

BEFORE THE
GOVERNING BOARD OF THE
CAJON VALLEY UNION SCHOOL DISTRICT
STATE OF CALIFORNIA

In the Matter of the Accusation Against:

Respondents Listed in Exhibit "A"

OAH No. 2011030250

PROPOSED DECISION

Administrative Law Judge Vallera J. Johnson, State of California, Office of Administrative Hearings, heard this matter in El Cajon, California on April 25, 2011.

Anthony P. De Marco, Esq., Atkinson, Andelson, Loya, Ruud & Romo represented Kari S. Hull, Assistant Superintendent of Personnel Services.

There was no appearance by or on behalf of Respondents Natoshia Bartley, Kendall Brown, Rebecca Chui, Alexis Estupinian, Sara Harrell, Allison Hyde, Nicole Kemper, Courtney Lobue, Suzin Meyers, Nicole Norton, Katherine O'Donoghue, Sarah Otte, Robin Reese and/or Brian Valente.

With the exception of Respondents listed in the foregoing paragraph, Fern M. Steiner, Esq., Tosdal, Levine, Smith, Steiner & Wax, represented Respondents.

The matter was submitted on April 25, 2011.

SUMMARY OF PROPOSED DECISION

The Board of Education of the Cajon Valley Union School District determined to reduce or discontinue particular kinds of services provided by teachers for budgetary reasons. The decision was not related to the competency and/or dedication of the individuals whose services are proposed to be reduced or eliminated.

District staff carried out the Board's decision by using a selection process involving review of credentials and seniority, "bumping" and breaking ties between/among employees with the same first date of paid service. The selection process was in accordance with the requirements of the Education Code.

FACTUAL FINDINGS

1. Respondents listed in Exhibit “A” (Respondents) are certificated employees of the Cajon Valley Union School District (District).

2. On March 8, 2011, the District’s Governing Board (Board) took action to reduce or eliminate particular kinds of certificated services, commencing the 2011-2012 school year; in the same resolution, the Board adopted tie breaker criteria; in a separate resolution, the Board released its temporary employees.

3. Beginning March 9, 2011 but no later than March 15, 2011, Janice Cook, the District’s Superintendent (Superintendent), served Respondents with written notice that she recommended not to re-employ them in the 2011-2012 school year and stated the reasons therefor. In addition, the notice advised Respondents of the right to hearing, that the request for hearing must be delivered to the District’s office no later than March 21, 2011, and that the failure to request a hearing would constitute waiver of the right to a hearing.

4. The Superintendent served notice on probationary and permanent certificated employees (Exh. 2), temporary certificated employees (Exh. 3) and preschool certificated employees (Exh. 4).

The notice to temporary employees stated in pertinent part:

“As a temporary certificated employee, the Board of Trustees may release you from employment pursuant to Education Code section 44954. Additionally, in certain limited circumstances, temporary certificated employees associated with a categorical program maybe be entitled to participate in the layoff proceedings applicable to probationary and permanent employees under Education Code sections 44949 and 44955. That will take place during the month of April. The District has decided to provide you with a limited right to request a hearing under the provisions of Education Code section 44955. By providing this limited precautionary right to request a hearing, it is not the District’s intent to convert your temporary employment status to that of a probationary or permanent employee. The District maintains, and will assert at these proceedings, that your employment status as a temporary employee does not entitle you to probationary or permanent status and that your release is proper. You are therefore notified that pursuant to Education Code sections 44949 and 44955 your services will not be required for the 2011-2012 school year.”

Respondents submitted a Request for Hearing to determine if there was cause for not re-employing him/her for the ensuing school year.

5. On March 23, 2011, the Superintendent made and filed an Accusation for lay-off of certificated employees. She served each individual who submitted a Request for Hearing with an Accusation, Notice of Defense, Notice of Hearing and related materials.

Respondents submitted a Notice of Defense.

6. All prehearing jurisdictional requirements were satisfied.

7. There was no appearance by or on behalf of Respondents Natoshia Bartley, Kendall Brown, Rebecca Chui, Alexis Estupinian, Sara Harrell, Allison Hyde, Nicole Kemper, Courtney Lobue, Suzin Meyers, Nicole Norton, Katherine O'Donoghue, Sarah Otte, Robin Reese and/or Brian Valente.

8. Prior to conclusion of the hearing, the District rescinded layoff notices issued to Respondents Christina Henson, Laura Graham, Elizabeth Avelar, Kathleen Floyd, Daniela Ruiz-Jo, Rachel Conroy, Amanda Flickinger, Lindsey Schantz, Neil Saffer, Teryn Gilmore, Amie Tillman-Harris, Kimberley Wright, Delia Villanueva, Timothy Staninger, Carol Knight, Laura Stabile and Leticia Quintana.

9. On March 8, 2011, the Board adopted Resolution number 03-11-911 JC, ordering the release of temporary employees to effectuate the reduction of particular kinds of services pursuant to Education Code sections 44949, 44954 and 44955. In general, the District employs temporary certificated employees under the authorizations provided in Education Code sections 44909 (categorical programs) and 44920 (replacement for teachers on leave of absence).

At this time, funding for the District's categorical programs is uncertain. Resolution number 03-11-911 JC states, in pertinent part:

“. . . the Superintendent has indicated that the reduction in particular kinds of services is related to the loss or potential loss of revenue limit funding and of certain categorical or specially-funded programs, the possibility of probationary and permanent teachers returning from leaves of absence, and other considerations that relate directly to the justification for employment of temporary certificated employees; . . .”

10. Pursuant to Education Code sections 44919 and 44920, the District may employ no more temporary teachers than it has permanent and probationary teachers on leave of absence. Respondents contend that the status of some of the temporary employees is questionable but offered no evidence in support of this argument. The Assistant Superintendent testified that the District has agreed to perform an audit of temporary teachers “to confirm whether teachers are properly classified as temporary.”

11. The District operates a State funded preschool program (Program). The District has received notice that funding for the Program will be reduced by 36 percent (36%), but the District is concerned that it will be terminated completely. As such, the District has noticed all 24 pre-school teachers. If the funding issue is resolved, the District will recall the pre-school teachers in order of seniority.

12. On March 8, 2011, the Board adopted Resolution number 03-11-910 JC and thereby took action to reduce or eliminate the following particular kinds of certificated services, commencing 2011-2012 school year as follows:

TYPE OF PROGRAM	FTE
Administration-Assistant Principal	2.00
Administration-Coordinator, Special Education	1.00
Alternative Learning Center Teacher	1.00
Core – 6th Grade	6.40
Early Admission Kindergarten	3.42
Elective – Band/Music	1.40
Elective – Computers	0.40
Elective – Career Explorations	0.20
Elective – ELD	0.20
Elective – English Expressions	0.20
Elective – Performing Arts	0.20
Elective – Project Lead the Way	0.40
Elective – Strategic Support	0.60
Elective – Spanish	1.10
English 7	0.40
English 8	1.60
Facilitator – English Learners	0.40
Facilitator – International Baccalaureate Program	0.20
Facilitator – Title I	0.60
History 7	0.40
History 8	1.00
Hourly Categorical Support	30.00
Instructional Coach	2.80
K-5 Instruction	51.00
K-5 Instruction-Bilingual	2.00
Math 7	0.40
Math 8	1.80
Newcomer Program Teacher	3.00
PAR/BTSA Consulting Teacher	1.00
Physical Education	3.40
Program Facilitator	1.00
Psychologist	0.20
Science 7	0.40
Science 8	1.60
Special Education – Day Treatment Program	1.00

Special Education – Resource Specialist	.50
Special Education – Special Day Class (M/M)	2.00
State Preschool Teachers	23.50
Support Teacher – Bilingual	0.45
Support Teacher – CSR	1.35
Support Teacher – Enrichment	1.60
Support Teacher – English Language Arts	1.80
Support Teacher – English Learners	1.35
Support Teacher – High Point	0.45
Support Teacher – Intervention	2.55
Support Teacher – Music	0.40
Support Teacher – Newcomers	1.75
Support Teacher – Physical Education	0.80
Support Teacher – REACH	0.45
Support Teacher – Read 180 Teacher	1.35
	163.02

The proposed reductions totaled 163.02 full-time equivalent (FTE) positions.

13. The District considered all positively assured attrition in determining the actual number of final layoff notices to be delivered to its certificated employees.

14. Kari Hull, the District’s Assistant Superintendent, Personnel Services (Assistant Superintendent), was responsible for implementing the technical aspects of the layoff. She developed a seniority list for probationary or permanent certificated employees who received preliminary notices of layoff. It included, among other matters, the teacher’s name, seniority date, status, site, assignment, English Language Certification (if any) and credential(s).

The seniority date was based on the first date of paid service rendered in a probationary position.¹ A teacher hired as a probationary employee who worked as a substitute or temporary employee for at least 75 percent (75%) of the school days during the previous year and who had performed the duties normally required of a certificated employee of the District was deemed to have served a complete school year as a probationary employee if that individual was employed as a probationary employee for the following school year. The individual was entitled to have that earlier year counted as a year of probationary service. The prior year was “tacked” on for seniority purposes but only one year could be tacked.²

¹ Education Code section 44845.

² Education Code section 44918.

15. The District used the seniority list to develop a proposed order of layoff and used the “bumping” list to determine the least senior employees currently assigned in the various services being reduced. The District then determined whether the least senior employees held credentials in another area that would entitle them to “bump” other junior employees. In determining who would be laid off for each kind of service reduced, the District counted the number of reductions and determined the impact on incumbent staff in inverse order of seniority. The District then checked the credentials of affected individuals and whether they could “bump” other employees.

16. Some employees named as Respondents have the same seniority date. In compliance with Education Code section 44955, subdivision (b), in order to determine the order of termination of employees with the same seniority date, the Board adopted “Criteria to be Applied to Determine Order of Layoff for those Certificated Employees With the Same Date of First Paid Probationary Service.” According to the evidence in the record, the District properly applied this tie breaker criteria to rank employees hired on the same date; under these criteria the District properly retained certain employees while Respondents were properly given notice that their services would no longer be required for the ensuing school year.

17. As a result of the reduction or elimination of particular kinds of services and/or bumping, the following Respondents will experience a partial reduction of position.

- For the 2010-2011 school year, Respondent Linda Hirsch Miller has a 1.0 FTE position. For the ensuing school year, her position will be reduced by .40 FTE; she will retain .60 FTE position.
- For the 2010-2011 school year, Respondent Casey Lange has a 1.0 FTE position. For the ensuing school year, her position will be reduced by .40 FTE; she will retain .60 FTE position.
- For the 2010-2011 school year, Respondent Katherine O’Donohue has 1.0 FTE position. For the ensuing school year, her position will be reduced by .35 FTE; she will retain .65 FTE position.
- For the 2010-2011 school year, Respondent Jason Robins has a .80 FTE position. For the ensuing school year, his position will be reduced by .40 FTE; he will retain .60 FTE position.

18. The services that the District proposed to reduce were “particular kinds of services” that can be reduced or discontinued within the meaning of Education Code 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.

19. The District’s reduction or elimination of particular kinds of services related to the welfare of the District and its pupils. The reduction or elimination of particular kinds of services was necessary to decrease the number of certificated employees of the District as determined by the Board.

20. No certificated employee junior to any Respondent has been retained to perform services that any Respondent was certificated and competent to render.

LEGAL CONCLUSIONS

1. Jurisdiction in this matter exists under Education Code sections 44949 and 44955. All notices and jurisdictional requirements contained in these sections are satisfied.

2. A District may reduce services within the meaning of Education Code section 44955, subdivision (b), “either by determining that a certain type of service to students shall not, thereafter, be performed at all by anyone, or it may ‘reduce services’ by determining that proffered services shall be reduced in extent because fewer employees are made available to deal with the pupils involved.” (*Rutherford vs. Board of Trustees* (1976) 64 Cal.App.3d 167, 178-179.)

3. Cause exists under Education Code sections 44949 and 44955 for the District to reduce or discontinue particular kinds of services. The cause for the reduction or discontinuance of particular kinds of services is related solely to the welfare of the schools and the pupils thereof.

4. Respondents employed pursuant to Education Code section 44920 are temporary employees and can be dismissed without a right to participate in this proceeding. As to those Respondents, the District may take action to dismiss them as the law allows regarding temporary employees.

5. As reflected in case law, categorically funded teachers are treated like temporary employees. (*Zalac v. Ferndale Unified School District* (2002) 98 Cal.App.4th 838, 840-841 [A kindergarten teacher’s first two years of employment was as a temporary employee in a categorically funded program pursuant to Education Code section 44909].) In *Bakersfield Elementary Teachers Association v. Bakersfield City School District* (2006) 145 Cal.App.4th 1260, the Court of Appeal found that teachers in categorically funded positions “are treated in much the same way [as temporary employees] in that they may be dismissed without the formalities required for probationary and permanent employees in the event the program expires or is terminated, and their service does not count toward acquiring permanent status (unless they are reemployed the following year in a probationary position).” Here, there is no evidence that the categorical programs have expired. However, the *Bakersfield* Court, citing *Zalac*, noted the purpose of Education Code section 44909 was “to prevent a person from acquiring probationary status solely through teaching in a categorically funded program. This permits the hiring of qualified persons for categorically funded programs of undetermined duration without incurring responsibility to grant tenured status based on such teaching services alone.” [Citation.] The section ‘was intended to give school districts flexibility in the operation of special educational programs to supplement their regular program and to relieve them from having a surplus of probationary or

permanent teachers when project funds are terminated or cut back.’ [Citation.]” (*Bakersfield Elementary Teachers Association v. Bakersfield City School District*, *supra*, 145 Cal.App.4th 1260, 1286.) To characterize categorically funded Respondents as probationary employees would be contrary to that purpose. (See also *Haase v. San Diego Community College District* (1980) 113 Cal.App.3d 913 [for additional support through analysis of a certificated employee in a categorically funded position in a community college district not found to be a probationary employee].)

6. Furthermore, in Education Code section 44909, the Legislature directed categorically funded employees who replace other teachers to be subject to the provisions of Education Code section 44918, but “without regard to other requirements of this code respecting the termination of probationary or permanent employees.” This direction provides further support for the conclusion reached here, that categorically funded employees are treated as temporary employees.

7. Thus, in this case, the Respondents in categorically funded programs are temporary employees. The District may dismiss them in the manner the law allows regarding temporary employees. It is noted that the District served these Respondents with the jurisdictional documents and provided them the opportunity to participate in the instant hearing. These Respondents participated in the hearing to the fullest extent possible, as if probationary employees. Had the administrative law judge concluded that categorically funded Respondents were probationary, they would have been entitled to the hearing that was had and in which they participated.

8. A senior teacher whose position is discontinued has the right to transfer to a continuing position that he/she is certificated and competent to fill. In doing so, the senior employee may displace or “bump” a junior employee who is filling that position. (*Lacy vs. Richmond Unified School District* (1975) 13 Cal.3d 469.)

9. The District has the discretion to determine whether teachers are certificated and competent to hold the position for which said teachers have been skipped and retained. (*King v. Berkeley Unified School District* (1979) 89 Cal.App.3d 1016) Junior teachers may be given retention priority over senior teachers if the junior teachers possess superior skills or capabilities that their more senior counterparts lack. (*Poppers v. Tamalpais Union High School District* (1986) 184 Cal.App.3d 399; *Santa Clara Federation of Teachers, Local 2393 v. Governing Board of Santa Clara Unified School District* (1981) 116 Cal.App.3d 831).

10. The District established cause to not reemploy Respondents for the ensuing school year and Respondents did not establish facts or sufficient legal argument to the contrary.

11. No employee with less seniority than any Respondent is being retained to perform a service that any Respondent is certificated and competent to render.

12. All arguments not addressed herein are not supported by the evidence and/or the law and therefore rejected.

ORDER

1. The Accusation against Respondents Christina Henson, Laura Graham, Elizabeth Avelar, Kathleen Floyd, Daniela Ruiz-Jo, Rachel Conroy, Amanda Flickinger, Lindsey Schantz, Neil Saffer, Teryn Gilmore, Amie Tillman-Harris, Kimberley Wright, Delia Villanueva, Timothy Staninger, Carol Knight, Laura Stabile and Leticia Quintana is dismissed.

2. The Accusation against Respondent Linda Hirsch Miller is affirmed, in part; she shall retain .60 FTE.

3. The Accusation against Respondent Casey Lange is affirmed, in part; she shall retain .60 FTE.

4. The Accusation against Respondent Katherine O'Donoghue is affirmed, in part; she shall retain .65 FTE.

5. The Accusation against Respondent Jason Robbins is affirmed, in part; he shall retain .60 FTE.

6. Except as provided in paragraphs 1, 2, 3, 4 and 5, the Accusation served on Respondents listed on Amended Exhibit "A" is sustained. Notice shall be given to these Respondents before May 15, 2011 that their services will not be required for the 2011-2012 school year because of the reduction or discontinuance of particular kinds of services.

DATED: _____

VALLERA J. JOHNSON
Administrative Law Judge
Office of Administrative Hearings

CAJON VALLEY UNION SCHOOL DISTRICT

AMENDED EXHIBIT “A”

Gordon, Catherine
Adamo, Luma
Wertz, Timonthy
Degano, Iman
Pastore, Nicholas
Hawthorne, Kara
Sandoval, Mariah
Limtiaco, Elizabeth
Cook, Erin
Limtiaco, Elizabeth
Boulet, Anna
Hyde, Allison
Wilson, Tyra
Wilner, Danielle
Duncan, Christina
Armitage, Christine
Otte, Sarah
Holmes, Jaclyn
Irwin, Rebecca
Menkveld, Angela
Thompson, Kellyn
Pike, Jacklyn
HirschMiller, Linda
Chance, Jennifer
Tolman, Lisa
Hazlewood, Tiffany
Isom, Stacey
Shevlin, Kathleen
Brown, Renee
Dilgard, Choleanne
Bartley, Natasha
Wright, Sarah
Clark, Emily
Clark
Warren, Jackie
Warren, Jackie
Swegles, Terina
Ruth, Jacob
Anderson, Darci

Valente, Brian
Raimondo, Cherylann
Stack, Laurey
Lee, Jennie
Luck, Kristen
Petraglia, Jennifer
Lee, Travis
Sanchez, Sandra
Chui, Rebecca
Hacker, Jason
Boyd, Diana
Gonzalez, Javier
McClintock, Julie
Lange, Casey
Humphrey, Janice
Bobo, Nancy
O'Donoghue, Katherine
Gumbayan, Jeffrey
Robbins, Jason
De Lamarter, Nicole
Bush, Robert
Olivieri, Tammy
Anderson, Mary
Borja, Sonia
Brown, Kendall
Castaneda-Quintana, Griselda
Cirar, Jennifer
Connolly, Kathryn
De Lamarter, David
Dejong, Anne
Desilva, Allison
Devos, Virginia
Dyke, Christina
Eaton, Janna
Edmiston-Davis, Valerie
Estupinian, Alexis
Evans, Suzanne
Ezop, Lesley
Harrell, Sara
Hernandez, Ana
Holmes, Joy
Jacobs, Andrea
Jones, Jennifer
Jones, Jennifer
Kemper, Nicole

Kepler, Renee
Ketchum, Ashleen
Kirtz, Carrie
Kolb, Julie
Kraft-Stadtmueller, Martha
Lange, Nichole
Lindsay, Brittany
Lobue, Courtney
Logsdon, Grace
Maayah, Aber
Marino, Sarahn
Mason, Kristine
Mcdermot
Menzies, Nora
Meyers, Suzin
Miller, Amy
Montes, April
Murphy, Caitlin
Nadlonek, Danielle
Nikowitz, Allison
Norton, Tiffani
Nunez, Rebeca
Ortega, Lance
Patterson, Deborah
Pugh, Lindsay
Pugmire, Johanna
Putrus, Candace
Putrus, Diane
Rathke, Samantha
Saner, Susan
Sauer, Lauren
Schattinger, Kim
Schworm, Emily
Shields, Christina
Shue, Jolina
Simms, Teresa
Smith, Natalie
Southard, Joanne
Surya, Nicole
Taisacan, Pearl
Thomas, Heather
Thompson, Teresa
Thurston, Heather
Torstrom, Erin
Trenkle, Vicki

Vehanen, Megan
Warriner, Dana
Webb, Raymond
Wyer, Katie
Young, Bethany
Zamudio, Jennifer
Zepeda, Sarah
Adams, Nancy
Allen, Linda
Barnes, Valerie
Bauch, Frieda
Berick, Erica
Bowen, Danielle
Bryant, Maria
Byers, Margaret
Byrd, Jana
Darley, Cherie
Dillon, Barbara
Downs, Miriam
Dust, Theresa
Dutro, Tnita
Ellering, Melissa
Franklin-Collins, Kandhy
Greene, Marla
Hallas, Nanette
Harmel, Katherine
Holloway, Louise
Libberton, Carole
Little, Deidre
Norton, Nicole
Pollan, Christina
Reese, Robin
Roland, Robert
Sanders, Linda
Stringer, Jerrie
Wardell, Sharon
Whitten Jr, Earl
Moser, Allison
Godbey, Brenda
Webster, Reggie
Tharp, Sharon
Eddery, Melissa
Fitzpatrick, Katherine
Bibbs, Veronica
Bauer, Josephine

Bowman, Patricia
Smith, Paula
Laser, Lourdes
Arellano, Antonia
Vizcaino, Yvonne
Schneider, Laurie
Miller, Jennifer
Miller, Stacey
Mcelwee, Christine
Portillo, Janine
Mellos, Johanna
Hanna, Teresa
Swadley, Kimberly
Gilbert, Annette
Allen, Judith
Rymer, Barbara

Cajon Valley Union School District
EXHIBIT "A"

	LastName	FirstName	First Paid Date in Prob Status	Contract Type	Site
1	ALLEN	JUDITH	7/1/1992	Tenured	Johnson
2	ANDERSON	DARCI	8/16/2007	Tenured	Hillsdale
3	ARELLANO	ANTONIA	8/18/2004	Tenured	Naranca
4	BARTLEY	NATOSHIA	10/17/2007	Tenured	Madison
5	BAUER	JOSEPHINE	8/16/2007	Tenured	WD Hall
6	BIBBS	VERONICA	8/17/2007	Tenured	Madison
7	BOBO	NANCY	8/16/2007	Tenured	Bostonia
8	BOULET	ANNA	9/21/2009	Prob 2	Bostonia
9	BOWMAN	PATRICIA	8/18/2005	Tenured	Chase
10	BROWN	KENDALL	N/A	Temporary	Blossom Valley
11	BROWN	RENEE	1/4/2008	Prob 2	Vista Grande
12	BRYANT	MARIA	N/A	Temp Hourly	Flying Hills
13	BUSH	ROBERT	8/18/2004	Tenured	Los Coches
14	CHANCE	JENNIFER	8/21/2009	Prob 2	Anza
15	CHUI	REBECCA	8/16/2007	Tenured	Lexington
16	CLARK	EMILY	9/4/2007	Tenured	Cajon Valley
17	CONROY	RACHEL	8/16/2007	Tenured	Emerald
18	DE LAMARTER	DAVID	N/A	Temporary	Lexington
19	DE LAMARTER	NICOLE	8/17/2006	Tenured	Hillsdale
20	DEGANO	IMAN	8/26/2010	Prob 1	Blossom Valley
21	DESILVA	ALLISON	N/A	Temporary	Johnson
22	DUNCAN	CHRISTINA	8/21/2009	Prob 2	Cajon Middle
23	DUTRO	TNITA	N/A	Temp Hourly	Naranca
24	EATON	JANNA	N/A	Temporary	Chase
25	EDDERY	MELISSA	8/22/2007	Tenured	Sevick
26	ESTUPINIAN	ALEXIS	N/A	Temporary	Chase
27	EZOP	LESLEY	N/A	Temporary	Cajon Middle
28	FITZPATRICK	KATHERINE	8/17/2007	Tenured	Bostonia
29	FLOYD	KATHLEEN	8/20/2008	Tenured	Greenfield
30	GILBERT	ANNETTE	7/1/1992	Tenured	Madison
31	GILMORE	TERYN	8/16/2007	Tenured	Johnson
32	GODBEY	BRENDA	8/26/2010	Prob 1	Crest
33	GONZALEZ	JAVIER	8/16/2007	Tenured	Meridian
34	GORDON	CATHERINE	3/8/2011	Prob 1	Emerald
35	GUMBAYAN	JEFFREY	8/17/2006	Tenured	Cajon Valley/ Montgomery
36	HALLAS	NANETTE	N/A	Temp Hourly	Naranca
37	HANNA	TERESA	12/9/1996	Tenured	Rios
38	HARRELL	SARA	N/A	Temporary	Bostonia
39	HAZLEWOOD	TIFFANY	10/13/2008	Prob 2	Hillsdale
40	HERNANDEZ	ANA	N/A	Temporary	Anza
41	HIRSCHMILLER	LINDA	8/21/2009	Prob 2	Johnson
42	HOLMES	JACLYN	8/21/2009	Prob 2	Chase
43	HOLMES	JOY	N/A	Temporary	Los Coches
44	HUMPHREY	JANICE	8/16/2007	Tenured	Johnson
45	HYDE	ALLISON	9/11/2009	Prob 2	Magnolia

46	IRWIN	REBECCA	8/21/2009	Prob 2	Cajon Middle
47	ISOM	STACEY	8/20/2008	Tenured	Cajon Valley
48	JONES	JENNIFER	N/A	Temporary	Anza
49	KEMPER	NICOLE	N/A	Temporary	Naranca
50	LANGE	CASEY	8/16/2007	Tenured	Emerald
51	LASER	LOURDES	9/2/2004	Tenured	Lexington
52	LEE	JENNIE	8/16/2007	Tenured	Anza
53	LEE	TRAVIS	8/16/2007	Tenured	Johnson
54	LIMTIACO	ELIZABETH	8/20/2010	Prob 1	Johnson
55	LOBUE	COURTNEY	N/A	Temporary	Bostonia
56	LOGSDON	GRACE	N/A	Temporary	Chase
57	LUCK	KRISTEN	8/16/2007	Tenured	Cajon Valley
58	MAAYAH	ABER	N/A	Temporary	Cajon Middle
59	MARINO	SARAHN	N/A	Temporary	Anza
60	MCELWEE	CHRISTINE	1/29/2001	Tenured	Bostonia
61	MELLOS	JOHANNA	8/24/2000	Tenured	Johnson
62	MENKVELD	ANGELA	8/21/2009	Prob 2	Emerald
63	MEYERS	SUZIN	N/A	Temporary	Lexington
64	MILLER	JENNIFER	3/1/2004	Tenured	Magnolia
65	MILLER	STACEY	11/20/2003	Tenured	Magnolia
66	MONTES	APRIL	N/A	Temporary	Magnolia
67	NADLONEK	DANIELLE	N/A	Temporary	Hillsdale
68	NORTON	NICOLE	N/A	Temp Hourly	Crest
69	ODONOGHUE	KATHERINE	8/16/2007	Tenured	Cajon Valley
70	OTTE	SARAH	8/21/2009	Prob 2	Rios
71	PASTORE	NICHOLAS	8/20/2010	Prob 1	Emerald
72	PETRAGLIA	JENNIFER	8/16/2007	Tenured	Cajon Valley
73	PORTILLO	JANINE	1/8/2001	Tenured	Meridian
74	PUGMIRE	JOHANNA	N/A	Temporary	Naranca
75	PUTRUS	CANDACE	N/A	Temporary	Cajon Middle
76	PUTRUS	DIANE	N/A	Temporary	Emerald
77	RAIMONDO	CHERYLANN	8/16/2007	Tenured	Anza
78	REESE	ROBIN	N/A	Temp Hourly	Naranca
79	ROBBINS	JASON	8/17/2006	Tenured	Cajon Valley
80	RUTH	JACOB	8/16/2007	Tenured	Cajon Valley
81	RYMER	BARBARA	7/1/1983	Tenured	Sevick
82	SAFFER	NEIL	8/16/2007	Tenured	Chase
83	SAUER	LAUREN	N/A	Temporary	Madison
84	SCHANTZ	LINDSEY	8/16/2007	Tenured	Chase
85	SCHNEIDER	LAURIE	8/18/2004	Tenured	Lexington
86	SHIELDS	CHRISTINA	N/A	Temporary	Rancho SD
87	SMITH	PAULA	8/18/2005	Tenured	Meridian
88	STABILE	LAURA	8/17/2006	Tenured	Cajon Valley
89	STACK	LAUREY	8/16/2007	Tenured	Johnson
90	STANINGER	TIMOTHY	8/16/2007	Tenured	Emerald
91	SWADLEY	KIMBERLY	12/9/1996	Tenured	Naranca
92	TAISACAN	PEARL	N/A	Temporary	Anza
93	THOMPSON	KELLYN	8/21/2009	Prob 2	Johnson
94	TOLMAN	LISA	8/21/2009	Prob 2	Madison
95	TORSTROM	ERIN	N/A	Temporary	Johnson
96	VALENTE	BRIAN	8/16/2007	Tenured	Greenfield
97	VILLANUEVA	DELIA	8/16/2007	Tenured	Naranca

98	VIZCAINO	YVONNE	8/18/2004	Tenured	Flying Hills
99	WARREN	JACKIE	8/16/2007	Tenured	Emerald
100	WEBSTER	REGGIE	1/12/2009	Prob 2	Anza
101	WERTZ	TIMOTHY	10/4/2010	Prob 1	Montgomery
102	WILNER	DANIELLE	8/24/2009	Prob 2	Naranca
103	WRIGHT	KIMBERLEY	8/16/2007	Tenured	Johnson
104	WRIGHT	SARAH	9/17/2007	Tenured	Emerald
105	ZEPEDA	SARAH	N/A	Temporary	Naranca