

**BEFORE THE BOARD OF TRUSTEES  
OF THE REDLANDS UNIFIED SCHOOL DISTRICT**

Resolution No. 30, 2023-24

**RESOLUTION TERMINATING SERVICES OF CLASSIFIED EMPLOYEES FOR  
LACK OF WORK AND/OR LACK OF FUNDS**

**WHEREAS**, on February 13, 2024, the Redlands Unified School District Board of Trustees adopted Resolution No. 21, 2023-24 to reduce or eliminate services and resulting in the layoff of classified employees by no later than the end of the 2023-2024 school year, as described and set forth in that Resolution;

**WHEREAS**, on or before March 15, 2024, and after the Board of Trustees was informed of the recommendation that affected classified employees, as identified below, receive notice that their services will not be required for the ensuing school year, the Superintendent's designated representative served notice on the affected classified employees that it has been recommended that their services will not be required for the ensuing 2024-2025 school year pursuant to Education Code sections 45117 and 45308 (referred to herein as a "preliminary layoff notice");

**WHEREAS**, the preliminary layoff notices advised the recipients that they could request a hearing to determine if there was cause for not reemploying them for the ensuing 2024-2025 school year, and that a failure to timely request a hearing shall constitute a waiver of the right to a hearing and their services will accordingly be terminated pursuant to the recommendation without a hearing;

**WHEREAS**, all recipients of a preliminary layoff notice failed to or elected not to request a hearing within the time allowed and therefore waived any rights to a hearing, and the jurisdictional and statutory prerequisites have thus been satisfied as to all such employees as required by law;

**WHEREAS**, Education Code section 45117, subdivision (c), provides that the Board of Trustees shall make the final determination as to the sufficiency of the cause and disposition of the layoff;

**WHEREAS**, the services of no permanent or other classified employee are being terminated while any probationary or other classified employee with less seniority is being retained to render a service which the permanent or other employee is competent to render, within the meaning of, and except as permitted by, Education Code section 45308;

**WHEREAS**, rights to reemployment pursuant to Education Code section 45117 and/or 45308 shall be provided to the classified employees whose services are terminated as a result of this layoff; and

**WHEREAS**, Education Code section 45117, subdivision (c)(3)(A), requires final Board action and notifications to employees by no later than May 14, 2024.

**NOW, THEREFORE, BE IT RESOLVED** that, good cause being found, the employment of the Employees listed in Exhibit A is hereby terminated or changed as noted effective upon the close of the current fiscal year (i.e., the end of such employee’s last working day prior to July 1, 2024);

**BE IT FURTHER RESOLVED** that this decision is effective immediately and that the classified employees be given appropriate notice by the Superintendent or her designee, of the layoff/reduction of their hours due to lack of work and/or lack of funds to take effect upon the close of this school year, with notices being given on or before May 14, 2024, in the manner prescribed in Education Code section 45117;

**BE IT FURTHER RESOLVED** that reemployment rights be afforded in accordance with the Education Code, if and when reemployment is offered and to the extent any reemployment rights are applicable to any of the above-referenced employees.

**PASSED AND ADOPTED** by the Board of Trustees of the Redlands Unified School District on May 7, 2024, by the following vote:

AYES: \_\_\_\_\_  
NOES: \_\_\_\_\_  
ABSENT: \_\_\_\_\_  
ABSTAIN: \_\_\_\_\_

---

Alex Vara, President  
Board of Trustees  
Redlands Unified School District

I, Jim O’Neill, Clerk of the Board of Trustees of the Redlands Unified School District, do certify that the foregoing Resolution was regularly introduced, passed, and adopted by the Board of Trustees at its regular meeting held on May 7, 2024.

---

Jim O’Neill, Clerk  
Board of Trustees  
Redlands Unified School District

EXHIBIT A

The following employees shall have their employment status changed in the following manner at the end of the 2023-2024 school year:

Name	Current Assignment/Salary Placement	Assignment/Salary Placement effective 7/1/2024
Chavez, Diane	Healthy Start Clerk 10 MO A Mentone Elementary School 6.0 hours per day Range 21	Inst. Paraprofessional II – SpEd 10 MO D Redlands East Valley H.S. 6.0 hours per day Range 15
Diaz, Sandra	State Preschool Instructor 10 MO B Victoria Elementary School 8.0 hours per day Range 33	Inst. Paraprofessional II – SpEd 10 MO D Victoria Elementary School 6.0 hours per day Range 15
McCormick, Amy	State Preschool Instructor 10 MO B Lugonia Elementary School 8.0 hours per day Range 33	Inst. Paraprofessional II – SpEd 10 MO D Lugonia Elementary School 8.0 hours per day Range 15
Rangel, Sylvia	Inst. Paraprofessional II – Gen 10 MO D Mission Elementary School 6.5 hours per day Range 15	Inst. Paraprofessional II – Gen 10 MO D Mission Elementary School 4.0 hours per day Range 15