

**BOARD OF TRUSTEES**  
**ANAHEIM UNION HIGH SCHOOL DISTRICT**  
501 Crescent Way, P.O. Box 3520  
Anaheim, California 92803-3520  
[www.auhsd.us](http://www.auhsd.us)

**NOTICE OF SPECIAL MEETING**

Date: March 7, 2011

To: Jordan Brandman, P.O. Box 3520, Anaheim, CA 92803-3520  
Anna L. Piercy, P.O. Box 3520, Anaheim, CA 92803-3520  
Jan Harp Domene, P.O. Box 3520, Anaheim, CA 92803-3520  
Katherine H. Smith, P.O. Box 3520, Anaheim, CA 92803-3520  
Brian O'Neal, P.O. Box 3520, Anaheim, CA 92803-3520

Orange County Register, 1771 S. Lewis, Anaheim, CA 92805  
Anaheim Bulletin, 1771 S. Lewis, Anaheim, CA 92805  
News Enterprise, P.O. Box 1010, Los Alamitos, CA 90720  
Los Angeles Times, 1375 Sunflower, Costa Mesa, CA 92626  
Event News, 9559 Valley View Street, Cypress, CA 90630  
Excelsior, 523 N. Grand Avenue, Santa Ana, CA 92701

You are hereby notified that a special meeting of the  
Board of Trustees of the Anaheim Union High School District  
is called for

**Tuesday the 8th day of March 2011, at 5:30 p.m.**  
**Closed Session immediately following the regular meeting**

in the District Board Room, 501 Crescent Way, Anaheim, California

**Resolution No. 2010/11-HR-04, Certificated Reduction in Force**

The Board of Trustees is requested to adopt Resolution No. 2010/11-HR-04, to reduce or discontinue particular kinds of certificated personnel services, pursuant to Education Code Sections 44949 and 44955. These reductions, or discontinuance in services, are necessitated by significant financial and operational challenges that school districts face because of a national and state budget crisis. Many California school districts are responding to the budget issues by issuing layoff notices to certificated staff.

Certificated layoffs are governed primarily by Education Code Section 44949. The following information summarizes aspects of this code section:

- No later than March 15, an employee is given notice that his or her services may not be required for the ensuing year.
- The employee may request a hearing to determine if there is cause for not reemploying him or her for the ensuing year.
- The employee has certain reemployment rights for a period of time following the date of termination.

**Resolution No. 2010/11-HR-05, Economic Uncertainty**

The Board of Trustees is requested to adopt Resolution No. 2010/11-HR-05 due to the anticipated adverse financial conditions of the state and the impact on the District budget. The resolution states that the District reserves the right to negotiate with the collective bargaining employee units, a reduction in salary and/or furloughs that correspond to a reduction in salary for the upcoming 2011-12 fiscal year.

**CLOSED SESSION**

The Board of Trustees will meet in closed session for the following purposes:

- To consider matters pursuant to Government Code Section 54957.6: Conference with labor negotiators Dr. Novack, Dr. Sevillano, Mrs. Poore, and Mr. Lee-Sung regarding negotiations and contracts with the American Federation of State, County and Municipal Employees (AFSCME), Anaheim Personnel and Guidance Association (APGA), Anaheim Secondary Teachers Association (ASTA), and California School Employees Association (CSEA).
- To consider matters pursuant to Government Code Section 54957: Public employee discipline/dismissal/release.



Elizabeth I. Novack  
Superintendent

**BOARD OF TRUSTEES**  
**Special Meeting Agenda**  
**Tuesday, March 8, 2011**  
**5:30 p.m.-Open Session**  
**Closed Session-Immediately Following the Regular Meeting**

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*Some items on the agenda of the Board of Trustees' meeting include exhibits of supportive and/or background information. These items may be inspected in the superintendent's office of the Anaheim Union High School District, at 501 Crescent Way in Anaheim, California. The office is open from 7:30 a.m. to 5:00 p.m., Monday through Friday, and is closed for most of the federal and local holidays. These materials are also posted with the meeting agenda on the district web site, [www.auhsd.us](http://www.auhsd.us), at the same time that they are distributed to the Board of Trustees.*

*Meetings are recorded for use in the official minutes.*

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|----|--|-------------------------|
| 1. | <b>CALL TO ORDER-ROLL CALL</b>             | <b>ACTION ITEM</b>      |
| 2. | <b>ADOPTION OF AGENDA</b>                  | <b>ACTION ITEM</b>      |
| 3. | <b>PUBLIC COMMENTS, OPEN SESSION ITEMS</b> | <b>INFORMATION ITEM</b> |

Opportunities for public comments occur at the beginning of each agenda item and at this time for items not on the agenda. Persons wishing to address the Board of Trustees should complete a speaker request form, available on the information table, at the back of the room, and submit it to the executive assistant prior to the meeting. Each speaker is limited to a maximum of five minutes; each topic or item is limited to a total of 20 minutes. Board members cannot immediately respond to public comments, as stated on the speaker request form.

4. **PLEDGE OF ALLEGIANCE**

Board President Jordan Brandman will lead the Pledge of Allegiance to the Flag of the United States of America.

5. **ITEMS OF BUSINESS**

- 5.1 **Resolution No. 2010/11-HR-04, Certificated Reduction in Force** **ACTION ITEM**  
**(Roll Call Vote)**

The Board of Trustees is requested to adopt Resolution No. 2010/11-HR-04, to reduce or discontinue particular kinds of certificated personnel services, pursuant to Education Code Sections 44949 and 44955. These reductions, or discontinuance in services, are necessitated by significant financial and operational challenges that school districts face because of a national and state budget crisis. Many California school districts are responding to the budget issues by issuing layoff notices to certificated staff. **[EXHIBIT A]**

Certificated layoffs are governed primarily by Education Code Section 44949. The following information summarizes aspects of this code section:

- No later than March 15, an employee is given notice that his or her services may not be required for the ensuing year.
- The employee may request a hearing to determine if there is cause for not reemploying him or her for the ensuing year.

- The employee has certain reemployment rights for a period of time following the date of termination.

Recommendation:

It is recommended that the Board of Trustees adopt Resolution No. 2010/11-HR-04, by a roll call vote.

**5.2 Resolution No. 2010/11-HR-05, Economic Uncertainty **ACTION ITEM**  
(Roll Call Vote)**

The Board of Trustees is requested to adopt Resolution No. 2010/11-HR-05 due to the anticipated adverse financial conditions of the state and the impact on the District budget. The resolution states that the District reserves the right to negotiate with the collective bargaining employee units, a reduction in salary and/or furloughs that correspond to a reduction in salary for the upcoming 2011-12 fiscal year. **[EXHIBIT B]**

Recommendation:

It is recommended that the Board of Trustees approve Resolution No. 2010/11-HR-05, by a roll call vote.

**6. PUBLIC COMMENTS, CLOSED SESSION ITEMS **INFORMATION ITEM****

This is an opportunity for community members to address the Board of Trustees on closed session agenda items only. Persons wishing to address the Board of Trustees should complete a speaker request form, available on the information table, at the back of the room, and submit it to the executive assistant prior to the meeting. Each speaker is limited to a maximum of five minutes; each topic or item is limited to a total of 20 minutes. Board members cannot immediately respond to public comments, as stated on the speaker request form.

**7. CLOSED SESSION **ACTION/INFORMATION ITEM****

The Board of Trustees will meet in closed session for the following purposes:

- 7.1 To consider matters pursuant to Government Code Section 54957.6: Conference with labor negotiators Dr. Novack, Dr. Sevillano, Mrs. Poore, and Mr. Lee-Sung regarding negotiations and contracts with the American Federation of State, County and Municipal Employees (AFSCME), Anaheim Personnel and Guidance Association (APGA), Anaheim Secondary Teachers Association (ASTA), and California School Employees Association (CSEA).
- 7.2 To consider matters pursuant to Government Code Section 54957: Public employee discipline/dismissal/release.

**8. RECONVENE AND REPORT **INFORMATION ITEM****

The Board of Trustees will reconvene into open session and the clerk will report action taken during closed session.

**9. ADJOURNMENT **ACTION ITEM****

*In compliance with the Americans with Disabilities Act, individuals with a disability who require modification or accommodation in order to participate in this meeting should contact the executive assistant to the Board of Trustees at (714) 999-3503 by noon on March 8, 2011.*

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF THE ANAHEIM UNION HIGH SCHOOL DISTRICT**

**EXHIBIT A**

**Reduction in Force**

**RESOLUTION NO. 2010/11-HR-04**

March 8, 2011

On the motion of Trustee \_\_\_\_\_ and duly seconded, the following resolution was adopted:

**WHEREAS**, economic conditions at the state and national levels continue to have a significant and adverse impact on revenues and finances of the Anaheim Union High School District; including the Governor's proposal for additional reductions of \$2.3 billion in state support for K-12 public schools beginning July 1, 2011;

**WHEREAS**, as a result of these unprecedented cutbacks in state funding the Anaheim Union High School District will be required to reduce its 2011-2012 budget in the amount of \$13 million dollars;

**WHEREAS**, the Anaheim Union High School District is required to maintain a minimum balance of 2% in general and undistributed reserve funds;

**WHEREAS**, an actual and existing inability to pay the salaries and benefits of certificated staff exists within the Anaheim Union High School District;

**WHEREAS**, the Governing Board of the Anaheim Union High School District has determined that it shall be necessary to reduce or discontinue the following particular kinds of service of the District no later than the beginning of the 2011/2012 school year by a combination of changes, including increasing class size staffing ratios from 33:1 to 34:1 in high schools and 32.5:1 to 33.5:1 in junior high schools, and reducing particular kinds of services in management, counseling, library services, Pregnant Minors Program, curriculum specialist services, adult education and autism program specialist services (within the GASELPA). The particular kinds of service to be reduced are as follows:

<u>Services</u>	<u>Number of full-time Equivalent Positions</u>
Management Positions	21
Autism Program Specialist (GASELPA)	1
Counselors	4
Classroom Teachers	36
Librarians	8
Pregnant Minor Program Teachers	2
Curriculum Specialists	5
Adult Education Teachers	3

**WHEREAS**, it is the opinion of the Governing Board of the Anaheim Union High School District that it is necessary by reason of the above conditions to decrease a corresponding number of certificated employees in the district at the close of the current school year in accordance with Education Code Section 44955; and

**Resolution No. 2010/11-HR-04**

**WHEREAS**, the Governing Board of the District further has determined that, as between employees who first rendered paid service on the same date, the order of termination shall be based solely on the basis of need of the District and the students thereof; and

**WHEREAS**, the Governing Board has considered all positively assured attrition which has occurred to date, that is all deaths, resignations, retirements, and other permanent vacancies and additional attrition which may occur before the end of the 2010/2011 school year, in reducing these services and, but for the attrition already assured and the attrition anticipated, has found it necessary to reduce additional particular kinds of service.

**NOW, THEREFORE, BE IT RESOLVED** that it shall be necessary to terminate the employment of 80 full-time equivalent certificated positions of the Anaheim Union High School District at the end of the 2010/2011 school year, as a result of the above reduction in services.

**BE IT FURTHER RESOLVED** that the Superintendent, or his or her designated representative, is directed to send appropriate notices to all employees whose positions shall be affected by virtue of this action. Nothing herein shall be deemed to confer any status or rights upon any employee in addition to those specifically granted to such persons by statute.

The foregoing resolution was passed and adopted at a special meeting of the Board of Trustees, on March 8, 2011, by the following roll call vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

STATE OF CALIFORNIA        )  
  )  
  ) SS  
  )  
COUNTY OF ORANGE        )

I, Elizabeth I. Novack, Superintendent of the Anaheim Union High School District of Orange County, California, and Secretary to the Board of Trustees, thereof, hereby certify that the above and foregoing resolution was duly and regularly adopted by the said Board of Trustees at the special meeting thereof held on the 8th day of March, 2011 and passed by a roll call vote of all members of said board.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 8th day of March, 2011.

\_\_\_\_\_  
Elizabeth I. Novack, Ph.D.  
Superintendent and Secretary to the  
Board of Trustees

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF THE ANAHEIM UNION HIGH SCHOOL DISTRICT**

**ECONOMIC UNCERTAINTY AND RIGHT TO NEGOTIATE  
SALARY REDUCTION AND/OR FURLONGHS**

**RESOLUTION NO. 2010/11-HR-05**

March 8, 2011

On the motion of \_\_\_\_\_, duly seconded and carried, the following resolution was adopted:

**WHEREAS**, the State of California is projecting a state budget shortfall of billions of dollars for the 2011-2012 fiscal year;

**WHEREAS**, the State of California may be proposing a reduction of \$2.3 billion in state support for K-12 public schools in the 2011-2012 fiscal year;

**WHEREAS**, as a result of these unprecedented cutbacks in state funding the Anaheim Union High School District will be required to reduce its 2011-2012 budget in the amount of \$13 million;

**WHEREAS**, employee salaries and health and welfare represent 77.9% of the Anaheim Union High School District budget;

**WHEREAS**, due to the financial uncertainties, the governing board of the Anaheim Union High School District wishes to reserve its right to negotiate salary reductions and/or a furlough that correspond to a reduction in salary for certificated and classified employees for the 2011-2012 fiscal year;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees finds that it may be necessary to negotiate a reduction in salaries for certificated and classified employees for the 2011-2012 fiscal year.

**BE IT FURTHER RESOLVED** that the Superintendent, or his designated representative, is directed to send appropriate notices to all employees whose positions may be affected by virtue of this action.

**BE IT FURTHER RESOLVED** that nothing herein shall be deemed to confer any status or rights upon any employee in addition to those specifically granted to such persons by statute.

The foregoing resolution was passed and adopted at a special meeting of the Board of Trustees, on March 8, 2011, by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

STATE OF CALIFORNIA     )  
                                  )  
                                  ) SS  
                                  )  
COUNTY OF ORANGE     )

I, Elizabeth I. Novack, superintendent of the Anaheim Union High School District, Orange County, California, and secretary to the Board of Trustees thereof, hereby certify that the above and foregoing resolution was duly and regularly adopted by the said board at the special meeting thereof held on the 8th day of March, 2011, and passed by a roll call vote of all members of said Board.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 8th day of March, 2011.

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Elizabeth I. Novack, Ph.D.  
Superintendent and Secretary to the  
Board of Trustees