalized setting, single subject credential(s) or subject matter authorization in that subject area; and (5) any training and experience necessary to meet the job requirements of specialized positions (such as Dual Immersion Teachers).

6. That due to the specific need of the District to hire and retain teachers who possess special training and experience to teach classes in the Dual Immersion program and the Superintendent or designee is authorized to deviate from terminating certificated employees in order of seniority in instances where the less senior employee possesses special training and

experience to teach classes in the Dual Immersion and will be assigned to do so in the 2024-2025 school year.

7. That bumping shall be allowed only in cases where the senior employee is both competent and credentialed to assume the whole assignment of the more junior employee.

8. That, as between certificated employees with the same seniority date, the order of termination shall be determined solely by the criteria listed and described in **Attachment 1**, which is attached hereto and incorporated herein by this reference, and such criteria are based solely on the needs of the District and the students thereof.

9. That in selecting those probationary and permanent certificated employees who shall receive notice of termination pursuant to this Resolution, Education Code section 44955 allows the Board to deviate from terminating a certificated employee in order of seniority by virtue of their competence, credential(s), assignment, and the specific needs of the District and its students.

10. That the criteria, which shall be established by testimony and other evidence, applied to deviate from terminating certificated employees who may otherwise be terminated by order of seniority, are based on the needs of the students of the District, and will ensure that, unless permitted by law, no employee will be terminated while a less senior employee is retained to render service, that the more senior employee is both certificated and competent to render.

11. That the Superintendent or designee is directed to initiate layoff procedures and give appropriate notice pursuant to Education Code Sections 44949 and 44955, as applicable.

12. That the Superintendent or designee is directed to send appropriate notices to all probationary and permanent employees possibly affected by the reduction and elimination of particular kinds of service. The notices shall state it has been recommended that each of their services will not be required for the 2024-2025 school year, pursuant to Education Code sections 44949 and 44955.

13. That the Superintendent or designee is delegated authority to take all actions necessary and appropriate to the accomplishment of the purposes of this Resolution.

The foregoing Resolution was adopted by the Board of the Rio School District on the 28th day of February, 2024, by the following roll call vote:

AYES: _____

NOES: _____

ABSENT: _____

Eleanor Torres, President
Board of Trustees of the Rio School District

I, Alesia Martin, Clerk of the Board of Trustees of the Rio School District, do certify that the foregoing Resolution was regularly introduced, passed and adopted by the Board of Trustees at its regular meeting held on February 28, 2024.

Alesia Martin, Clerk
Board of Trustees of the Rio School District

Rio School District

Attachment 1 To Resolution No. - # 23/24-06

CRITERIA TO BE APPLIED TO DETERMINE ORDER OF LAYOFF FOR THOSE CERTIFICATED EMPLOYEES WITH THE SAME DATE OF FIRST PAID PROBATIONARY SERVICE

The following criteria will be applied in the priority order indicated to determine which certificated employees meet the particular needs of the District in the event that all certificated employees with the same seniority date are not terminated. To establish the order of seniority, each criterion in the order specified shall be used only if application of the preceding criteria does not resolve all ties between employees having the same seniority date.

The following criteria, listed in priority order, shall be applied based on information on file as of Friday, March 1, 2024, one step at a time, to resolve ties in seniority between certificated employees.

As between teachers with the same seniority date, these criteria meet the particular needs of the District at the present time:

1. Credential status in the area of the current assignment, in order of priority:
 - a. Clear standard, life, or general teaching credential;
 - b. Preliminary credential;
 - c. Intern credential;
 - d. Short-term staff permit (STSP), provisional internship credential (PIP);
 - e. One-year nonrenewable credential;
 - f. Waiver;
2. Possession of a clear or preliminary authorization to teach English Language Learners, in order of priority:
 - a. Bilingual Cross Cultural Language and Academic Development (BCLAD), Bilingual Certificated of Competence (BCC), or Bilingual Specialist Credential (BCS) certification;
 - b. Any other certification/authorization to teach English Language Learners (e.g., Cross Cultural Language and Academic Development (CLAD), SB 1969 or SB 395 Certificate, Language Development Specialist Certificate, Supplemental Authorization for English as a Second Language, Specially Designated Academic Instruction in English (SDAIE)).

3. Breadth of clear and preliminary credentials and authorizations, permitting assignment in the widest range of teaching or service areas, in order of priority:

a. Multiple credentials, with the employee possessing the greatest number having greater seniority;

b. A single credential with specific subject matter authorization(s), with the employee possessing the greatest number having greater seniority;

c. A single credential with introductory subject matter authorization(s), with the employee possessing the greatest number having greater seniority;

d. A single credential with specific supplemental authorization(s), with the employee possessing the greatest number having greater seniority;

e. A single credential with introductory supplemental authorization(s), with the employee possessing the greatest number having greater seniority;

f. A single credential.

4. Possession of a clear or preliminary credential or authorization to teach or serve in the following areas, in order of priority:

a. Speech and Language

b. Special Education with mild to moderate and moderate to severe authorizations

c. Special Education with mild to moderate authorization

d. Special Education with moderate to severe authorization

e. Mathematics

f. Science

g. English

h. Fine Arts

i. Social Sciences/Social Studies

j. History

k. Computer Education

l. Multiple Subjects

m. Physical Education

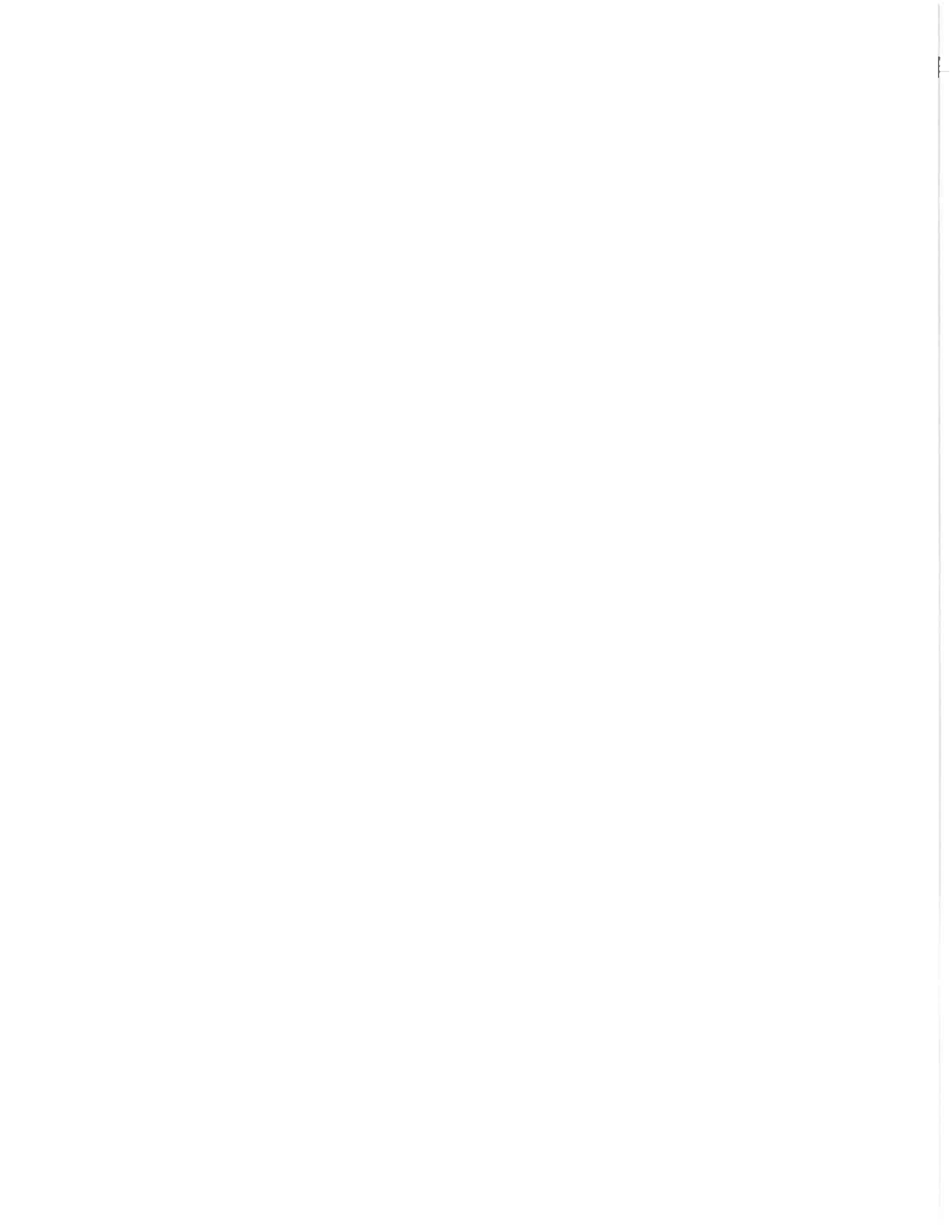
n. Pupil Personnel Services – Counseling

- o. Early Childhood Education Specialist
 - p. Pupil Personnel Services, Nursing
5. Number of verified years of certificated employee experience as determined by actual step placement on the Rio School District's Certificated Salary Schedule(s), with the employee possessing the greatest number of years having greater seniority.
 6. Academic degrees from an accredited institution of higher education, in order of priority:
 - a. Possession of a Doctorate Degree, earliest date prevails;
 - b. Possession of a Master's Degree, earliest date prevails;
 - c. Two Bachelor's Degrees, earliest date prevails;
 - d. A Bachelor's Degree and an Associate Degree, earliest date prevails;
 - e. A single Bachelor's Degree, earliest date prevails.
 7. Number of undergraduate majors and minors, as indicated on employees' transcripts from accredited institutions of higher education, in order of priority:
 - a. Double majors;
 - b. Single major and two minors;
 - c. Single major and single minor;
 - d. Single major.
 8. Number of total semester credits earned at an accredited institution of higher education, with the employee possessing the greatest number of credits having greater seniority.
 9. Number of total semester credits earned at an accredited institution of higher education after earning a Bachelor's Degree, with the employee possessing the greatest number of credits having greater seniority.
 10. Undergraduate majors in the following subject matter areas, in order of priority:
 - a. Speech and Language
 - b. Special Education with mild to moderate and moderate to severe authorizations
 - c. Special Education with mild to moderate authorization
 - d. Special Education with moderate to severe authorization
 - e. Mathematics

- f. Chemistry
- g. Physics
- h. Geosciences
- i. Biological sciences
- j. English
- k. Social Sciences/Social Studies
- l. History
- m. Fine Arts
- n. Foreign Language
- o. Business/Computer Education
- p. Multiple Subjects
- q. Physical Education
- r. Pupil Personnel Services – Counseling
- s. Early Childhood Education Specialist
- t. Pupil Personnel Services, Nursing

11. Assuming that the preceding paragraphs do not resolve all ties between employees having the same seniority date, the tie will be broken by drawing of lots with the employee drawing the highest number being regarded as most senior.

The foregoing criteria reflect the current needs of the district and the students thereof and shall be applied to rank the order of individuals for purposes of layoff at the end of the 2023-2024 school year, and reemployment thereafter pursuant to Education Code sections 44956 or 44957, subject to exceptions allowed by law.





Agenda Item Details

Meeting	Feb 28, 2024 - Rio School District Special Board Meeting
Category	6. Action
Subject	6.2 Approval of Resolution 2023/2024-07 Layoff and Reduction in Work Year of Classified Personnel
Access	Public
Type	Action
Recommended Action	Staff recommends approval of Approval of Resolution 2023/2024 Layoff and Reduction in Work Year of Classified Personnel

Public Content

Speaker: Tiffany Morse, Assistant Superintendent, School and Systems Improvement

Rationale:

This resolution allows for the notification of classified personnel who must be released prior to the March 15, 2024 deadline according to Education Sections 45117 and 45308.

Administrative Content

Executive Content

**BEFORE THE BOARD OF TRUSTEES OF THE
RIO SCHOOL DISTRICT
COUNTY OF VENTURA, STATE OF CALIFORNIA**

RESOLUTION NO. 23/24-07

**REGARDING LAYOFF AND REDUCTION IN WORK YEAR OF CLASSIFIED
PERSONNEL**

BE IT RESOLVED, that the Board of Trustees of the Rio School District (“District”) hereby determines that the following classified positions be eliminated or reduced in work year due to lack of work and/or lack of funds pursuant to Education Code sections 45117 and 45308:

Position	Work Year	Hours/Day
One (1) Human Resource Assistant	12 mos.	8.0
One (1) Clerk Typist II/ Bilingual Biliterate	11 mos.	8.0
One (1) Clerk Typist II	12 mos.	8.0
One (1) Student Data Systems Specialist	12 mos.	8.0

BE IT FURTHER RESOLVED by the Board of Trustees as follows:

1. That due to a lack of funds and/or lack of work, the number of classified employees and the amount of service rendered shall be reduced by layoff as specified above, pursuant to Education Code section 45308.
2. That the Superintendent or designee is directed to give notice of layoff or reduction in work year to the affected classified employees pursuant to law.
3. That the Superintendent or designee consider all positively assured attrition which has occurred to date, that is, all deaths, resignations, retirements, and other permanent vacancies, in reducing these services and, in addition to the attrition already assured, in determining the appropriate number of notices to be issued.
3. That layoff proceedings shall be conducted in accordance with Education Code section 45117.

4. That the layoff shall become effective at the conclusion of the 2023-2024 school year.
5. That employees laid off pursuant to this Resolution shall be eligible for reemployment pursuant to Education Code section 45298, and Article 15 of the Collective Bargaining Agreement between the District and Rio CSEA Chapter #329, if applicable.
6. That the Superintendent or designee is delegated authority to take all actions necessary and appropriate to the accomplishment of the purposes of this Resolution.

The foregoing Resolution was adopted by the Board of Trustees of the Rio School District on the 28th day of February, 2024, by the following roll call vote:

AYES: _____

NOES: _____

ABSENT: _____

Eleanor Torres, President
Board of Trustees of the Rio School District

I, Alesia Martin, Clerk of the Board of Trustees of the Rio School District, do certify that the foregoing Resolution was regularly introduced, passed and adopted by the Board of Trustees at its regular meeting held on February 21, 2024.

Alesia Martin, Clerk
Board of Trustees of the Rio School District