

**PASO ROBLES JOINT UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
RESOLUTION NO. 26-17**

**RESOLUTION OF INTENTION TO TERMINATE
CERTIFICATED EMPLOYEES DUE TO A REDUCTION
OF PARTICULAR KINDS OF SERVICES**

WHEREAS, the Governing Board of the Paso Robles Joint Unified School District has determined that it shall be necessary to reduce or discontinue the following particular kind of services of the District no later than the beginning of the 2026-2027 school year.

WHEREAS, the particular services set forth in Exhibit A are to be reduced or discontinued not later than the beginning of the following school year.

WHEREAS, the Board has determined that the foregoing services constitute a particular kind of service (PKS) within the meaning of Education Code 44955;

WHEREAS, it is the opinion of this Board that it is in the best interest of this District that [10] FTE certificated employees of the District be reduced pursuant to the adopted order of employment;

WHEREAS, the Governing Board of the Paso Robles Joint Unified School District further has determined that, as between employees who first rendered paid service to the District on the same date, the order of termination listed on the seniority list has been based solely on the needs of the District and the students thereof;

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

That due to a reduction or discontinuance of particular kinds of services pursuant to California Education Code 44955, the maximum legally permitted number of certificated employees of the District not be reemployed for the 2026-2027 school year as provided herein.

That the Superintendent is directed to give Notices of Recommendation not to Re-employ in accordance with the provisions of the California Education Code 44949 and 44955 to the appropriate certificated employees pursuant to Section 44955.

BE IT FURTHER RESOLVED that the action of this Board shall not, in any way be considered to prejudice the rights of the certificated employees to whom notice will be given as to the Board's consideration of the hearing officer's proposed decision in the event a hearing is requested by any employee.

DETERMINATION OF COMPETENCY CRITERIA

WHEREAS, Education Code section 44955, subdivision (b) states that an employee who is “competent” to render a service must be retained in favor of an employee with less seniority, but does not define “competent”.

BE IT RESOLVED, for the 2026-2027 school year only, to meet the requirements of Education Code section 44955, subdivision (b), “competent” shall be:

1. To serve in a Secondary Counselor position, an employee must have served as a Secondary School Counselor for at least one year in the last seven years.
2. To serve in an Elementary Counselor position, an employee must have served as an Elementary Counselor for at least one year in the last seven years.
3. To serve in a Mental Health Specialist position, an employee must have served as a Mental Health Specialist for at least one year in the last seven years.
4. Possession of a BLAD, CLAD, or other equivalent English Language Learner authorization to the extent required by the position.

DETERMINATION OF TIE-BREAKING CRITERIA

WHEREAS, pursuant to provisions of Education Code section 44955, the Board is required to determine the District needs should it become necessary to determine the order of termination for certificated employees who first rendered paid service to the District on the same day.

BE IT RESOLVED, for the 2025-2026 school year only, to meet the requirements of section 44955, the Governing Board determines the needs of the District and the students by establishing the following tie-breaking criteria:

The following rating system shall be applied in determining the order of termination of certificated employees:

- A. Preliminary and Clear/Life Credentials.

Rating: +1 per preliminary credential

+2 per clear/life credential

- B. Authorization for English Language Learners (“ELL”).

Rating:

+3 BCLAD

+1 CLAD or ELAS

- C. Supplementary authorizations.

Rating: +1 per supplementary authorization

D. Earned degrees beyond the B.A. or B.S. level.

Rating: +1 per degree [i.e. M.A., M.S., Ph.D., E.D.D.]

BE IT FURTHER RESOLVED that in the event that certificated employees with common dates of hires have equal qualifications based on application of the above criteria, the District will then break ties by utilizing a lottery.

Approved, Passed, and Adopted at a regular board meeting of the Paso Robles Joint Unified School District held March 10, 2026, the following vote:

AYES: _____

NOES: _____

ABSENT: _____

Joel Peterson, President of Governing Board
Paso Robles Joint Unified School District
San Luis Obispo County, California

ATTEST:

Laurene McCoy, Clerk of Governing Board
Paso Robles Joint Unified School District
San Luis Obispo County, California

EXHIBIT A

Recommended Reduction in 2024-2025 Programs and Services for the Paso Robles Joint Unified School District.

1. The Superintendent recommends that the Governing Board adopt a resolution to reduce the certificated programs and services for 2024-2025 as follows:

Services	Number of Full-Time Equivalent Positions
Counselor on Special Assignment (COSA)	1.0
Counselor Elementary	1.0
Counselor - Secondary	1.0
Teacher - Secondary ELD	.50
Teacher - Elementary ELD (TK-6)	.50
Secondary Science Teacher	1.0
Secondary Physical Education Teacher	1.0
Secondary Electives Teacher	1.0
Secondary ARC Teacher	1.0
Secondary Teacher	1.0
Elementary Teacher (TK-6)	1.0

Total Full Time Equivalent reduction

10 FTE