

VENTURA UNIFIED SCHOOL DISTRICT

Resolution #25-03

February 25, 2025 Board Meeting Open Session

**RESOLUTION TO REDUCE OR DISCONTINUE
PARTICULAR KINDS OF CERTIFICATED SERVICES**

WHEREAS, Education Code sections 44949 and 44955 require action by the Governing Board in order to reduce or discontinue services and permit the layoff of certificated employees;

WHEREAS, the Superintendent of the Ventura Unified School District (District) has recommended to the Governing Board that particular kinds of services be reduced or eliminated no later than the beginning of the 2025-2026 school year;

WHEREAS, the Governing Board has determined that it is in the best interests of the District and the welfare of the schools and the pupils thereof that the particular kinds of services (PKS) set forth herein must be reduced or discontinued no later than the beginning of the 2025-2026 school year;

WHEREAS, the Governing Board has further determined that due to the reduction or discontinuation of particular kinds of services, it is necessary to decrease a corresponding number of certificated employees for the 2025-2026 school year pursuant to Education Code section 44955; and

WHEREAS, the Governing Board has considered all positively assured attrition known at the time of this Resolution. Such attrition includes deaths, retirements, resignations, non-reelections of probationary employees for reasons unrelated to these reductions in the services, and other permanent vacancies. The number of employees to be laid off will be reduced to reflect assured attrition known at the time of this Resolution; and

WHEREAS, the Education Code requires that various actions be taken and notices be forwarded no later than March 15th of each school year regarding layoffs of certificated personnel resulting from reductions of particular kinds of service; and

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

1. Each of the foregoing recitals is true and correct.
2. The Governing Board hereby determines it is necessary to reduce or discontinue positions set forth in **Exhibit A**, which is attached hereto and incorporated by reference herein, listing by level, subject field or classification, and full-time equivalent, those positions which shall be reduced or discontinued no later than the beginning of the 2025-2026 school year.
3. Because of the reduction or discontinuation of particular kinds of services listed in **Exhibit A**, it is necessary to terminate a corresponding number of certificated employees of the District at the end of the 2024-2025 school year, pursuant to Education Code section 44955.
4. That the seniority and qualifications of some of the employees in the services being reduced or discontinued are such that they have displacement rights by virtue of seniority and no employee will be terminated while a less senior employee is retained to render a service which the more senior employee is both certificated and competent to render.
5. That in selecting those probationary and permanent certificated employees who shall receive notice of termination pursuant to this Resolution, Education Code section 44955 requires the Governing Board to state specific criteria to be used in determining the order of

terminations of certificated employees who first rendered paid service to the District in a probationary position on the same date.

6. That the criteria to be used in determining the order of termination of certificated employees who first rendered paid service to the District in a probationary position on the same date are listed and described in **Exhibit B**, which is attached hereto and incorporated by reference herein, and are based solely on the needs of the District and its students.
7. That in order for an employee serving in a position identified for reduction or discontinuance to be eligible for reassignment to a position held by an employee with less seniority (referred to as “bumping”), the senior employee must be both credentialed and competent to render the service currently being performed by the junior employee pursuant to Education Code section 44955. For purposes of implementing this Resolution, a more senior employee is defined as competent for reassignment into a position currently held by a more junior employee, if he or she:
 - a. currently possesses a clear or preliminary credential in the subject(s) or grade level to which the employee will be assigned at the beginning of the 2025-2026 school year.
 - b. has an appropriate (not emergency) EL authorization (if required by the position);
 - c. in the case of displacing junior employees teaching in a middle school departmentalized setting, currently possesses a single subject credential(s) or subject matter authorization in that subject area.
 - d. in the case of displacing junior employees teaching in a high school departmentalized setting, currently possesses a single subject credential(s) in that subject area.
8. That in selecting those probationary and permanent certificated employees who shall receive notice of termination pursuant to this resolution, Education Code section 44955 authorizes the Governing Board to deviate from terminating certificated employees in order of seniority by virtue of their credential(s), assignment, and the specific needs of the District and its students.
9. That due to the specific need of the District to hire and retain teachers who have special training and experience teaching in the District’s Alternative Education program, the Superintendent or his designated representative is authorized to deviate from terminating certificated employees in order of seniority in instances where the less senior employee has (1) special training and (2) at least one complete year of experience in the District within the last five years in the District’s Alternative Education program area to be assumed, which others with more seniority do not possess, and will be assigned to teach in the Alternative Education program in the next school year.
10. That due to the specific need of the District to hire and retain teachers who have special training and experience teaching in the District’s Dual Language/Two Way Immersion or Transition Bilingual Education program(s), the Superintendent or his designated representative is authorized to deviate from terminating certificated employees in order of seniority in instances where the less senior employee has (1) special training and (2) at least one complete year of experience in the District within the last five years in the District’s Dual Language/Two Way Immersion or Transition Bilingual Education program area to be assumed, which others with more seniority do not possess, and will be assigned to teach in the Dual Language/Two Way Immersion or Transition Bilingual Education programs in the next school year.
11. That the Superintendent or his designated representative is directed to initiate layoff procedures and to send appropriate notices to all employees possibly affected by virtue of

the reduction or discontinuance of particular kinds of service pursuant to Education Code sections 44955 and 44949.

The forgoing Resolution was adopted by the Governing Board of the Ventura Unified School District on the 25th day of February 2025 by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

By: _____
President, Board of Trustees
Ventura Unified School District

_____ Date

I hereby certify that the foregoing is a full, true, and correct copy of the resolution duly adopted by the Board of the Ventura Unified School District on February 25, 2025.

By: _____
Clerk, Board of Trustees
Ventura Unified School District

_____ Date

VENTURA UNIFIED SCHOOL DISTRICT

Board Resolution #25-03

Exhibit "A"

The following are the particular kinds of service be reduced or discontinued for the 2025-2026 school year:

Assistant Principals	2.00	F.T.E.
Learning Director	1.00	F.T.E.
Psychologist on Special Assignment (POSA)	2.00	F.T.E.
Teacher on Special Assignment, Bilingual (TOSA)	1.00	F.T.E.
Homestead Independent Study Grades 6-8 Multiple Subject	2.00	F.T.E.
Early Childhood Counseling	.80	F.T.E.
Elementary Counseling Services	8.00	F.T.E.
Secondary Counseling Services	4.00	F.T.E.
Teacher Librarians	7.00	F.T.E.
Secondary Single Subject English	3.00	F.T.E.
Secondary Single Subject Chemistry	1.00	F.T.E.
Secondary Single Subject Social Science	1.00	F.T.E.
Secondary Single Subject Mathematics	2.00	F.T.E.
Secondary Single Subject Art	.34	F.T.E.
Secondary Single Subject Music	1.00	F.T.E.
Secondary CTE Legal	.40	F.T.E.
Secondary CTE Building and Construction Trades	.34	F.T.E.
Secondary Single Subject Theater	.40	F.T.E.
Secondary Physical Education	1.00	F.T.E.
TOTAL CERTIFICATED POSITIONS:	38.28	F.T.E.

VENTURA UNIFIED SCHOOL DISTRICT

Board Resolution #25-03

Exhibit "B"

DETERMINATION OF SENIORITY AMONG CERTIFICATED EMPLOYEES WITH THE SAME SENIORITY DATE ("Tie-Breaker Criteria")

The District values the services of all employees who may, by coincidence, share the same date of first paid service in a probationary position. Education Code section 44955, subdivision (b), related to certificated layoffs, provides in relevant part, "[a]s between employees who first rendered paid service to the district on the same date, the governing board shall determine the order of termination solely on the basis of needs of the district and the students thereof."

Education Code section 44866, related to reemployment following the termination of services, provides in relevant part, "As between two or more employees who first rendered paid service to the district on the same date, and who, following the termination of services, have a statutory preference to reappointment in the order of original employment, the governing board shall determine the order of reemployment solely on the basis of the needs of the district and the students thereof."

Based upon the needs of the District and the students thereof, the following criteria shall be applied in order, one step at a time, to resolve all ties between certificated employees having the same seniority date, as defined in Education Code section 44845, and thus delineate the order of termination in the event of a layoff and order of subsequent reappointment:

1. Credential status in the area of the current assignment, in order of priority:
 - (a) Clear professional, standard, life, or general teaching credential;
 - (b) Preliminary credential;
 - (c) Intern credential;
 - (d) Short-term staff permit (STSP), provisional internship credential (PIP), Education Code option (i.e., Board authorization under Sections 44256(b), 44258.2, 44258.3, 44258.7, 44263, 44865), or 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 introductory subject matter authorization(s), with the employee possessing the greatest number having greater seniority;

- (c) A single credential with specific subject matter authorization(s), with the employee possessing the greatest number having greater seniority;
 - (d) A single credential with any type of supplemental authorization(s), with the employee possessing the greatest number having greater seniority;
 - (e) A single credential with any type of child development permit(s), with the employee possessing the greatest number having greater seniority;
 - (f) A single credential.
- 4. Number of verified years of certificated employee experience as determined by actual step placement on the Ventura Unified School District Certificated Salary Schedule(s), with the employee possessing the greatest number of years having greater seniority.
 - 5. Academic degrees from an accredited institution of higher education, in order of priority:
 - (a) Possession of a Doctorate Degree, earliest date of conferral prevails;
 - (b) Possession of a Master's Degree, earliest date of conferral prevails;
 - (c) Two Bachelor's degrees, earliest date of conferral prevails;
 - (d) A single Bachelor's degree, earliest date of conferral prevails.
 - 6. The number of post-Bachelor's Degree units earned at an accredited institution of higher education, with the employee possessing the greatest number of units having greater seniority.
 - 7. 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 2024-2025 school year, and reemployment thereafter pursuant to Education Code sections 44956 or 44957, subject to exceptions allowed by law.