

**BOARD OF TRUSTEES OF THE
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
CERTIFICATED REDUCTION OR DISCONTINUANCE OF
PARTICULAR KINDS OF SERVICE**

RESOLUTION NO. 2425-60

WHEREAS, the Governing Board of the West Contra Costa Unified School District has determined it is necessary to reduce or discontinue particular kinds of services of the District for the 2025-2026 school year in accordance with Education Code sections 44949 and 44955, and

WHEREAS, due to the reduction or discontinuance of services, the Governing Board has determined that it is in the best interest of the District that the number of regular certified employees of the District be reduced and

WHEREAS, the Governing Board has considered all positively assured attrition, including all deaths, resignations, retirements, non-reelections, and other permanent vacancies for the 2024-2025 school year, and, but for attrition already assured, the Governing Board would have found it necessary to reduce additional services; and

WHEREAS, the Governing Board is authorized by Education Code section 44955 to establish criteria based upon the needs of the District and its students for determining the order of termination between certificated employees with the same seniority date and

WHEREAS, Education Code section 44955 authorizes the District to deviate from terminating certificated employees in order of seniority where the District demonstrates a specific need for personnel to teach a particular course or courses of study or to provide services authorized by the appropriate credential or authorization, and that the certificated employee has special training and experience necessary to teach that course or course of study or to provide those services, which others with more seniority do not possess.

WHEREAS, pursuant to Education Code section 44955, this 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 set forth herein must reduce or discontinued no later than the beginning of the 2025-2026 school year:

Position Title	Number	FTE
Administrative Positions		
K-12 Executive Director, Elementary	1.0	FTE
Administrator on Special Assignment	1.0	FTE
Assistant Principal-Transition	1.0	FTE
Coordinator of Positive Behavior Interventions and Supports	1.0	FTE
Director of Research and Reporting	1.0	FTE
K-12 Instructional Specialist Elementary	3.5	FTE
K-12 Instructional Specialist Middle	2.0	FTE

K-12 Instructional Specialist Sr. High	2.0 FTE
Vice Principal Elementary	5.5 FTE
SELPA Director	.25 FTE
Teachers on Special Assignment Positions	
Instructional Support Reading ELD Coach	24.8 FTE
Project/Program Assistant	12.2 FTE
Program Specialist	1.0
Program Assistant	1.0 FTE
Speech & Language Pathologist Positions	
Speech & Language Pathologist	5.0 FTE
Counselor Positions	
Counselor Second Schools	1.0 FTE
School Psychologist Positions	
School Psychologist	.5 FTE
Teaching Positions	
Teacher Regular Education – Multiple Subjects (Elementary)	15.0 FTE
Teacher Regular Education – Single Subject (Middle & High)	7.5 FTE
Teacher Regular Education-CTE (Child Development and Family Services)	1.0 FTE
Teacher Regular Education-CTE (Health, Science & Medical Technology)	1.0 FTE
Teacher Regular Education-CTE (Information and Communication Technologies)	1.0 FTE
Teacher Regular Education-CTE (Marketing, Sales and Service)	1.0 FTE
Teacher Regular Education-CTE (Business and Finance)	1.0 FTE
Teacher Regular Education-CTE (Arts Media and Entertainment)	2.0 FTE
Total	93.25 FTE

WHEREAS, the Board has determined that this layoff shall be based upon a reduction or elimination of particular kinds of services and not based upon a reduction of average daily attendance during the past two years;

WHEREAS, Education Code section 44955 provides that the services of no permanent employee may be terminated while any probationary or other employee with less seniority is retained to render a service which the permanent employee is certificated and competent to render;

WHEREAS, the Board has determined that due to a significant population of English language learners with specialized educational needs, a specific and compelling need exists to employ and retain certificated employees who have authorization to teach English Learner (“EL”)

students, as determined by the California Commission of Teacher Credentialing, and the special training and experience that comes therewith;

WHEREAS, compliance with the provisions of the Williams Settlement require that EL students be served by certificated employees with appropriate EL authorizations. Thus, each failure to staff a classroom containing one or more EL students with a certificated employee possessing an appropriate EL authorization is a “misassignment” subject to sanction by the County Superintendent of Schools;

WHEREAS, in order for an employee serving in a position identified for reduction or discontinuance to be eligible for bumping an employee with less seniority, 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, 44956, and 44957. 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 which authorizes instruction in each subject(s) or grade level to which the employee will be assigned at the beginning of the 2025-2026 school year; (b) has previously taught under the credential(s) required for the entire assignment to which the employee will be assigned at the beginning of the 2025-2026 school year in the District for one complete school year within the last five (5) years; and (c) has an appropriate EL authorization. In no event may a more senior employee displace a more junior employee unless the more senior employee is both competent and credentialed for the entire assignment of the more junior employee;

WHEREAS, the Governing Board is authorized by Education Code section 44955 to establish criteria based upon the needs of the District and the students thereof for determining the order of termination as between certificated employees who first rendered paid service to the District on the same date;

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;

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 services;

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

1. That all of the foregoing recitals are true and correct.
2. That for the 2025-2026 school year, the particular kinds of services to be provided by said District shall be and hereby are reduced or discontinued to the extent set forth above.
3. That due to the reduction or discontinuance of particular kinds of services set forth above, the corresponding number certificated employees of the District shall be

terminated at the end of the 2024-2025 school year, pursuant to Education Code section 44955.

4. That the District Superintendent or designee is directed to send appropriate notice to all employees possibly affected by virtue of the reduction and discontinuance of particular kinds of services in accordance with the Education Code and to afford all such employees all rights to which they are entitled under the law.
5. That, due to the need of the District to retain those individual teachers with credentials in hard-to-fill positions, the Superintendent or designee is authorized to deviate from terminating those employees in order of seniority in the areas of BCLAD, Mathematics, Science, Special Education – Adapted Physical Education, Special Education Credentials, Career Technical Education, Foreign Language, and International Teachers credentials in specified areas.
6. Except as required by law, the order of termination shall be based solely on the needs of the District and its students as determined by the following criteria which shall be applied to resolve ties in seniority between certificated employees. These criteria are listed in priority order, and each criterion shall be used only if the preceding criteria do not determine the order of termination:
 - a. Preference is given to a teacher possessing a credential in areas of critical need, defined to be mathematics, special education, and science;
 - b. Preference is given to a teacher possessing a clear credential over preliminary;
 - c. Preference is given to a teacher possessing a preliminary credential over a Short-Term Staff Permit or Provisional Intern Permit;
 - d. Preference is given to a teacher who has multiple teaching authorizations as defined by their credential;
 - e. Preference is given to a teacher who possesses more years of teaching service outside the District for which the teacher received years of service credit on the certificated salary schedule when they were employed by the District;
 - f. Preference is given to a teacher who has more units applied toward salary schedule placement;
 - g. If a tie still exists after application of criteria a. to e., the tie shall be broken by lot. Numbers shall be drawn with the lowest number drawn winning the tie and continuing until all remaining tied individuals are ranked in order.
7. Pursuant to Education Code section 44846, for persons having a statutory reemployment preference, the order of rehire as between employees who first

rendered paid service on the same day shall be determined according to the same criteria described in paragraph #6, above.

BE IT FURTHER RESOLVED that the Superintendent or designee is delegated the authority to take all actions necessary and proper to the accomplishment of the purposes of this Resolution.

PASSED AND ADOPTED by the Board of Trustees for the West Contra Costa Unified School District on February 26, 2025, in the County of Contra Costa, California

AYES: _____

NOES: _____

ABSTENTIONS: _____

Leslie Reckler, President
Board of Trustees