

BEFORE THE
LOS ANGELES COUNTY
SUPERINTENDENT OF SCHOOLS

In the Matter of the Reduction in Force of:

CERTIFICATED EMPLOYEES OF THE
LOS ANGELES COUNTY OFFICE OF
EDUCATION

OAH No. 2015030133

PROPOSED DECISION

Howard W. Cohen, Administrative Law Judge (ALJ) with the Office of Administrative Hearings, heard this matter on April 13 and 14, 2015, in Downey.

Jennifer A. Williams, Deputy General Counsel, represented the Los Angeles County Office of Education (LACOE).

Richard J. Schwab, Attorney at Law, with Trygstad, Schwab & Trygstad, represented respondents, who are identified in attachment A.

Oral and documentary evidence was received. At hearing, respondents submitted a trial brief, which was marked as Exhibit D. The matter was continued to May 12, 2015, for the submission of closing briefs. The parties stipulated, and it was ordered, that the statutory due date of the Proposed Decision in this matter is extended to May 29, 2015. By order dated April 22, 2015, LACOE was allowed until May 5, 2015, to file an exhibit, omitted from but referred to in the marked and admitted copy of LACOE's Statement of Reduction in Force, and respondents were allowed until May 12, 2015, to file any objection to the exhibit. LACOE timely filed the additional exhibit, which was marked as Exhibit 31. Respondent timely filed an objection to that exhibit, stating no grounds for the objection. The objection is overruled and Exhibit 31 is admitted. LACOE and respondents timely submitted closing briefs, which were marked as Exhibit 32 and Exhibit E, respectively.

The record was closed and the matter was submitted on May 12, 2015.

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FACTUAL FINDINGS

Parties and Jurisdiction

1. Darren McDuffie, Ed.D., made and filed LACOE's Statement of Reduction in Force in his official capacity as LACOE's Assistant Superintendent, Human Resource Services.

2. Respondents are certificated employees of LACOE.

3. On February 24, 2015, Arturo Delgado, Ed.D., the Los Angeles County Superintendent of Schools (Superintendent) adopted Resolution Number 1-S, to reduce and discontinue the particular kinds of certificated services specified therein for the 2015-2016 school year, thereby reducing or eliminating 69.0 full time equivalent (FTE) positions.

4. The Superintendent further determined it to be necessary, by reason of the reductions or discontinuances in particular kinds of services, to decrease the number of certificated employees at the close of the present school year by a corresponding number of FTE positions, and directed Dr. McDuffie or his designees to take all actions necessary and proper to accomplish the purposes of Resolution 1-S and to notify the appropriate employees of a recommendation not to reemploy them in accordance with Education Code sections 44949 and 44955.¹

5. In accordance with Education Code sections 44949 and 44955, on March 11, 2015, Dr. McDuffie gave the Superintendent notice of a recommendation that notice be given to respondents that their services will not be required for the ensuing school year, and stating the reasons therefor.

6. On or before March 15, 2013, under Resolution Number 1-S and the provisions of sections 44949 and 44955, Dr. McDuffie gave written notice to respondents that he had recommended to the Superintendent that notice be given to them that their services will not be required for the 2015-2016 school year. Respondents were provided with all required documents. Respondents requested a hearing to determine whether there is cause for not employing them for the ensuing school year.

7. Some respondents provided services while holding only a provisional credential and were non-reelected for that reason under Superintendent's Resolution No. 4-S, independent of this layoff process. LACOE notified those respondents as a precaution, so that they could participate and exercise any claimed rights in this matter.

8. Some respondents provided services under temporary contract with LACOE and were non-reelected for that reason under Superintendent's Resolution No. 2-S,

¹ Except as otherwise noted, all statutory references are to the Education Code.

independent of this layoff process. LACOE notified those respondents as a precaution, so that they could participate and exercise any claimed rights in this matter.

9. During the hearing, LACOE rescinded the preliminary layoff notices issued to respondents Kathleen M. Davis, Kenise N. Grigsby, Eva S. Murray-Yavar, Jennifer L. Strutzenberg, and Vanessa M. VanNiman.

Reduction and Elimination of Particular Kinds of Services

10. Resolution No. 1-S provides for the reduction or elimination of the following particular kinds of services:

Educational Programs

A. Division of Special Education		FTE
1.	Assistant Principal	1.0
2.	School Psychologist	2.0
3.	Teacher Autism	1.0
4.	Teacher DHH	1.0
5.	Teacher DIS-HH	1.0
6.	Teacher ED	5.0
7.	Teacher LSS	1.0
8.	Infant	1.0
Subtotal		13.0
B. Division of Student Programs		FTE
1.	Regional School Psychologist	1.0
2.	School Psychologist	1.0
3.	Teacher CDS	6.0
4.	Teacher CUR	3.0
5.	Teacher JCS	17.0
6.	Teacher SDC	1.0
7.	Teacher Independent Study	1.0
8.	Literacy Specialist	3.0
9.	Resource Specialist	3.0
Subtotal		36.0

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Educational Services

A.	Division of Accountability, Support and Monitoring	FTE
1.	Project Director III	2.0
2.	Consultant II	3.0
	Subtotal	5.0
B.	Division of Curriculum and Instructional Services	FTE
1.	Project Director III	1.0
2.	Consultant III	1.0
3.	Consultant II	7.0
4.	Senior Program Specialist	1.0
	Subtotal	10.0
C.	Division of Regional Occupational Preparation-CTE	FTE
1.	Director	1.0
	Subtotal	1.0
D.	Division Student Support Services	FTE
1.	Consultant II	3.0
2.	Coordinator I	1.0
	Subtotal	4.0
	TOTAL	69.0

11. These services are “particular kinds of services” that may be reduced or discontinued under section 44955. The Board’s decision to reduce or discontinue these particular kinds of services was not arbitrary or capricious, but constituted a proper exercise of discretion. The reduction or discontinuation of these particular kinds of services was related to the welfare of LACOE and its pupils, and was necessary to decrease the number of certificated employees of LACOE as determined by the Board.

12. The Board properly considered all known attrition, resignations, retirements, deaths, and requests for transfer in determining the actual number of necessary layoff notices to be delivered to its employees as of March 15, 2015.

13. LACOE maintains a seniority list, which contains employees' seniority dates, current assignments and locations, credentials, and authorizations. LACOE identified the most junior employees working in a particular kind of service being reduced or discontinued and determined which employees would receive layoff notices.

14. The Superintendent adopted criteria to be used in determining the order of termination of certificated employees who first rendered paid service to LACOE in a probationary position on the same date. The Superintendent resolved that the order of termination of those employees shall be determined by reference to certain tiebreaker criteria set forth in Resolution Number 3-S. The Superintendent determined that such criteria best serve the needs of the programs administered by LACOE and of its students.

Temporary-Status Disputes

15. Resolution Number 2-S identifies three employees, serving in teaching positions under temporary contracts, who are being non-reelected: Gerardo Flores, Elan N. Magana, and Richard C. McCloud. They are not identified on LACOE's seniority list or list of respondents. LACOE provided them with a precautionary notice of the hearing to allow them to assert any rights they may have. Respondents' counsel argued that their names should appear on the seniority list, and that they may not waive their seniority rights and rights of reappointment. They were probationary or permanent employees—the record is not clear which—who were laid off for the 2013-2014 school year and placed on LACOE's list of laid-off employees with a preferred right of reappointment. LACOE contacted each of them and offered them reappointments to all known available probationary or permanent positions for the 2014-2015 school year. Each of them exercised their reappointment right to accept or reject those positions, and chose to reject them. LACOE then contacted each of them and offered them temporary contracts to fill the positions of teachers who were on leaves of absence. Each of them accepted those offers, signed the temporary contracts, and took the temporary positions. The temporary contracts will expire on June 30, 2015. All three employees are currently on the reappointment list; they will remain on the list and maintain their seniority status for the applicable period specified in sections 22956 and 44957, from the date of their termination as probationary or permanent employees.

Skipping

16. In Resolution No. 5-S, the Superintendent determined to retain certain certificated staff in the particular kinds of services identified in Factual Finding 10, regardless of seniority, who, by their training, experience, and assignment, met any of criteria set forth in Resolution 5-S, which, in pertinent part, reads as follows:

- a. Probationary or permanent certificated employees who have experience teaching and specialized training in the Road to Success Academy's customized curriculum for female incarcerated high school students.

- b. Probationary or permanent certificated employees who have experience teaching and specialized training in the Civic Democracy Initiative customized curriculum for female incarcerated high school students.
- c. Probationary or permanent certificated employees who are currently assigned to Challenger Memorial Youth Center and have received specialized training and have experience in the facility wide implementation of the Positive Behavior Interventions and Supports (PBIS) pursuant to the requirements of the *Casey A.* Court Order and Settlement Agreement section 5.
- d. Probationary or permanent certificated employees who are currently assigned to the Challenger Memorial Youth Center and have received specialized training and are experienced in the facility wide implementation of the Advance Path program and/or other specialized programs/courses of study pursuant to the requirements of the *Casey A.* court order and Settlement Agreement.
- e. Pursuant to (d)(2) [sic], and as a separate ground, Probationary or permanent certificated employees who are currently assigned to Challenger Memorial Youth Center whose assignment is necessary to maintain and achieve compliance with constitutional requirements relating to equal protection, consistent with the *Casey A.* Court Order and Settlement Agreement.

17. LACOE is the local educational agency charged with providing educational services to students in juvenile halls and probation camps in Los Angeles County, including Christa McAuliffe High School (McAuliffe) and the Road to Success (RTS) Academy (RTSA) at Camp Scott-Scudder.

18. LACOE is party to a federal court class-action lawsuit entitled *Casey A., et al., v. Delgado, et al. (Casey A.)*, Case No. CV10-00192GHK(FMO) (C.D. Cal.). LACOE entered into a settlement agreement (settlement agreement) that is enforced by order of the federal district court. Respondents were not parties to that litigation, and were not involved in the settlement. Prior to the settlement agreement, McAuliffe was unsafe for students and faculty, there were frequent fights, suspensions, and referrals there, and students received a subpar education. The court order and subsequent action plan required a unique course of study focused on intensified instruction and Positive Behavior Intervention Support (PBIS) to ensure the student population at McAuliffe would receive appropriate educational support. The court order requires ongoing monitoring and consultation by a technical consulting

advisory (TCA) team that periodically reports to the court to certify that McAuliffe staff is receiving continuous training and consistently implementing the course of study.

19. Respondents challenge the validity of the decisions adopted by the Superintendent to retain (skip) junior employees, who are trained staff at McAuliffe and RTSA at Camp Scott-Scudder, over more senior employees who, respondents allege, have the training, experience, and credentials to render the same services that the junior employees were retained to render. Respondents did not challenge the delivery or content of the Reduction in Force notices. Nor did they challenge seniority dates or the credentials of skipped staff.

MCAULIFFE

20. All the students at McAuliffe are male; at least half of them are in need of special educational services. They feed into McAuliffe from four juvenile camps. The typical period of attendance for students is five to seven months, after which time they generally transfer to another facility or leave Probation Department supervision.

21. It was alleged in the *Casey A.* lawsuit that the rehabilitative and educational programs at McAuliffe were constitutionally deficient. The settlement agreement requires ongoing monitoring and periodic reporting to the district court, as well as significant and extensive skills training and cross-training of staff and implementation of programs unique to McAuliffe. The 23 teachers at McAuliffe have received extensive training and experience offered exclusively in these specialized areas and programs to ensure compliance with the settlement agreement. Untrained staff members not assigned to McAuliffe do not possess the same training and experience. All McAuliffe teachers receive, on average, several hours per week of training, including one-on-one instructional coaching, weekly collaborative sessions, weekend training, and access to on-line course materials. Staff members have received training in the PBIS process, which focuses on productively responding to negative behaviors. Training in PBIS is provided by nationally-certified school psychologist Tracy Thurman, who works exclusively at McAuliffe, and a PBIS consultant who provides training at McAuliffe and other school districts, though not at other LACOE sites. McAuliffe is the only LACOE site at which PBIS is currently implemented systemically and comprehensively, and is the only LACOE site providing experience with PBIS as a systemic and comprehensive component of the educational program. Some PBIS training and curriculum is offered at other camps or schools, but it is not bundled together in the same comprehensive and intensive manner as at McAuliffe. Also unique to McAuliffe are training in the Marzano Nine, a set of high-yield instructional strategies, and Advance Path Academy, a credit recovery program, though other sites have different credit recovery programs. The training of McAuliffe staff fundamentally affects the delivery of instruction to students in a unique way by offering a systemic approach to PBIS and instruction. No respondent offered testimony of comparable training in or experience implementing this course of study.

22. Since 2011, overall progress toward achieving McAuliffe's action plan goals has increased dramatically; school behavior data show a marked downward trend in student

suspensions and referrals. TCA team co-chair, Dr. Peter Leone, testified as to the positive impact of retention of the trained staff.

RTSA AT SCOTT-SCUDDER

23. The RTSA at Scott-Scudder Camp is an all-girls school for juvenile offenders. It is the only one of its kind in Los Angeles County. The camp is operated by the Probation Department; RTSA is operated by LACOE. RTSA is similar in some ways to McAuliffe, in that the student population is in need of specialized education and is transitory. Based on the students' specialized needs, LACOE developed a course of study focused on a thematic, interdisciplinary project-based learning curriculum with content and support relevant and specific to the population. To implement this course of study, RTSA staff at Scott-Scudder underwent extensive training and participated in one-to-one coaching support training, as well as further support and training off-site, to develop unique skills and experience for certificated personnel at RTSA. Staff also launched new programmatic components exclusive to RTSA and its female population. RTSA plans its own curriculum. RTSA is also the only LACOE site that has been chosen to implement the California Democracy School Civic Learning Initiative (California Democracy Initiative). The grant-funded program brings civics education into the classroom as a systemic part of the education provided at RTSA. The California Democracy Initiative takes three years to fully implement; it is now nearing the end of its second year at Scott-Scudder, having begun there in the summer of 2013. To introduce the initiative, a team of RTSA teachers attended a five-day training symposium led by program director Michelle Herzog; those teachers then trained the other RTSA teachers in monthly training sessions, and the program has been implemented at RTSA since that time.

24. Untrained senior staff members not assigned to RTSA do not possess the same training and experience as staff members at RTSA. LACOE is currently involved in expanding the RTS course of study to other LACOE sites. This will be a three year process with multiple stages of training and implementation. But while some of the specialized training and curriculum used at RTSA is available at other sites within LACOE, they are not yet systemically integrated into the course of study at those other sites. Diana Velasquez, the RTSA Director, testified that only the staff at RTSA at Scott-Scudder has been fully trained and is currently experienced at implementing the course of study.

PARTICULAR SKIPS

25. Respondent Karen Collier is assigned to Central Juvenile Hall. William Bermudez, with greater seniority, bumped Collier. Collier holds a clear multiple subject credential, an educational specialist (mild/moderate disabilities) credential, and a CLAD. She contends that she should be retained instead of three employees who either have less seniority than she, or inferior credentials. Jennifer C. Roberts, at Vista High School, has the same seniority date and credentials as Collier; Roberts, however, holds an educational specialist (moderate/severe disabilities) credential. Roshawn Perkins is less senior than Collier; Perkins, however, holds an educational specialist (moderate/severe disabilities) credential, teaches at McAuliffe, and has training and experience Collier lacks. Paul Wecker

is also less senior than Collier and holds the same credential as Collier; Wecker, however, teaches at McAuliffe and has training and experience that Collier lacks. Collier testified that she will soon receive a Level 1 moderate/severe disabilities credential. She also testified that Central Juvenile Hall is in the first year of providing RTS training to some staff members, including Collier, although her school will not implement the RTS course of study until next year. Collier attended one day of training with Chaffee, in May or June 2014, and one class in the California Democracy Initiative with Michelle Herzog this academic year; she did not attend subsequent classes, however, because they were offered only to teachers senior to her. At this time, Collier has been trained in and implements only certain elements of the California Democracy Initiative. Collier has not been trained by Thurman. Collier does not participate in a weekly PBIS professional development session. She does not prepare weekly PBIS lesson plans. It was not established that Collier has the same special training and experience as Perkins and Wecker and other McAuliffe staff members, or the credentials that Perkins and Roberts hold. For those reasons, she may not bump into their assignments, nor should she skip under the Superintendent's skipping criteria.

26. Respondent Jessica Reed teaches moderately-to-severely disabled autistic students. Barbara Wilson retreated to teacher from an administrative position and bumped junior teacher Karla Williams; Williams, who is senior to and has the same credentials as Reed, bumped Reed. Reed contends that junior employees have been retained to provide services that she is certificated and competent to perform, specifically Paul Wecker, Roshawn Perkins, and Tae Ho Mauk, all at McAuliffe. Reed took a PBIS class as part of a six-month study program at Ramona Elementary School in Hawthorne, training she contends is equivalent to that received by teachers junior to her. She uses PBIS daily lesson plans, based on her students' needs. Reed has attended six courses over a six-month period in the UCLA Extension Program; one of those courses included PBIS and clinical techniques for educating students with emotional disturbances. She consults two to three times per week with a psychologist, a Board Certified Behavioral Analyst with a national certificate, to implement and adjust students' behavioral support plans. Reed has not, however, received any training with Chaffee or Thurman and does not know the content of the training they offer. She does not participate in weekly PBIS trainings, and her school, though its staff implements behavioral plans, does not implement PBIS on a systemic level. It was not established that Reed has the same special training and experience as Wecker, Perkins, Mauk, and other McAuliffe staff members. For this reason, she may not bump into their assignments, nor should she skip under the Superintendent's skipping criteria.

27. Respondent Norma Van Metre is employed as a literacy specialist at Pacific Lodge, in the Santa Monica Mountains Principal Administrative Unit. She has a clear specialist instruction credential in reading that does not appear on LACOE's seniority list because she did not inform LACOE of the credential. She was bumped by Karl Hernandez, who is senior to her; he was bumped by the more senior Ramiro Palomar. Van Metre contends that two employees with less seniority are being retained to provide services in a position she is competent and certificated to perform, specifically Tae Ho Mauk, at McAuliffe, and Ebony A. Nicholson, at Scott-Scudder. The position she wishes to fill was described by LACOE as a position for a literacy specialist teacher requiring five or more

years of classroom instruction with an emphasis on reading instruction. Van Metre contends she has the necessary experience. Pacific Lodge is beginning to offer RTS project-based instruction, and Van Metre has been attending “Saturday Summit” trainings for that program, which Pacific Lodge started implementing onsite just weeks before this hearing. These summits do not provide the embedded training, weekly training, and professional development that the staff members at Scott-Scudder and McAuliffe receive, however. It was not established that Van Metre has the same special training and experience as Mauk, Nicholson, and other McAuliffe and Scott-Scudder staff members. For this reason, she may not bump into their assignments, nor should she be skipped under the Superintendent’s skipping criteria.

28. Respondent Danny Hong teaches at Central Juvenile Hall; he has a clear multiple subject credential, a reading certificate, and an advanced reading certificate.

a. Hong testified that a junior employee, Ebony Nicholson, is being retained to provide services he is credentialed and competent to perform. Nicholson holds a multiple-subject credential and teaches at Scott-Scudder. Hong has received specialized training, including one-on-one coaching, to serve as a literacy teacher. LACOE has asked Hong to train other literacy teachers at various locations, including McAuliffe, and has videotaped his lessons for use in a webinar. (Exs. B11, B13.) He worked alongside Dr. Leone to ensure that the literacy component of the *Casey A.* settlement agreement was met, and provided one-on-one coaching to several teachers. He is familiar with RTS; two years ago, Central Juvenile Hall applied to become an RTS school, and Hong has trained teachers there during Saturday Summits. Hong was a committee member in Scholastic Read 180, a literacy training program; he received extensive training in 2009-2012, after which the training program ended; junior employees being skipped now will not be able to receive that training. (Ex. B11.) Hong also worked with, among others, then-Assistant Principal Kimberly Humphries, to train the probationary officers and students running the dormitory libraries at McAuliffe. He did not receive any training at McAuliffe in PBIS and the other programs in place there, though. His location, Central Juvenile Hall, is not currently implementing RTS. While Hong has extensive experience teaching other literacy teachers, it was not established that Hong has the same special training and experience as Nicholson and other McAuliffe and Scott-Scudder staff members. For this reason, he may not bump into Nicholson’s assignment.

b. Hong also contends that the Superintendent should have skipped him over Lola Skelton, who is senior to him. Skelton has a clear multiple subject credential and a reading certificate. Hong contends that he has training and the five years’ instructional experience specified in LACOE’s literacy specialist job posting that Skelton lacks. Hong trained Skelton in how to enroll students and evaluate their eligibility for Scholastic Read 180 in 2014, when she was a new literacy specialist teacher at Munz/Mendenhall, a LACOE site. Hong does not, however, meet any of the five skipping criteria adopted by the Superintendent in Resolution 5-S; he may not, therefore, be skipped over Skelton.

29. Taking into account the changes described above, no junior certificated employee is scheduled to be retained to perform services that a more senior employee is certificated and competent to render.

LEGAL CONCLUSIONS

1. The Superintendent is respondents' employer. (§ 1293.) The procedures governing school district layoffs of certificated employees under sections 44949 and 44955 apply to the Superintendent. (§ 1294.)

2. The parties met all notice and jurisdictional requirements under sections 44949 and 44955. (Factual Findings 1-9.)

3. In administrative hearings dealing with personnel matters, the burden of proof is ordinarily on the agency prosecuting the charges. (*Parker v. City of Fountain Valley* (1981) 127 Cal.App.3d 99, 113.) For example, in personnel matters concerning the dismissal of a teacher for cause, the burden of proof is on the discharging school district. (*Gardner v. Comm. on Prof. Competence* (1985) 164 Cal.App.3d 1035.) In this case, the Superintendent bears the burden of proof. Because no other law or statute requires otherwise, the standard of proof in this case is the preponderance of the evidence. (Evid. Code, § 115.)

4. The Superintendent has significant discretion in determining the need to reduce or discontinue particular kinds of services, and is not open to second-guessing in this proceeding. (*Rutherford v. Board of Trustees* (1976) 64 Cal.App.3d 167; *California Teachers Assn. v. Huff* (1992) 5 Cal.App.4th 1513, 1529.) The Superintendent's decisions and actions must be reasonable under the circumstances; that standard "may permit a difference of opinion." (*Santa Clara Federation of Teachers v. Governing Bd.* (1981) 116 Cal.App.3d 831; see also *Campbell Elementary Teachers Assn., Inc. v. Abbott* (1978) 76 Cal.App. 3d 796 (layoff process allows flexibility.)

5. The services set forth in Resolution Number 1-S are particular kinds of services that may be reduced or discontinued in accordance with applicable statutes and case law. (See § 44955.) The Superintendent's decision to reduce or discontinue the services was neither arbitrary nor capricious, and was a proper exercise of his discretion. Services will not be reduced below mandated levels. Cause for the reduction or discontinuation of those particular services relates solely to the welfare of LACOE's schools and pupils within the meaning of section 44949. (Factual Findings 1-14.)

6. Cause exists to reduce the number of certificated employees of LACOE due to the reduction and discontinuation of particular kinds of services. (Factual Findings 1-29.)

7. Section 44955, subdivision (d)(1), permits a school district to deviate from the order of seniority in teacher layoffs when "the district demonstrates a specific need for personnel to teach a specific course or course of study . . . and that the employee [who is retained] has special training and experience necessary to teach that course or course of study

... which others with more seniority do not possess.” In this case, the Superintendent established a specific need for teachers at McAuliffe and RTSA to use methods and processes in which they have been extensively trained and coached and in implementing which they have developed a special degree of experience. The special experience and training received by staff have become integral to the unique curriculum and courses of study offered at McAuliffe and RTSA, and have been instrumental in the dramatic positive changes in the learning and behavior of students at both sites. It was, therefore, established that the Superintendent’s skipping decisions relative to McAuliffe and RTSA were appropriate, in that the skipped teachers possess special training and experience to teach the unique courses of study at those schools that others within LACOE more senior to them do not possess. (Factual Findings 1-29.)

8. During the hearing, LACOE rescinded the preliminary layoff notices issued to respondents Kathleen M. Davis, Kenise N. Grigsby, Eva S. Murray-Yavar, Jennifer L. Strutzenberg, and Vanessa M. VanNiman. The Accusations against them will be dismissed. (Factual Finding 9.)

9. LACOE’s non-reelection of temporary employees Gerardo Flores, Elan N. Magana, and Richard C. McCloud did not violate, nor was there any waiver of, any rights those employees may have as previously laid-off permanent or probationary employees.


10. No junior certificated employee is scheduled to be retained to perform services that a more senior employee is certificated and competent to render.

ORDER

The Accusations against respondents Kathleen M. Davis, Kenise N. Grigsby, Eva S. Murray-Yavar, Jennifer L. Strutzenberg, and Vanessa M. VanNiman, identified in Attachment A, are dismissed. LACOE shall not give those respondents final layoff notices for the 2015/2016 school year.

The Accusations are sustained as against the other respondents identified in Attachment A. LACOE may serve final notice to those respondents that their services will not be required for the 2015-2016 school year.

Dated: May 13, 2015


HOWARD W. COHEN
Administrative Law Judge
Office of Administrative Hearings

ATTACHMENT A

Arellano, Alexandra H.	VanMetre, Norma P.
Atkinson, Stephanie	Warren, Natasha
Calyton, John C.	Walton, Tyesa
Coleman, Talaya M.	Won, Kimberly C.
Collier, Karen	Woods, Gayle
Davis, Kathleen M.	Yu, Theresa W.
Driscoll, David E.	
Dundes, Amanda R.	
Figueroa, Mayra A.	
Fischer, Seven, J.	
Gordon, Francis O.	
Grigsby, Kenise N.	
Hairrington, Lisa	
Hong, Danny	
Johnson, Eric C.	
Johnson, Yves D.	
Lizardo, DeAna	
Mercado Perez, Felicia	
Moore, Joseph R.	
Murray-Yavar, Eva S.	
Murray, Irene E.	
Okunna, Gloria M.	
Olivares, David L.	
Price, Darren E.	
Pullens, Reginald E.	
Ravare, Regina C.	
Reed, Jessica V.	
Rivas, Brandon	
Roberts, Jenifer C.	
Rodriguez, John	
Romero, Luis A.	
Shafer, James D.	
Strutzenberg, Jennifer L.	
Stump, Gail K.	
Taylor, Cynthia L.	
VanNiman, Vanessa M.	