



DATE: February 28, 2024

TO: Board of Education

FROM: Mrs. Kerstin Kramer, Superintendent Chief Learning Officer

SUBJECT: First Read and Proposed Revisions to Administrative Regulation 4217.3
- Layoff/Rehire

PRESENTED BY: Michael Shepherd, Executive Director of Human Resources

ACTION REQUESTED

Review the proposed revisions and provide direction to bring back to the next regular Board Meeting for approval.

BACKGROUND INFORMATION

Administrative Regulation 4217.3 – Layoff/Rehire Regulation updated to reflect NEW LAW (SB 913, 2022) which provides that for districts with an average daily attendance of less than 250,000, the definition of “length of service” for the purpose of the order of layoff and determination of seniority is the employees’ hours in paid status. Regulation also updated to reflect NEW LAW (AB 185, 2022) which authorizes a classified employee to be represented by an attorney or nonattorney representative of the exclusive representative of the district’s classified employees at a hearing requested by an employee as part of layoff proceedings.

RESOURCES REQUIRED: N/A

PREPARED BY: Tichelle Criswell, Administrative Assistant for Mike Shepherd,
Executive Director of Human Resources

Attachment: Compared Regulation