

Monterey Peninsula Community College District**Governing Board Agenda**January 30, 2015**New Business Agenda Item No. F**Human Resources
College Area**Proposal:**

That the Board approve a resolution to eliminate the Child Development Specialist job classification and associated positions in the Child Development Center due to lack of work or lack of funds and direct the Superintendent/President to notify affected employees in accordance with Education Codes Sections 88015, 88017, 88117, and 88127, effective June 30, 2015.

Background:

Due to recent changes in the California Community College mission and corresponding funding formulas, reduced apportionment from the State and overall declining FTES, the District must reduce expenses and services to balance the budget.

In an effort to reduce expenses to address deficit spending, the District and the California School Employees Association, Chapter #245 (the Parties) negotiated and agreed to the restructuring of the Child Development Center (CDC). In a Memorandum of Understanding (MOU) entitled "Child Development Center Restructuring, dated July 1, 2014, the Parties agreed to the layoff of the Child Development Specialist classification, effective June 30, 2015. Effective July 1, 2015, the CDC will transition to a lab school model that supports the Early Childhood Education Development program and addresses workforce demands in the community. This MOU was approved by the Board at the August 27, 2014 meeting.

The Parties then negotiated and agreed to an MOU entitled "Child Development Job Descriptions." dated September 12, 2014, in which three classified positions consisting of two Lab Mentors and one Unit Office Manager were established as part of the restructuring of the CDC. A tentative timeline for the CDC restructuring and the proposed layoff of the Child Development Specialist classification was also included as part of this MOU. The Board ratified the MOU at their October 22, 2014 meeting.

The parties further negotiated and agreed to an MOU entitled "Effects of Layoff Child Development Center," dated November 5, 2014, which the Board will consider for approval at the January 30, 2015 meeting.

This action would eliminate the Child Development Specialist classification and the associated classified positions would be laid off due to lack of funds and/lack of work, effective June 30, 2015. Employees shall be given notice and informed of their reemployment rights.

Budgetary Implications:

Possible budget savings of up to \$356,713.00 annually.

RESOLUTION: BE IT RESOLVED that the Governing Board adopt Resolution # 89 to reduce the classified service due to lack of funds and/or lack of work.

Recommended By:

Laurence E. Walker
Laurence E. Walker, Interim Vice President of Student Services

Prepared By:

Susan Kitagawa
Susan Kitagawa, Associate Dean of Human Resources

Agenda Approval:

Walter Tribley
Dr. Walter Tribley, Superintendent/President

BEFORE THE BOARD OF TRUSTEES
 OF THE MONTEREY PENINSULA COMMUNITY COLLEGE DISTRICT
 OF MONTEREY COUNTY, CALIFORNIA

In the Matter Of:) RESOLUTION #
)
 The Reduction of)
 The Classified Service)
)
)
 _____)

WHEREAS, Education Code Sections 88014, 88017, 88117, and 88127 authorize the District to layoff classified employees for lack of work and/or lack of funds; and,

WHEREAS, due to lack of funds in this District for the 2015/2016 fiscal year, the Governing Board of the Monterey Peninsula Community College District hereby finds it necessary to eliminate the classified service as specified below:

JOB CLASSIFICATION	ASSIGNMENT	FTE REDUCTION
Child Development Specialist	40 hours per week; 10 month	83.33
Child Development Specialist	40 hours per week; 10 month	83.33
Child Development Specialist	40 hours per week; 10 month	83.33
Child Development Specialist	40 hours per week; 10 month	83.33
Child Development Specialist	18 hours per week; 10 months	37.50
Child Development Specialist	18 hours per week; 10 months	37.50

NOW, THEREFORE, BE IT RESOLVED that as of June 30, 2015, the classified positions of the District shall be discontinued to the extent hereinabove set forth; and

BE IT FURTHER RESOLVED that the Superintendent/President or his designee is authorized and directed to give notice of layoff to all affected employees and to the appropriate exclusive bargaining representative not later than 60 days prior to the effective date of layoff as set forth above.

Passed and Adopted by the Monterey Peninsula Community College District on January 30, 2015 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Mr. Rick Johnson
Chair, Governing Board