

BEFORE THE
GOVERNING BOARD OF THE SAN DIEGO UNIFIED SCHOOL DISTRICT
STATE OF CALIFORNIA

In the Matter of the Proposed Reduction in
Force Proceeding Involving:

Certificated Employees of the San Diego
Unified School District Who Received
Preliminary and Precautionary Layoff
Notices for the 2017-2018 School Year,

Respondents.

OAH No. 2017031135

PROPOSED DECISION

Abraham M. Levy, Administrative Law Judge, Office of Administrative Hearings,
State of California, heard this matter in San Diego, California, on April 10, 11, and 12, 2017.

Andra M. Donovan, General Counsel, and Patrick Frost, Assistant General Counsel,
represented the San Diego Unified School District (District).

Fern Steiner and Jon Cadieux, Smith, Steiner, Vanderpool & Wax, APC, represented
respondents identified at Appendix A.

Angela Serranzana, Reich, Adell & Cvitan, represented respondents identified at
Appendix B.

John Joseph O'Donnell appeared on his own behalf.

The record was closed, and the matter was submitted for decision on April 12, 2017.

FACTUAL FINDINGS

1. The District serves more than 130,000 students in pre-school through grade 12 and is the second largest district in California. The student population is extremely diverse, representing more than 15 ethnic groups and more than 60 languages and dialects. The District has more than 226 educational facilities with 13,559 employees. Nearly 6,000 teachers are in classrooms at the district's various educational facilities, which include

117 traditional elementary schools, 9 K-8 schools, 25 traditional middle schools, 24 high schools, 49 charter schools, and 14 atypical/alternative schools.

2. For the 2017-2018 school year, the District is facing a projected budget deficit of \$124.4 million. On February 28, 2017, in an effort to bridge the projected budget deficit, the Board of Education (Board) of the District adopted Resolution No. H-1 “in order to reduce or eliminate services and permit the layoff of certificated employees.”

Pursuant to the Resolution, the Board determined that it was necessary for the District to reduce or eliminate certain particular kinds of services (PKS) and to decrease a corresponding number of certificated district employees not later than the beginning of the 2017-2018 school year. In the Resolution, the Board directed the Superintendent to send notices to all employees affected by the PKS reductions or eliminations. The Board also directed the Superintendent, or her designee, to make assignments and reassignments of certificated employees following implementation of the PKS reductions or eliminations to ensure that each remaining certificated employee is assigned to a position for which he or she is properly credentialed pursuant to Education Code section 44955.¹

3. The Resolution identified the following PKS for reduction or elimination by Full Time Equivalents (FTE):

PKS	FTE
Adaptive Physical Education	3.00
Business Education	5.40
Child Development	45.00
Computer Concepts and Applications	12.20
Deaf and Hard-of-Hearing	2.00
English, Reading, Language Arts	42.20
Foreign Language: Filipino	1.00
Foreign Language: French	3.00
Foreign Language: Japanese	1.00
Foreign Language: Spanish	22.88

¹ All further statutory references are to the Education Code unless indicated otherwise.

Foundational Level Mathematics	4.00
Foundational Level General Science	6.00
General Subjects/Elementary	266.53
Mathematics	16.57
Physical Education	94.60
Science: Biology	6.40
Science: Biology (Specialized)	1.00
Science: Chemistry	1.50
Science: General Science	15.00
Science: Geo Science	1.00
Science: Physics	0.87
Services: Counseling	51.70
Services: Library Media	1.00
Services: Nursing	17.86
Services: Psychology	8.10
Services: Speech /Language Pathologist	7.60
Social Science	7.50
Special Education Early Childhood	3.50
Special Education: Mild/Moderate	84.33
Special Education: Moderate/Severe	71.20
Visual and Perform Arts: Art	7.20
Visual and Perform Arts: Music	21.90
Visual and Performing Arts: Drama	1.00
Principals	8.00
Vice Principals	35.00
Central Office Administrators	14.00
TOTAL	891.04

Preliminary and Precautionary Layoff Notices

4. On March 6, 2017, pursuant to the Resolution, Timothy Asfazadour, Chief Human Resources Officer, sent preliminary layoff notices to the certificated employees identified for layoff. The District sent 87 precautionary notices to teachers whom the District identified as meeting the “skipping” criteria pursuant to Section 44955, subdivision (d)(1), so that, in the event the proposed skips are found not to satisfy the requirements of that subdivision, the District could layoff the teachers who had been proposed to be skipped. A copy of the resolution and information concerning the right to request a hearing were enclosed with the preliminary layoff notices.

5. In response to the preliminary layoff notices, 287 permanent certificated persons submitted hearing requests. These persons are identified in Appendix C.

On March 27, 2017, Cindy Marten, District Superintendent, served the employees who requested a hearing with the District Statement of Reduction in Force including Notice of Hearing, List of Respondents in alphabetical order, and Board Resolution including the PKS List and Tie Breaking criteria.

Stipulation Regarding Withdrawal of Layoff Notices

6. By stipulation of the parties, the District withdrew the layoff notices served on respondents Michael S. Desjardins, Jacinda L. Dietz, Kristin Ann Dove, Kelsey Lynn Jenkins, Mary Reynolds Kirchengestner, Celestina Alejandra Kuncz, Jennifer R. Peterson, Teri Lyn Rosinski, Randy S. Tsuchuyima, and Katherine Lynn Wagner.

District’s Intention to Deviate From Seniority (Skipping) and Testimony of Angela Houston Regarding the District’s Need for the Skipping Categories and Criteria

7. The seniority rule is not absolute, and a junior teacher with a needed credential or skills may be retained even if a more senior teacher is terminated so long as no senior teacher possesses the special training and experience necessary to provide the service. Both statute and case law recognize “skipping.” (Ed. Code § 44955, subd. (d)(1); *Bledsoe v. Biggs Unified School District* (2009) 170 Cal.App.4th 127; *Santa Clara Federation of Teachers, Local 2393 v. Governing Board of the Santa Clara Unified School District* (1981) 116 Cal.App.3d 831.)

Section 44955, subdivision (d)(1), authorizes a district to deviate from terminating certificated employees in order of seniority if:

The district demonstrates a specific need for personnel to teach a specific course of study, or provide services authorized by a services credential with a specialization in either pupil personnel services or health for a school nurse, 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.

8. The Board in executive session approved the following “Deviation from Seniority (“Skipping”)” (skip) criteria:

That in selecting those permanent certificated employees who shall receive notice of termination pursuant to Resolution, Education Code section 44955 allows the Governing 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. The Superintendent or designee may deviate from seniority order in order to retain certain certificated employees in specific programs, courses, or courses of study, based on special training and experience. These areas shall include:

1. Special Training and experience in an assignment requiring a Bilingual Certificate of Competence (BCLAD) in Mandarin Chinese, French, or Spanish and teaching experience in that language immersion program during the 2016-2017 school year in order to serve the student populations in the language immersion school programs in Mandarin Chinese, French or Spanish for the 2017-2018 school years.
2. Special training and experience in an assignment requiring International Baccalaureate (IB) Program curriculum in 2016-2017 and assigned to teach in an assignment requiring IB curriculum in the 2017-2018 school year in order to serve the student population at IB school sites.
3. Special training and experience obtained in a Transitional Kindergarten assignment in the 2016-2017 school year and a signed Affidavit to Teach Transitional Kindergarten in order to serve the student population at school sites with Transitional Kindergarten courses in the 2017-2018 school year.

9. The Affidavit that is referenced under the transitional kindergarten (TK) skip category states that the teacher is credentialed and meets one or more of the following requirements for a TK assignment at the District:

- Completed at least 24 units in Early Childhood Education (ECE), Child Development, or both;

- Holds a Child Development Teacher permit issued by the California Commission on Teacher Credentialing;
- Taught at least 75% of an instructional year in Kindergarten and agree to attend three (3) SDUSD Transitional Kindergarten development trainings by August 2020; and
- Taught Kindergarten for at least five (5) years prior to this assignment;
- Taught Transitional Kindergarten in 2015-2016 and agree to attend three (3) SDUSD Transitional Kindergarten development trainings by August 2020.

This affidavit was prepared, apparently, in relation to a “Side Letter Agreement” between the District and the San Diego Education Association (SDEA) dated October 22, 2015. These parties entered into this Side Letter Agreement in order to ensure that “credentialed teachers who are first assigned to a [TK] classroom after July 1, 2015, have by August 1, 2020,” one of the criteria addressed in the affidavit.

Angela Houston is Director of Human Resources. As a result of the anticipated budget deficit, she worked with a team of support staff to determine which teachers would receive layoff notices. She accounted for attrition and considered assigned and unassigned teachers, teachers on leaves of absence, and probationary teachers. Ms. Houston noted that probationary employees do not have the right to contest their proposed termination through this hearing process but may contest their proposed termination through a separate grievance process.

Working with her support team, Ms. Houston developed an updated and accurate seniority list that accurately reflects the seniority dates and certifications of teachers. She verified credentialing information and corrected errors; with her team, she applied tie-breaking criteria as set forth in the Resolution. From the seniority list, the District sent 960 notices; with 404 of these notices going to permanent teachers. Staff kept track of which teachers requested hearings. A list of teachers who requested hearings was received into evidence.

Ms. Houston addressed why the District needed to create the three skip instruction categories. She testified that the criteria for dual immersion (DI) instruction were developed with the instructional team. The District, she said, has had “a very hard time” finding persons who have BCLAD, can teach, and have multi-subject credentials. The BCLAD, she added, attaches typically to multi-subject credentials. She stated that it is one thing to teach an English learner, but dual language requires teaching in a foreign language and requires teaching experience.

She testified that the criteria for the IB program had been used in past layoff actions, and applies only to core teachers, teachers in the areas of math, science, English, social science, and language, as opposed to non-classroom teachers. She noted that the criteria include a requirement that teachers be assigned to teach in the IB program next year. This category applies only to those IB courses that will lead to an IB diploma. She is aware that IB schools require that teachers be IB trained, and in order to offer IB diplomas, a school must be certified as an IB school.

Regarding the 3rd category, the TK program, Ms. Houston testified that, due to a change in the law, the District has had difficulty getting qualified TK teachers who meet the criteria under Section 48000.² The District posted positions for TK teachers that were not filled and had to hire from the outside. The District, she said, is trying to “build in” some requirements under the law. She noted that many people are not graduating with child development credentials or multi-subject credentials. The District imposed the requirement for the affidavit in conjunction with the side letter agreement in order to determine who would be able to teach TK. She said that this affidavit was transmitted to staff through a circular that goes to everyone in the District. She added that principals make assignments to TK.

Challenge to the Competency Criteria in the Skipping Categories

10. Certain respondents argued that the competency criteria for all three categories of instruction are too narrow and based, in part, on the teachers’ current teaching assignments – and regarding IB, based on both current and future assignments, rather than any specialized training or experience. Respondents argued that, consequently, the proposed skipping is impermissible because it focuses on something other than the special training and experience necessary to provide the services. In support of their argument, these respondents principally rely on the decision in *Duax v. Kern Community College District* (1987) 196 Cal.App.3d 555, 565, and administrative decisions that were marked as argument.³

In *Duax*, the court affirmed the trial court’s decision to deny petitions filed by three appellants, including a teacher noticed for layoff who had been employed at Bakersfield College as a clinical psychologist for the preceding 25 years. The community college district planned to retain a junior teacher to teach psychology the ensuing school year based on competency standards the district’s board of trustees adopted that required one year’s full-

² Section 48000 requires that TK be part of a school’s kindergarten program and that, after July 1, 2015, and by August 1, 2020, TK teachers must have either at least 24 units in early childhood education, or childhood development, or both; professional experience in a classroom setting with preschool children comparable to 24 units of education; or a childhood development permit issued by the Commission on Teacher Credentialing. TK means the first year of a two-year kindergarten program that uses a modified kindergarten curriculum that is age and developmentally appropriate.

³ The *Duax* court interpreted Section 87743, the community college analog to Section 44955.

time teaching in the subject area within the past ten years. (*Id.* at p 564.) The clinical psychologist had not taught since 1960, and the district considered him not competent to teach psychology. Thus, he was deemed not competent to bump a junior teacher being retained to teach psychology. (*Id.* at p. 564.)

In affirming the trial court's decision to deny the psychologist's petition for a writ of mandate, the court analyzed whether the board's competency standards were "reasonable and valid." (*Ibid.*) The court stated that a board's definition of competency is reasonable when it considers the skills and qualifications of the teacher threatened with layoff. (*Id.* at p 565, citing *Martin v. Kenfield School Dist.* (1983) 35 Cal.3d 294, 297.) In its analysis, the court did not articulate a bright line test to determine when a competency standard is "reasonable and valid." The court found that the standard of competency that required one year's full-time teaching in the subject area within the past ten years clearly related to skills and qualifications to teach and was thus reasonable and valid. (*Id.* at p. 567.)

For their position that the competency standards in this matter are not reasonable respondents find support in the *Duax* court's following commentary:

That standard was established by resolution of the governing board, and since it requires only one year of teaching in the last ten, not one in the last two or three, we are not persuaded that it too narrowly defines competency. (*Id.* at p. 567.)

Here, the issue to be determined is whether the competency criteria are reasonable in implementing the requirements of section 44955, subdivision (d)(1). That subdivision requires that the focus be on whether a more senior teacher possesses special training and experience necessary to provide the service. This requires a fact specific analysis.

The District, in its response, stressed the District's broad discretion to reduce or eliminate particular kinds of services absent fraud or actions that were arbitrary or capricious, consistent with applicable case law.

The International Baccalaureate Program

11. The IB program consists of three cluster programs: elementary, middle school and high school, where students graduate with an IB diploma. This diploma is recognized worldwide. The District's mission is to ensure the quality of the IB program. Students receive instruction in these subject areas: Language Acquisition, Language and Literature, Individuals and Societies, Mathematics, Design, Arts, Sciences, and Physical and Health Education. All subject areas are valued equally. All educators in the District's IB Program are IB educators.

The District's IB program is certified by a governing association, the International Baccalaureate Governing Organization, which sets standards an IB program must meet. The certification program occurs every five years; the most recent time this process occurred was in 2014.

The District demonstrated a specific need for personnel to teach in the IB program.

12. The District proposes to skip certain teachers who teach in the IB program. No teacher with more seniority came forward to claim that he or she possessed special training or experience necessary to teach the courses the skipped teachers are being retained to teach.

Various witnesses provided extensive testimony that certain teachers who teach either physical education or music should be skipped to teach in the IB program. For two reasons, that proposition is rejected. First, the District established that the IB program consists of eight subject areas, and physical education and music are not included. Second, a teacher has no right to be skipped. A school district may choose to skip certain teachers but not others. Regardless of the wisdom of such a decision, the District's decision in this regard is owed deference because no evidence was offered that it was the result of fraud or was arbitrary or capricious. (*Campbell Elementary Teachers Association v. Abbott* (1978) 76 Cal.App.3d 796, 808.)

Testimony Regarding the Dual Language Immersion Program

13. Nuri Vargas teaches in the dual immersion language program at Juarez Elementary and was identified by the District as part of the DI skip. She holds a clear Multiple Subject, General Subjects, and Single Subject: Foreign Language-Spanish credentials, and she has a BCLAD. Ms. Vargas has a seniority date of August 27, 2014. She has taught at Juarez for the past three years and before teaching at Juarez taught at a charter school for eight years

DI is different than a foreign language elective course. Students in DI classes study and learn in both Spanish, or another language, and English. Some of the students are Spanish-speaking, some are native English-speaking. The program is designed to build fluency in both Spanish and English and seeks to promote bilingualism, biliteracy, academic achievement and multicultural awareness. Ms. Vargas teaches in Spanish while her partner teaches in English.

Due to limited materials available for DI instruction, Ms. Vargas developed her own instructional materials. Ms. Vargas developed curriculum based on applicable standards and translated District programs for reading and writing. When she started at Juarez, she created worksheets, prepared posters, prepared lessons, and translated curricula into Spanish.

Ms. Vargas read a letter of support from the principal at Juarez. The principal described Ms. Vargas as an integral part of the DI program, a mentor to other teachers, and an advocate for her students. Without Ms. Vargas, the program would lose continuity, and her loss would be detrimental to the school.

14. Denise Bennett-Paquin holds preliminary General Subjects and Multiple Subject Teaching credentials. Since last summer she has held a BCLAD. Ms. Bennett-

Paquin teaches at the Language Academy, and the District identified her as part of the DI skip. She has a seniority date of August 26, 2014.

Ms. Bennett-Paquin has been involved in teaching in dual immersion since 1999 in programs outside California. She came to the school to teach in the DI program. To support her work in French language dual immersion, the San Diego Office of Education supported her with a grant. She teaches all subjects in French, and due to the lack of materials, she had to innovate and develop curriculum materials in French. She spent a lot of time developing these materials.

15. Monique Clifford teaches transitional kindergarten and kindergarten at the Language Academy and has a seniority date of August 28, 2013. She holds clear General Subjects/Elementary, Multiple Subject Teaching, and French Language credentials. The District identified her as a skip in both the DI and Transitional Kindergarten (TK) categories.

Ms. Clifford explained that DI promotes bi-literacy and cross cultural competence; promotes the value of both languages. She articulated the following goals of DI: Developing Bilingual; Two-Way Immersion; Heritage Language Immersion and Foreign Language Immersion.

No teacher with more seniority came forward to claim that he or she possessed special training or experience necessary to teach DI in French which the skipped teachers, Ms. Bennett-Paquin and Ms. Clifford, are being retained to teach.

16. Linda Guerra-Adame teaches bilingual education at Rosa Parks Elementary. She holds Clear Bilingual Spanish, Multiple Subjects/Elementary, and Multiple Subject Teaching credentials. She also holds a BCLAD. In addition, she holds a Masters of Arts Degree in Education, and San Diego State University's College of Education, Department of Dual Language and English Learner Education, recognized her completion of the degree in this program. Ms. Guerra-Adame has a seniority date of September 13, 2013. Ms. Guerra-Adame served as a substitute teacher for eight years in San Ysidro, South Bay, Chula Vista, and San Diego. As a substitute teacher, she had long-term assignments up to 6 months. Given her training and experience, she felt there is no reason she cannot teach in the DI program.

17. Laura Varela is a Spanish bilingual education teacher at Audubon K to 8 School. She holds clear General Subjects/Elementary and Multiple Subject Teaching credentials. Ms. Varela holds a BCLAD. She has a seniority date of August 26, 2014.

Ms. Varela believes that she is qualified to teach DI classes. Ms. Varela testified that she has been a visiting teacher for the District in dual immersion classes at Sherman Elementary and at the Language Academy. In these classes, she used the lesson plans left by the teachers, and she also created charts for students. In her bi-literacy class she uses the exact same materials used in DI classes and the instruction is the same instruction provided in DI classes. Ms. Varela also has received District offered trainings in bi-literacy and DI education which were trainings DI teachers attended. Ms. Varela presented four Certificates

of Completion for completion of “OLA-Dual/Biliteracy Professional Development” for trainings she completed between October 24, 2014, and February 22, 2017. She is also enrolled in a training entitled “TK-12 Dual Language Articulation” to be presented on May 3, 2017.

18. Monique Oswald teaches fifth grade at Sherman Academy and has a September 17, 2010, seniority date. Ms. Oswald holds clear General Subjects/Elementary and Multiple Subject teaching credentials.

Ms. Oswald believes that she has the special training to teach students English in the DI program. As she explained, English teachers have to understand how Spanish language works, she helped to develop curriculum collaboratively, and she has worked with a Spanish foreign language expert.

19. Lindsay Theel is a third grade bi-literacy teacher at Carson Elementary. She holds preliminary General Subjects/Elementary, Multiple Subject Teaching and English Reading Language Arts credentials. She has a seniority date of August 27, 2014. While she acknowledged that the District considers dual immersion and bi-literacy education two separate programs, Ms. Theel stressed that bi-literacy education has the same credentialing requirements as dual immersion education. The goal, she noted, is to make students fluent.

20. Respondents in this category were impressive witnesses who displayed a command of their subject areas and an evident commitment to teaching and teaching foreign languages. This proceeding is not a reflection on their qualities as teachers but a proceeding to assess the validity of the applicable skip category.

Evaluation Regarding the Qualifications of Teachers In the DI Category and Application of the DI Skip to Them

21. The District demonstrated a specific need for persons to teach DI under Section 44955 subdivision (d)(1), and pursuant to this section proposes skipping one Spanish teacher, Ms. Vargas. However, two teachers, Linda Guerra-Adame and Laura Varela, who are more senior than Ms. Vargas, testified and presented evidence that proved they have the necessary training and experience to teach DI, even though these teachers did not meet the District’s skip criteria because they did not teach DI during the 2016-2017 school year. This skip criterion was too narrowly drawn and effectively precluded consideration of Ms. Guerra-Adame’s and Ms. Varela’s qualifications to teach DI. Ms. Guerra-Adame holds a BCLAD and a clear Bilingual Spanish teaching credential, and she has taught bilingual education in elementary school. Ms. Varela also holds a BCLAD and has been a visiting teacher in dual immersion classes at Sherman Elementary and at the Language Academy. She has, in addition, received training in DI instruction between October 24, 2014, and February 22, 2017.

Because Ms. Guerra-Adame and Ms. Varela possess the special training and experience necessary to teach in Spanish in the DI program, the District may not terminate them while retaining a teacher with less seniority to provide that service.

Therefore, the District may not rely upon the exception to the seniority rule, under 44955, subdivision (d)(1), to retain Ms. Vargas while it proposes to lay off Ms. Guerra-Adame and Ms. Varela. Based on their seniority, these teachers are entitled to protection under Section 44955, subdivision (b).

Testimony and Evidence Regarding Transitional Kindergarten

22. Debra Harmon teaches at Chavez Elementary and has a seniority date of March 16, 2010. She has been identified as part of the TK skip. Ms. Harmon has attended TK specific trainings.

Ms. Harmon stressed the developmental difference between TK students and regular kindergarten students. TK students are more egocentric than students in regular kindergarten and require a great deal more attention in developing their social skills and skills performing daily activities.

23. Rebecca Hedden teaches at Hardy Elementary and has a seniority date of August 29, 2014. She has been identified as part of the TK skip. Ms. Hedden has been a TK and extended TK teacher. Ms. Hedden has implemented instructional techniques and instruction.

24. Terese Cowell teaches at Spreckels Elementary and has an August 27, 2014, seniority date and has been identified as part of the TK skip. Ms. Cowell teaches a full TK class. She has attended numerous trainings; she has taught kindergarten and a combined kindergarten and TK class. Ms. Cowell noted that the affidavit was created because the District had problems filling TK positions.

25. Kaia Blackman teaches kindergarten at Audubon Elementary. She holds clear General Subjects/Elementary and Multiple Subject Teaching credentials, and she has a seniority date of September 2, 2014. She has not taught TK but applied to teach TK. Ms. Blackman was not asked to sign the affidavit. She would be willing to teach TK and complete required training by August 2020, as set forth under Section 48000.

26. Jamie Jensen teaches kindergarten at Salk Elementary. She holds clear General Subjects/Elementary and Multiple Subject Teaching credentials. She has a seniority date of September 2, 2010. Ms. Jensen was scheduled to teach TK next year at Salk but has been proposed to be laid off. She is taking childhood development credits but is not credentialed. She said she would be willing to teach TK next year; she would be willing to take three District trainings by August 2020, per Section 48000. Ms. Jensen said that she did not sign an affidavit because she was not given an affidavit to sign. She said she would be willing to sign the affidavit.

27. Lana Webb teaches kindergarten at Foster Elementary. She holds clear General Subjects/Elementary and Multiple Subject Teaching credentials. Ms. Webb has a seniority date of September 2, 2014. She has not taught TK. For the 2017-2018 school year,

Ms. Webb has been offered to teach TK, and she signed an affidavit. She said she would be willing by August 2020 to take three District trainings per Section 48000.

28. Olga Fulke teaches a third/fourth grade combined class at Normal Heights Elementary. She holds clear General Subjects/Elementary and Multiple Subject Teaching credentials. Ms. Fulke worked as a substitute teacher for eight years. By stipulation of the parties, she has a seniority date of September 9, 2014.

Ms. Fulke has taught kindergarten; she has not taught TK but would be willing to teach TK. Ms. Fulke has completed 24 credits in early childhood education. She would sign an affidavit.

29. Kirstin Wilson teaches third grade at Joyner Elementary. She holds clear General Subjects/Elementary and Multiple Subject Teaching credentials. She has a seniority date of August 27, 2014.

Ms. Wilson taught TK in the 2014-2015 school year where she taught 32 students including 5 kindergarten students. As a result of her experience teaching TK in 2014-2015, under Education Code Section 48000, she is qualified to teach TK. Ms. Wilson was not offered to sign an affidavit. Ms. Wilson emphasized that she is willing to teach TK. She recognized the distinctiveness of teaching TK and noted that she has been teaching 3rd grade since the 2015-2016 school year because that was where she was assigned.

30. As an offer of proof, the following teachers represented that they are qualified to teach TK as specified by Section 48000, subdivision (g); would accept a position teaching TK if retained for the 2017-2018 school year; and are not currently assigned to teach TK for the 2016-2017 school year. The District did not dispute or rebut this offer of evidence.

Dusty Pedrotti holds clear General Subjects/Elementary and Multiple Subject Teaching credentials and has a seniority date of August 29, 2012. Ms. Pedrotti teaches at Field Elementary.

Arielle Sykes holds clear General Subjects/Elementary and Multiple Subject Teaching credentials and teaches at Silver Gate Elementary. She has a seniority date of September 1, 2010.

Allison Paredes holds clear General Subjects/Elementary and Multiple Subject Teaching and English Reading Language Arts credentials and has a seniority date of November 1, 2010. Ms. Paredes teaches at Franklin Elementary.

Maryana Pham holds clear General Subjects/Elementary and Multiple Subject Teaching credentials and has a seniority date of August 27, 2014. She teaches at Valencia Park Elementary

Kimberly Miller holds preliminary General Subjects/Elementary and Multiple Subject Teaching credentials and has a seniority date of August 27, 2014. Ms. Miller teaches at Franklin Elementary.

Kachina Shanks holds clear General Subjects/Elementary and Multiple Subject Teaching credentials and has a seniority date of September 2, 2009. Ms. Shanks teaches at Franklin Elementary.

Tracy Chasteene holds clear General Subjects/Elementary and Multiple Subject Teaching, and English Reading Language Arts credentials. She has a seniority date of August 27, 2014. Ms. Chasteene teaches at Balboa Elementary.

Chelsea Williams holds clear General Subjects/Elementary and Multiple Subject Teaching and English Reading Language Arts credentials. She has a seniority date of August 27, 2014. Ms. Williams teaches at Porter Elementary.

Courtney Nester holds General preliminary Subjects/Elementary, Multiple Subject Teaching, and Social Science credentials. She has a seniority date of September 12, 2014, and she teaches at Foster Elementary.

Katherine Luera holds clear General Subjects/Elementary and Multiple Subject Teaching credentials. She has a seniority date of August 27, 2014. Ms. Luera teaches at Chollas/Mead Elementary.

Shari Osuch holds clear General Subjects/Elementary and Multiple Subject Teaching credentials. She has a seniority date of August 27, 2014. She teaches at Bay Park Elementary.

31. The respondents who testified were very credible and presented as teachers dedicated to teaching elementary school students. It bears repeating that this proceeding is not a reflection on their qualities as teachers.

Evaluation Regarding the Qualifications of Teachers in the TK Category and Application of the TK Skip to Them

32. The District demonstrated a specific need for persons to teach TK under section 44955 subdivision (d)(1). Pursuant to this section, the District proposes skipping several teachers, Debra Harmon, Terese Cowell, and Rebecca Hedden. Ms. Harmon has a seniority date of March 16, 2010. Ms. Cowell has a seniority date of August 27, 2014. Ms. Hedden has a seniority date of August 29, 2014. The following senior teachers came forward and showed that they have the necessary special training and experience to teach TK, based on the offer of proof submitted by teachers, and in Ms. Jensen's case, based on her testimony:

Kachina Shanks (seniority date of September 2, 2009), Jamie Jensen (seniority date of September 2, 2010), Arielle Sykes (seniority date of September 1, 2010), Allison Paredes

(seniority date of November 1, 2010), Dusty Pedrotti (seniority date of August 29, 2012), Maryana Pham (seniority date of August 27, 2014), Kimberly Miller (seniority date of August 27, 2014), Tracy Chasteene (seniority date of August 27, 2014), Chelsea Williams (seniority date of August 27, 2014), Katherine Luera (seniority date of August 27, 2014), and Shari Osuch (seniority date of August 27, 2014).

The conclusion that these teachers have the necessary special training and experience to teach TK is reached even though these teachers did not teach during the 2016-2017 school year and did not submit signed affidavits. These criteria are found to be too narrowly drawn and effectively precluded consideration of the skills and qualifications of teachers subject to being terminated.

The District, therefore, may not use the too-narrowly-drawn skip criteria to rely upon the exception to the seniority rule under section 44955, subdivision (d)(1), to retain Ms. Harmon, Ms. Cowell and Ms. Hedden while it proposes to lay-off Kachina Shanks, Jamie Jensen, Arielle Sykes, Allison Paredes, Dusty Pedrotti, Maryana Pham, Kimberly Miller, Tracy Chasteene, Chelsea Williams, Katherine Luera, and Shari Osuch. Based on their seniority, these teachers are entitled to protection under section 44955, subdivision (b).

Miscellaneous Considerations

33. There was no evidence that the District proposes to eliminate any services that are mandated by state or federal laws or regulations.

34. Respondents argued that the District over-noticed teachers for layoffs, and the District's decision to lay-off teachers was arbitrary and capricious. This argument is rejected because the District has broad discretion to make budgetary decisions, and there is no evidence that the District's decision was arbitrary or capricious or based on fraud. (*Campbell Elementary Teachers Association, supra*, at p. 808.) Any other assertions made by the parties at the hearing and not addressed above are found to be without merit and are rejected.

LEGAL CONCLUSIONS

1. The district complied with all notice and jurisdictional requirements set forth in sections 44949 and 44955.

2. The services identified in the Resolution are particular kinds of services that may be reduced or eliminated under section 44955. The Board's decision to reduce or eliminate the identified services was neither arbitrary nor capricious, and was a proper exercise of its discretion. Cause for the reduction or elimination of services relates solely to the welfare of the District's schools and students within the meaning of section 44949.

3. Section 44955, subdivision (b), provides, in pertinent part, that, "the services of no permanent employee may be terminated under the provisions of this section while any

probationary employee, or any other employee with less seniority, is retained to render a service which said permanent employee is certificated and competent to render.”

4. Section 44955, subdivision (c), provides that:

The governing board shall make assignments and reassignments in such a manner that employees shall be retained to render any service which their seniority and qualifications entitle them to render. However, prior to assigning or reassigning any certificated employee to teach a subject which he or she has not previously taught, and for which he or she does not have a teaching credential or which is not within the employee’s major area of postsecondary study or the equivalent thereof, the governing board shall require the employee to pass a subject matter competency test in the appropriate subject.

5. Section 44955, subdivision (d)(1), authorizes a district to deviate from terminating certificated employees in order of seniority for the following reasons:

The district demonstrates a specific need for personnel to teach a specific course of study, or provide services authorized by a services credential with a specialization in either pupil personnel services or health for a school nurse, 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.

By Stipulation of the Parties Accusations are Dismissed Against Certain Respondents

6. By stipulation, the District withdrew the preliminary layoff notices issued to the following persons: Michael S. Desjardins, Jacinda L. Dietz, Kristin Ann Dove, Kelsey Lynn Jenkins, Mary Reynolds Kirchgestner, Celestina Alejandra Kuncz, Jennifer R. Peterson, Teri Lyn Rosinski, Randy S. Tsuchuyima, and Katherine Lynn Wagner.

Cause Does Not Exist to Retain Less Senior Employees Identified in the District’s “Deviation from Seniority (‘Skipping’)” Criteria

7. Cause does not exist to terminate, under section 44955, subdivision (b), the teachers identified in Factual Findings Nos. 21 and 32. The evidence established that these teachers are certificated and competent to teach in their respective programs, and the District may not apply the exception set forth under section 44955, subdivision (d)(1), to terminate them.

Cause Exists to Reduce or Eliminate Particular Kinds of Services

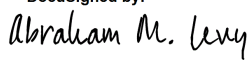
8. Cause exists to reduce or eliminate 891.04 FTE of particular kinds of services and to give notice to the remaining respondents that their services will be reduced or will not be required for the 2017-2018 school year because of the reduction or elimination of particular kinds of services. The services of no permanent employee shall be terminated while any other employee with less seniority is retained to render a service the permanent employee is certificated and competent to render.

ORDER

1. Pursuant to stipulation, the preliminary layoff notices issued to Michael S. Desjardins, Jacinda L. Dietz, Kristin Ann Dove, Kelsey Lynn Jenkins, Mary Reynolds Kirchgestner, Celestina Alejandra Kuncz, Jennifer R. Peterson, Teri Lyn Rosinski, Randy S. Tsuchuyima, and Katherine Lynn Wagner are rescinded. The District Statements of Reduction in Force against these respondents are dismissed.

2. According to, and within the limits of, the Resolution identifying PKS for reduction or elimination by Full Time Equivalents, notices may be given to the remaining respondents as identified at Appendix C that their services will be reduced or will not be required for the 2017-2018 school year. Notices shall be given in the reverse order of seniority and after application of the Board's tie-breaking criteria.

DATED: May 3, 2017

DocuSigned by:

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ABRAHAM M. LEVY
Administrative Law Judge
Office of Administrative Hearings

APPENDIX A
EMPLOYEES REPRESENTED BY FERN M. STEINER

1. Aguirre, Rachelle M
2. Alexander, Aurora J
3. Alvarado, Jeanette Jannel
4. Amberg, Kathryn White
5. Banta, Tyler Craig
6. Barker, Allison A
7. Barrientos, Mauricio
8. Beane, Jena Tran
9. Bernal, Beatriz
10. Blackman, Kaia Renee
11. Blinn, Maureen Patricia
12. Bobis, Clare Bantigue
13. Bocanegra, Cameron
14. Boncuk, Nicole Marie
15. Borromeo, Emma P.
16. Bredestege, Julianne M.
17. Bridges, Michael Thomas
18. Brill, Lauren Rodriguez
19. Budaj, Katherine Antoinette
20. Burkett, Amber Brown
21. Burns, Kelsey Leigh
22. Butcher, Kelcie J.

23. Caffo, Laura Marie
24. Cain, Eric Russell
25. Calvin, Cheron Patrice
26. Cann, Alexander William
27. Carroll, Erik C.
28. Caudle, Megan
29. Anne Cerda, Maria S.
30. Chasteene, Tracy E.
31. Chau, My My
32. Cichocka, Paula Elizabeth
33. Cira, Cristina
34. Clark, Duwayne Curtis
35. Contreras, Karla Peraza
36. Cornejo Lee, Erzebeth P.
37. Costello, Stephanie
38. Cotter, Tracy Anne
39. Curiel, Jessica Marie
40. Dabney, Lorene M
41. David, Christine Niembra
42. Davis (Estioco), Mindy L.
43. De Goede, Ashley Evelyn
44. Del Castillo, Kyriba Latericee
45. Deleon, Jomaerson N.

46. Derringer, Lyanna Gail
47. Desjardins, Michael S
48. Diaz Jr, Manuel G.
49. Diaz, Sergio Miguel
50. Dietz, Jacinda L.
51. Doolittle, Holly P.
52. Dunne, Heidi Sohee
53. Durgampudi, Griselda
54. Eacobellis, Joseph Stanley
55. Ensley, Rebecca Kathleen
56. Erickson, Alyson Marie
57. Escamilla, Esmeralda J.
58. Escobar, Jacqueline M.
59. Fabian, Deirdre Ann
60. Fiedler, Michael D.
61. Filamor, Lauren C.
62. Flores, Lidia D.
63. Franz, Ashley L.
64. Freese, Sara Spafford
65. Fulke, Olga Lydia
66. Gage, Erin Jones
67. Gillette-Lunsford, Cheryl R.
68. Gipson, Joslyn D.

69. Golojuch, Bryan Mitchell
70. Gomez, Patricia
71. Granfield, Kelly R.
72. Grier, Kathryn Jean
73. Guerra-Adame, Linda
74. Guidi, Ryan M.
75. Gutierrez, Kimberly L.
76. Hagamn, Jennifer M.
77. Hazewski, Amber L.
78. Heffernan, Heather L.
79. Hernandez, Carolyn A.
80. Hinton, Kathryn Lee
81. Hom, Phyllis Anne
82. Jenkins, Kelsey Lynn
83. Jensen, Jamie L.
84. Jensen, Wendy Dawn
85. Jordan, Leyla R.
86. Jurado, Angela
87. Kazarian, Christine Patrice
88. Kim, Joseph J.
89. Klinefelter, Robert John
90. Krusinski, Amy Joelle
91. Laughlin, Bonnie M.

92. Leal-Kelsey, Bemadete Firmo
93. Lemaitre, Andrea J.
94. Lewis, Sara Jane
95. Lightner, Andrew C.
96. Lin, Joyce Gabrielle
97. Litsey, Lisa G.
98. Logan, Arnanda Kelly
99. Lopez Santillanes, Arely
100. Lopez-Hudson, Laura
101. Lowe, Rodney L.
102. Luera, Katherine Ann
103. Lunn, Samantha Nicole
104. Lynch, William Charlton
105. Malo, David Henry
106. Martinez, Lauren M.
107. Martinez-Lopez, Rosa Aurora
108. Maxfield, Royce T.
109. McClintock, Brandon M.
110. McCollum, Rosalina P.
111. McDowell, Leanne
112. McNair, Tracy
113. Meador, Katherine Page
114. Medina, Diana

115. Mejorado, Patricia Hurtado
116. Menden, Kelley Hale
117. Merriman, LeAnn June
118. Miller, Danielle Keturah
119. Miller, Kimberly H.
120. Moravec, Jason C.
121. Moreno, Marco Antonio
122. Murphy, Wendy Lee
123. Narlock, Candice Mayer
124. Nelson, Kristi Marie
125. Nester, Courtney L.
126. Nixon, Stacie L.
127. Nunez, Isabel
128. Nyakoui, Sidcobra
129. Orozco, Rubi
130. Osuch, Shari Dianne
131. Oswald, Monique M.
132. Otterman, Brian T.
133. Pagan, Katie Patricia
134. Palomares, Samantha Jayne
135. Paredes, Allison Elise
136. Parra, Briana
137. Paz De Guzman, Karina

138. Pedrotti, Dusty J.
139. Percival, Clare J.
140. Perez Smith, Emma
141. Perez, Rhea Leigh
142. Pham, Maryana T
143. Pickering, Jennifer Amber
144. Pierce, Jonathan J.
145. Pisapia, Jonn
146. Pollard, Anthony J.
147. Poveda, Lorraine A.
148. Rammel, Sydney E.
149. Randall, Linda Christine
150. Reed, Samantha Magen
151. Reyes, Juan Y.
152. Riches, Kendra Bentley
153. Rillera, Suzanna Arsenia
154. Ritchey, Brianna Jenee
155. Roashan, Mariam P.
156. Rodriguez, Cristie Beth Certien
157. Rogers, Dyani Marsea
158. Rosenberg, Rodger T.
159. Ruiz, Gonzalo
160. Rusch, Janelle A.

161. Saffran, Christina R.
162. Salazar, Jillian Brooke
163. Salehi, Kristen Arm
164. Sand, Sean Patrick
165. Santos, Cesar
166. Santos, Evelyn Saati
167. Saucedo, Nathan
168. Savitz, Elliott C.
169. Schoettler, Karrie Cole
170. Schorzman, Kelly
171. Schreiber, Alf Neil
172. Segale, Erica Sabrina
173. Shamburger, Douglas
174. Shanks, Kachina Althea
175. Sincek, Sandra K.
176. Sloan, John Passmore
177. Smith, April D.
178. Smith, Suzanne
179. Snell, Christina Marie
180. Soliz, Ina L.
181. Stahley, Vanessa Marie
182. Stavers, Eric Joseph
183. Stebbins, David Allen

184. Stroubakis, Stella Pappas
185. Stuetz, Brian Thomas
186. Sykes, Arielle Mistral
187. Taylor, Mary Kathleen
188. Taylor, Ryley W
189. Theel, Lindsay Rae
190. Thies, Cally Nicole
191. Thomas, Linda S.
192. Tidwell, Alma Rosa
193. Tigli, Patricia Konopka
194. Tinoco, Alfredo
195. Tran, Miehell
196. Tran, Tai-Lynn Sharisse
197. Trotter, Patrick Edward
198. Tsuchiyama, Randy S.
199. Tumer, Reyna B.
200. Varela, Laura
201. Elisa Vetcher, Nicole M.
202. Volimas, Craig Ronald
203. Waller, Barbara Jane
204. Warkentien, Karl L.
205. Washington, Yang
206. Webb, Lana May

- 207. Wehrli, Nicole H.
- 208. Wickenhiser, Nicole S.
- 209. Wilber, Chelsea Joy
- 210. Wilkinson, Margaret
- 211. Williams, Chelsea Marie
- 212. Wilson, Kirstin Michelle
- 213. Woodson, Paula
- 214. Worthey, Mary
- 215. Wright, Erika Michelle
- 216. Wright, Michael W.
- 217. Young, Kelly Ann
- 218. Zelden, Emily Brianne

APPENDIX B
EMPLOYEES REPRESENTED BY REICH, ADELL & CVITAN

1. Bennett - Paquin, Denise Carmen
2. Bi, Jessie Hao
3. Bierl, Holly Elizabeth
4. Bobier, Sarah Margaret
5. Chavez, Guadalupe Shoushtari
6. Clifford, Monique A
7. Cowell, Terese Jeanne
8. Harmon, Deborah Kean
9. Huemmer, Zosha Carriza
10. Jack, Cynthia Elizabeth
11. Kirchengestner, Mary Reynolds
12. Markel, Doreen Ellen
13. Marmolejo, Claudia
14. McElwee, Kayla
15. Mendoza, Erica Maria
16. Ortiz, Patricia
17. Penaloza, Mayra G
18. Pierce, Carrie Lynn
19. Roa, Patricia Nicole
20. Rosas, Graciela Naltza
21. Van, Lana Thi
22. Vargas, Nuri

23. Velasco, Maria Cristina
24. Courneya, Kelsey Leigh
25. Harvey, Matthew D.
26. Ambler, Deron F.
27. Hensen, Ashley Mikel
28. Doom, Beau
29. Knight, Cary
30. Moreno, Marco
31. Brugh Melissa
32. Filamar, Lauren
33. Garcia, Angelina
34. Gillette-Lunsford, Cheryl
35. Jurado, Angela
36. Cheatham, Sandra
37. Macias-Munos, Arturo
38. Graham, Mirna
39. Noriega, Olivia
40. Hedden, Rebecca
41. Lopez-Hudson, Laura
42. Burtson, Eric
43. Theel, Lindsay
44. Oswald, Monique
45. Santillanes, Arely Lopez

APPENDIX C
Permanent Certificated Persons Requesting a Hearing

Number	EMPL ID	NAME
1	125718	Aguirre,Olga
2	132147	Aguirre,Rachelle M
3	153760	Alexander,Aurora J
4	107100	Allen,Mary R
5	163086	Alvarado,Jeanette Jannel
6	134559	Amberg,Kathryn White
7	115478	Ambler,Deron F
8	142520	Atienza,Christine Medina
9	140727	Atienza,Jeremiah
10	164307	Banta,Tyler Craig
11	149479	Barker,Allison A
12	122953	Barrientos,Mauricio
13	137790	Beane,Jena Tran
14	164374	Bennett - Paquin,Denise Carmen
15	108340	Benson,Peter R
16	134563	Bernal,Beatriz
17	144123	Berriel,Alfonso
18	160413	Bgatov,Vladilen Viktorovich
19	159543	Bi,Jessie Hao
20	162352	Bierl,Holly Elizabeth
21	160348	Blackman,Kaia Renee
22	143941	Bobier,Sarah Margaret
23	149799	Bobis,Clare Bantigue
24	141342	Bocanegra,Cameron G
25	161273	Boncuk,Nicole Marie
26	128796	Borromeo,Emma P
27	137792	Bredestege,Julianne M
28	155849	Brewer,Jenna Noelle
29	162397	Brill,Lauren Rodriguez
30	149475	Brugh,Melissa G
31	163919	Budaj,Katherine Antoinette
32	148843	Burkett,Amber Brown
33	162466	Burns,Kelsey Leigh
34	123736	Butcher,Kelcie J
35	157562	Caffo,Laura Marie
36	162174	Cain,Eric Russell
37	127272	Calvin,Cheron Patrice
38	162800	Campos,Brittini Lynn
39	162327	Cann,Alexander William
40	112921	Carroll,Erik C

41	158825	Caudle,Megan Anne
42	112313	Cerda,Maria S
43	136948	Chasteene,Tracy E
44	129771	Chavez,Guadalupe Shoushtari
45	151312	Cheatham,Sandra M
46	146582	Cichocka,Paula Elizabeth
47	136438	Cira,Cristina
48	117801	Clark,Duwayne Curtis
49	149065	Clifford,Monique A
50	147615	Coleman,Jennifer M
51	131693	Contreras,Karla Peraza
52	115779	Cornejo Lee,Erzebeth P
53	117827	Cotter,Tracy Anne
54	149362	Courneya,Kelsey Leigh
55	143704	Cowell,Terese Jeanne
56	151652	Crossland,Deborah Anne
57	148619	Curiel,Jessica Marie
58	120843	Dabney,Lorene M
59	132015	David,Christine Niembra Estioco
60	158001	De Goede,Ashley Evelyn
61	135449	Del Castillo,Kyriba Latericee
62	147351	Deleon,Jomaerson N
63	160417	Derringer,Lyanna Gail
65	126156	Diaz Jr,Manuel G
67	150911	Donnelly,Erin Elyse
68	142665	Doolittle,Holly P.
69	134766	Doom,Beau
71	C100711	Dreyfuss,Shana
72	143015	Dunne,Heidi Sohee
73	109371	Duran,Julieta
74	152474	Durgampudi,Griselda
75	154895	Dye,Robin Jennifer
76	141533	Eacobellis,Joseph Stanley
77	162953	Erickson,Alyson Marie
78	132252	Escamilla,Esmeralda J
79	137865	Escobar,Jacqueline M
80	101987	Fabian,Deirdre Ann
81	154372	Fiedler,Michael D
82	140983	Filamor,Lauren C
83	127986	Flores,Lidia D
84	149909	Fogelman,James M

85	147836	Franz,Ashley L
86	130873	Frasca,Crystal Carlene
87	144195	Fulke,Olga Lydia
88	158271	Gage,Erin Jones
89	129459	Garcia,Angelina Lara
90	154765	Gillette-Lunsford,Cheryl R
91	158167	Gipson,Joslyn D
92	158130	Golojuch,Bryan Mitchell
93	116866	Gomez,Daniella Evelynna
94	162010	Gomez,Patricia
95	108928	Gonzalez,Rosaline R
96	147669	Graham,Mirna Selene
97	102763	Granfield,Kelly R
98	150860	Greenwood,Roni Eiko
99	146408	Grier,Kathryn Jean
100	148154	Guerra-Adame,Linda
101	137781	Guidi,Ryan M
102	142570	Gutierrez,Kimberly L
103	141750	Hagaman,Jennifer M
104	114540	Harmon,Deborah Kean
105	119024	Harvey,Matthew D
106	134663	Hazewski,Amber L
107	143228	Hedden,Rebecca Susann
108	150337	Heffernan,Heather L
109	130547	Hensen,Ashley Mikel
110	137042	Her Abad,Sia
111	163053	Hernandez,Carolyn A
112	158034	Hinton,Kathryn Lee
113	111131	Hom,Phyllis Anne
114	150190	Hoot,Christa Jacobson
115	152604	Huemmer,Zosha Carriza
116	153568	Hurst,Kristen L
117	146903	Jack,Cynthia Elizabeth
119	140057	Jensen,Jamie L
120	123789	Jensen,Wendy Dawn
121	115334	Jimenez,Marie Teresa
122	110471	Johnson,Holly Marie
123	161845	Jordan,Leyla R
124	118755	Junghans,Debra Ann
125	136629	Jurado,Angela
126	152973	Kazarian,Christine Patrice
127	107892	Khojasteh,Patricia Pusol
128	137207	Kim,Joseph J

129	141923	Kim,Melissa A
131	113019	Klinefelter,Robert John
132	149722	Knight,Cary Katrina
133	148140	Krusinski,Amy Joelle
135	134904	Laughlin,Bonnie M
136	158453	Leal-Kelsey,Bernadete Firmo
137	134351	Lemaitre,Andrea J
138	158711	Lewis,Sara Jane
139	154007	Lightner,Andrew C
140	162657	Lin,Joyce Gabrielle
141	147078	Litsey,Lisa G
142	139242	Logan,Amanda Kelly
143	162757	Lopez Santillanes,Arely
144	117926	Lopez-Hudson,Laura
145	161717	Love,Dorthanna Dawna
146	158512	Lowe,Rodney L.
147	102558	Lozoskie,Brian James
148	162400	Lu,Thomas
149	138641	Luera,Katherine Ann
150	147858	Lunn,Samantha Nicole
151	115690	Lynch,William Charlton
152	162246	Macias-Munoz,Arturo
153	151724	Markel,Doreen Ellen
154	156269	Marmolejo,Claudia
155	162355	Martinez,Lauren M.
156	117111	Martinez,Mariana
157	137501	Maxfield,Royce T
158	136805	Maxwell,Livier
159	133235	McClintock,Brandon M
160	122994	McCollum,Rosalina P
161	145459	McDowell,Leanne
162	164435	McElwee, Kayla
163	152337	McGirr,Maria Teresa Del Rosario
164	111654	McNair,Tracy
165	160461	Meador,Katherine Page
166	120011	Medina,Diana
167	142641	Mejorado,Patricia Hurtado
168	161439	Menden,Kelley Hale
169	159366	Mendoza,Erica Maria
170	141829	Merriman,LeAnn June
171	154008	Miller,Danielle Keturah
172	160318	Miller,Kimberly H

173	143805	Moravec,Jason C
174	128577	Murguia,Lydia Cristina
175	100616	Murphy,Wendy Lee
176	145022	Narlock,Candice Mayer
177	161217	Nester,Courtney L
178	132154	Nixon,Stacie L
179	115059	Noriega, Olivia
180	133414	Nunez,Isabel
181	158379	Nyakoui,Sidcobra
182	151458	O'Donnell,John Joseph
183	118861	Ortiz,Patricia
184	152613	Osuch,Shari Dianne
185	123301	Oswald,Monique M
186	146498	Otterman,Brian T
187	140754	Pagan,Katie Patricia
188	147181	Palomares,Samantha Jayne
189	144546	Paredes,Allison Elise
190	138645	Parra,Briana
191	152828	Pedrotti,Dusty J
192	147670	Penaloza,Mayra G
193	151821	Percival,Clare J
194	161404	Perez Smith, Emma
195	148880	Perez,Rhea Leigh
196	147616	Perez,Rocio
198	158166	Pham,Maryana T
199	123061	Pickering,Jennifer Amber
200	104818	Pierce,Carrie Lynn
201	162561	Pierce,Jonathan J.
202	135733	Pollard,Anthony J
203	119970	Pond,Pamela A
204	109080	Poveda,Lorraine A
205	128454	Quirino,Laurie Christy
206	137870	Rammel,Sydney E
207	149849	Randall,Linda Christine
208	156996	Reed,Samantha Magen
209	139409	Rillera,Suzanna Arsenia
210	162799	Ritchey,Brianna Jenee
211	159555	Rivera,Marissa Marie
212	149991	Roa,Patricia Nicole
213	126937	Roashan,Mariam P
214	159949	Robinson,Michael Cartwright
215	145823	Rodaniche,Andrew Fletcher
216	164551	Rodriguez,Cristie Beth Certien

217	116539	Rogers,Dyani Marsea
218	150184	Romero,Patricia Anne-Ricasata
219	143944	Rosas,Graciela Naltza
220	137126	Rosenberg,Rodger T
222	128044	Ruiz,Gonzalo
223	147449	Rusch,Janelle A
224	150874	Russell,Robyn Alyse
225	139735	Saffran,Christina R
226	153528	Salazar,Jillian Brooke
227	141978	Salehi,Kristen Ann
228	148162	Sand,Sean Patrick
229	138194	Santos,Cesar
230	137097	Saucedo,Nathan
231	146479	Savitz,Elliott C
232	144750	Scharaswak,Lauren Elizabeth
233	143154	Schoettler,Karrie Cole
234	139281	Schorzman, Kelly
235	142410	Schreiber,Alf Neil
236	151919	Segale,Erica Sabrina
237	130686	Shamburger,Douglas
238	146585	Shanks,Kachina Althea
239	113578	Shipherd,Leah R
240	123953	Sincek,Sandra K
241	155399	Smith,April D
242	135794	Smith,Suzanne H
243	142070	Smith,Tinicia Leann
244	153499	Snell,Christina Marie
245	101200	Soliz,Ina L
246	150112	Stahley,Vanessa Marie
247	100146	Stavers,Eric Joseph
248	106739	Stebbins,David Allen
249	144661	Stroubakis,Stella Pappas
250	150259	Sykes,Arielle Mistral
251	157190	Taleb,Melissa Kay
252	162056	Taylor,Mary Kathleen
253	159283	Taylor,Ryley W
254	164200	Theel,Lindsay Rae
255	154397	Thies,Cally Nicole
256	141899	Tigli,Patricia Konopka
257	114689	Tinoco,Alfredo
258	159642	Tran,Em Van
259	158708	Tran,Michelle
260	131370	Tran,Tai-Lynn Sharisse

261	147373	Trotter,Patrick Edward
263	142786	Tucker,Vernon D
264	154615	Turner,Reyna B
265	132307	Van,Lana Thi
266	133801	Varela,Laura Elisa
267	127250	Vargas,Nuri
268	135965	Velasco,Maria Cristina
269	139034	Vetcher,Nicole M
270	117368	Volimas,Craig Ronald
272	118079	Warkentien,Karl L
273	134655	Washington,Yang
274	153835	Webb,Lana May
275	149809	Wehrli,Nicole H
276	133685	Wickenhiser,Nicole S
277	128133	Wilber,Chelsea Joy
278	138986	Wilkinson,Margaret
279	155093	Williams,Chelsea Marie
280	162614	Wilson,Kirstin Michelle
281	133656	Wiskus,Kelly Colby
282	125539	Wood,Robert A
283	133747	Woodson,Paula
284	143551	Wright,Erika Michelle
285	114149	Wright,Michael W
286	149262	Yssel,Florence M
287	163672	Zelden,Emily Brianne