

BEFORE THE
GOVERNING BOARD OF THE
LODI UNIFIED SCHOOL DISTRICT
STATE OF CALIFORNIA

In the Matter of the Reduction in Force of:

CERTAIN CERTIFICATED PERSONNEL
EMPLOYED BY THE LODI UNIFIED
SCHOOL DISTRICT,

Respondents.

OAH No. 2010011151

PROPOSED DECISION

This matter was heard before Karen J. Brandt, Administrative Law Judge, Office of Administrative Hearings, State of California, in Lodi, California, on April 29 and 30, 2010.

Paul R. Gant and Justin J. Simpson, Attorneys at Law, represented the Lodi Unified School District (District).

Thomas J. Driscoll, Attorney at Law, represented the respondents who are identified as being represented on Attachment B to Attachment 1 hereto (represented respondents).

Respondents Deborah L. Miller, Laura Estes, Washawn Bobrow, Donna Aarons, Linda Mowery, Mary Pat Armknecht, Mary Ann Jacobson, Donald "Matt" Simpson, and David Wax appeared on their own behalf.

On April 30, 2010, the District reached a stipulated settlement with the represented respondents, as set forth in the proposed decision below.

FACTUAL FINDINGS

Represented Respondents

1. The District and the represented respondents agreed to the Stipulated Facts, which are attached hereto as Attachment 1, and are incorporated herein by reference.

Unrepresented Respondents

2. Nine respondents who were not represented by Mr. Driscoll appeared at the hearing: Deborah L. Miller, Laura Estes, Washawn Bobrow, Donna Aarons, Linda Mowery, Mary Pat Armknecht, Mary Ann Jacobson, Donald "Matt" Simpson, and David Wax.

3. The remaining unrepresented respondents did not appear at the hearing. These remaining unrepresented respondents are the certificated employees listed on Attachment B to Attachment 1, who do not have an "X" in the column under the heading "Rep. By Driscoll." The District properly and timely served these unrepresented respondents with all notices required under Education Code sections 44949 and 44955.¹ In addition, the District served upon these unrepresented respondents an Order Re: Hearing, issued on April 15, 2010, which notified them that the hearing would begin at 3:30 p.m. on Thursday, April 29, 2010, and that their failure to attend the hearing at that time may constitute a waiver of their right to contest their layoff, and result in a default under Government Code section 11520. Because these unrepresented respondents did not appear at the hearing on April 29, 2010, this matter proceeded as a default against them under Government Code section 11520.

4. At the hearing, respondents Deborah L. Miller, Washawn Bobrow, Donna Aarons, and Mary Pat Armknecht withdrew their requests for a hearing, and acknowledged that the District may, therefore, issue final layoff notices to them.

5. The District and respondent Linda Mowery agreed that Ms. Mowery's seniority date shall be corrected from July 29, 2005, to July 18, 2005. Upon the correction of her seniority date, Ms. Mowery withdrew her request for a hearing, and acknowledged that she was not contesting her layoff.

6. The District and respondent Donald "Matt" Simpson, agreed that Mr. Simpson's seniority date shall be corrected from July 27, 2006, to August 16, 2005, and that Mr. Simpson is a permanent certificated employee of the District. Upon correction of his seniority date and recognition of his permanent status, Mr. Simpson withdrew his request for a hearing, and acknowledged that the District may, therefore, issue a final layoff notice to him.

7. The District served respondent David Wax with a precautionary layoff notice. At the hearing, the District rescinded respondent Wax's precautionary layoff notice.

8. The District served Mary Ann Jacobson with a precautionary layoff notice. The District has agreed to rescind respondent Jacobson's precautionary layoff notice.

9. Respondent Laura Estes is a counselor who has been classified by the District as a "probationary 0" employee. At the hearing, Ms. Estes executed a Stipulation Regarding Jurisdiction and Procedure, pursuant to which she agreed that the Governing Board (Board)

¹ All statutory references are to the Education Code unless otherwise indicated.

of the District adopted Resolution No. 2010-11 (PKS Resolution) on February 16, 2010, which reduced or discontinued particular kinds of services at the end of the 2009-2010 school year, as set forth in Attachment A to Attachment 1. The Stipulation also provided that Ms. Estes was timely served with a preliminary layoff notice, an Accusation, and all other necessary jurisdictional documents. The Stipulation provided further that this layoff proceeding is based solely on the grounds set forth in sections 44949 and 44955, and in no way relates to any certificated employee's ability or performance.

10. Ms. Estes holds a clear Pupil Personnel Services credential. She was hired on July 16, 2007, as a temporary employee for a supplemental counseling program created under AB 1802. This AB 1802 program was a categorically-funded program, as described in section 44909.² Ms. Estes began her employment as a counselor with the District at the Ronald E. McNair High School.

11. Ms. Estes was laid off at the end of the 2007-2008 school year, but she was rehired in July 2009. She was laid off again at the end of the 2008-2009 school year, but she was rehired for the 2009-2010 school year, and was assigned as a counselor in District elementary schools. Ms. Estes's current position is funded through Title I, which makes her position a categorically-funded position under section 44909. According to evidence presented by the District, Ms. Estes's categorically-funded program is being eliminated.

12. Michelle Abinsay was hired as a counselor for the District on July 19, 2007. Like Ms. Estes, Ms. Abinsay was hired into a categorically-funded program and began working for the District at the Ronald E. McNair High School. Ms. Abinsay was also laid off after the 2008-2009 school year, was rehired for the 2009-2010 school year, and was assigned as a counselor in District elementary schools.

13. In or about the 2007-2008 school year, another counselor at the elementary school where Ms. Abinsay was located retired. That counselor's position was designated as a General Fund position. The principal of that elementary school redesignated Ms.

² Section 44909, in relevant part, provides:

The governing board of any school district may employ persons possessing an appropriate credential as certificated employees in programs and projects to perform services conducted under contract with public or private agencies, or categorically funded projects which are not required by federal or state statutes. The terms and conditions under which such persons are employed shall be mutually agreed upon by the employee and the governing board and such agreement shall be reduced to writing. Service pursuant to this section shall not be included in computing the service required as a prerequisite to attainment of, or eligibility to, classification as a permanent employee unless (1) such person has served pursuant to this section for at least 75 percent of the number of days the regular schools of the district by which he is employed are maintained and (2) such person is subsequently employed as a probationary employee in a position requiring certification qualifications. Such persons may be employed for periods which are less than a full school year and may be terminated at the expiration of the contract or specially funded project without regard to other requirements of this code respecting the termination of probationary or permanent employees other than Section 44918.

Abinsay's position as a position funded through the General Fund. As a result of this redesignation of Ms. Abinsay's position, Ms. Abinsay is now classified as a permanent certificated employee, as reflected on the 2009-2010 seniority list. Ms. Abinsay did not receive a preliminary layoff notice.

14. At the hearing, Ms. Estes asserted that the redesignation of Ms. Abinsay's position violated the collective bargaining agreement, which, in relevant part, provides:

I. Process to Fill Site-Based Positions Vacated Mid-Year

1. If a site-based position is vacated or becomes available after the close of the transfer process (hereinafter "position"), the District shall immediately give notice of the availability of the position to unit members by posting a notice on the job-line, sending the notice to the Association president and vice-president, and posting the notice at central bulletin boards or prominent locations reasonably calculated to give notice to unit members at all school sites and the Education Support Center. Unit members shall have at least seven (7) working days from date of job-line posting to notify the Certificated Personnel Department of their interest in the position.

15. Ms. Estes argued that the District violated the procedures set forth in the collective bargaining agreement by redesignating Ms. Abinsay's position as a General Fund position without first posting the vacated position as available to other members of the bargaining unit. According to Ms. Estes, due to this alleged violation of the collective bargaining agreement, because she was hired before Ms. Abinsay, she should be classified as a permanent employee and her preliminary layoff notice should be rescinded. The District disputed that it had violated the collective bargaining agreement by not posting the vacated position before redesignating Ms. Abinsay's position.

16. Whether the District's actions in redesignating Ms. Abinsay's position may have violated the collective bargaining agreement is an issue that is outside the jurisdiction of this proceeding. Because Ms. Estes has at all times been employed by the District in a categorically-funded program, she did not establish that she should be reclassified from a "probationary 0" to a permanent employee. She did not show that the Board acted arbitrarily or capriciously, or abused its discretion in reducing counselors or in issuing a preliminary layoff notice to her. Consequently, she did not establish that her preliminary layoff notice should be rescinded or that she should be reclassified as permanent.

17. There was no evidence that the District proposes to eliminate any services that are mandated by state or federal laws or regulations.

18. Any other assertions put forth by any unrepresented respondents at the hearing and not addressed above are found to be without merit and are rejected.

19. There was no evidence that any junior employees are being retained to render services that more senior respondents are certificated and competent to perform.

20. The District's reductions and eliminations of particular kinds of services relate solely to the welfare of the District's schools and pupils.

LEGAL CONCLUSIONS

1. The District complied with all notice and jurisdictional requirements set forth in sections 44949 and 44955.

2. The services identified in the PKS Resolution are particular kinds of services that may be reduced or eliminated under section 44955. The Board's decision to reduce or eliminate the identified services was neither arbitrary nor capricious, and was a proper exercise of its discretion. Cause for the reduction or elimination of services relates solely to the welfare of the District's schools and pupils within the meaning of section 44949.

3. Cause exists to reduce certificated employees of the District due to the reduction or elimination of particular kinds of services. The District properly identified the certificated employees to be laid off as directed by the Board.

4. No junior certificated employee is scheduled to be retained to perform services that a more senior respondent is certificated and competent to render.

5. Cause exists to give notice to the represented respondents consistent with their stipulations with the District as set forth in Attachment 1, and to the unrepresented respondents, other than respondents David Wax and Mary Ann Jacobson, that their services will be reduced or will not be required for the 2010-2011 school year because of the reduction or elimination of particular kinds of services.

RECOMMENDATION

Represented Respondents

1. The Board shall adopt the stipulations reached by the District and the represented respondents as set forth in Attachment 1 hereto.
2. Notice may be given to the represented respondents that their services will be reduced or will not be required for the 2010-2011 school year, consistent with the stipulations between the District and the represented respondents, as set forth in Attachment 1. Notice shall be given in inverse order of seniority.

Unrepresented Respondents

3. As set forth in Finding 5, the District shall correct the seniority date of Linda Mowery to July 18, 2005.
4. As set forth in Finding 6, the District shall correct the seniority date of Donald "Matt" Simpson to August 16, 2005, and Mr. Simpson shall be classified as a permanent employee.
5. As set forth in Finding 7, the District shall rescind the precautionary layoff notice served upon respondent David Wax.
6. As set forth in Finding 8, the District shall rescind the precautionary layoff notice served upon respondent Mary Ann Jacobson.
7. Except as provided in Recommendations 5 and 6, notice may be given to the unrepresented respondents that their services will be reduced or will not be required for the 2010-2011 school year. Notice shall be given in inverse order of seniority.

DATED: May 4, 2010



KAREN J. BRANDT
Administrative Law Judge
Office of Administrative Hearings

ATTACHMENT 1

STIPULATED FACTS LODI UNIFIED SCHOOL DISTRICT CERTIFICATED TEACHER LAYOFF FOR 2010-2011 OAH No. 2010011151

Lodi Unified School District (hereinafter "District"), by and through their counsel of record, Kingsley Bogard Thompson, LLP, by Paul R. Gant, and the Teacher Respondents, by and through their counsel of record, Driscoll & Associates, by Thomas J. Driscoll, Jr., stipulate to the facts specified below concerning the certificated employees involved in this layoff proceeding which commenced April 29, 2010.

STIPULATIONS

1. The Board of Trustees of the Lodi Unified School District adopted Resolution No. 2010-11 on February 16, 2010. This Resolution reduced or discontinued the services set forth in Attachment A at the end of the 2009/10 school year for the 2010/11 school year.
2. Driscoll & Associates by Thomas J. Driscoll, Jr., is the authorized representative of every individual listed in Attachment B as "Rep. By Driscoll" (hereinafter "Teacher Respondents").
3. Teacher Respondents listed in Attachment B were served timely with a Notice of Recommendation That Services Will Not Be Required, filed timely Requests for Hearing, were served with an Accusation and filed timely Notices of Defense.
4. Prior to the execution of these Stipulated Facts, with the exception of the notice to Dr. David Wax and those unrepresented employees who withdrew their request at the time of hearing:
 - a. No Teacher Respondent Requests for Hearing were withdrawn.
 - b. District had not rescinded any layoff notice or Accusation.
5. These proceedings involving Teacher Respondents are based solely on the grounds set forth in Education Code sections 44949 and 44955, and in no way relate to any individual's ability or performance.
6. Teacher Respondents named in Attachment B are the proper subject of this proceeding.
7. Upon issuance of a Recommended Decision, and Approval thereafter by the Board of Education for the District, the District shall rescind preliminary Notices of Layoff served upon the Teacher Respondents listed in Attachment B as "Layoff Notice Rescinded."

8. The Teacher Respondents listed in Attachment B are entitled to seniority dates and classification status as set forth in Attachment D. Any rationale for adjustment of previously specified seniority dates or classification status made by the District and Teacher Respondents in connection with this proceeding, as set forth in Attachment C, are non-precedent setting and shall not bind the District or Teacher Respondents with regard to establishing appropriate seniority dates or classification status for any certificated teacher employees not noticed in this proceeding, nor is such adjustment or rationale binding in any other proceeding before another forum as such rationales were resolved by compromises by these parties.
9. All issues pertaining to classification status and/or seniority dates of Teacher Respondents have been resolved finally such that Teacher Respondents waive and withdraw any current or future claim for alteration of such classification status and/or seniority dates through the date of this Agreement, excepting classification and/or seniority continuing to accrue as provided by law.
10. District concedes that laid-off employees, including "Probationary O's" in ROP, and Jennifer Hooper, shall be entitled to all protections set forth in Education Code sections 44956 and 44957. However, this agreement shall not be construed as a reclassification from "Probationary O" to regular status. During the 24 or 39 month re-employment period, as applicable:
 - a. Provided a teacher is credentialed and competent to render the service, District shall offer any vacant probationary or permanent positions to laid-off employees in order of seniority.
 - 1) Should any teacher be reappointed, the period of absence shall not constitute a break in service.
 - 2) The teacher employee shall retain the classification and order of employment he/she had when his/her services were terminated as provided for in Education Code section 44956 and 44957, subject to advancement as provided by law.
 - b. District shall offer any temporary and substitute positions of employment (for which a laid-off teacher is credentialed and competent to render service) to laid-off certificated employees in order of classification and seniority date (most senior permanent teacher first).
11. District concedes that the certificated employees who are being placed on the re-employment list under Paragraph 10 but were released as employees with "Probationary O classification," have had those releases rescinded.

12. Teacher Respondents agree that for 2009-2010, the District did not exceed temporary entitlements and that all certificated employees so classified by the District for 2009-2010, except otherwise provided below or Attachment D, were properly classified as such.
13. District and Teacher Respondents waive any right to seek judicial review of the final decision in this proceeding, provided it is not in conflict with any provision of this Agreement.

Document R-1

Resolution No. 2010-11

LODI UNIFIED SCHOOL DISTRICT

Reduction in Certificated Staff Due
To Reduction or Elimination of Particular
Kinds of Service

WHEREAS, Sections 44949 and 44955 of the California Education Code require action by the governing board if the services of certificated staff are to be reduced or eliminated in order to permit the layoff of certificated employees;

NOW, THEREFORE, BE IT RESOLVED, by the Board that:

1. The services set forth in Exhibit "A" shall be reduced or eliminated at the close of the 2009/2010 school year for the 2010/2011 school year.
2. The Board has considered anticipated certificated employee attrition (resignation, retirements, non-reelections, temporary teacher releases, etc.). Nevertheless, it is still necessary to terminate certificated full-time equivalent positions as referenced in Exhibit "A".
3. It will be necessary to retain the services of certificated employees, regardless of seniority, who possess qualifications and competencies needed in the projected educational programs listed on Exhibit "B" for the 2010/2011 school year which are not possessed by more senior employees thereby subject to layoff. Certificated employees will be deemed to possess the qualifications and competencies needed in the projected education programs listed on Exhibit "B" if all of the following apply:
 - the employee is properly credentialed and qualified for the assignment as determined by the Superintendent or designee, and
 - the employee is currently assigned to a program listed on Exhibit "B", and
 - the employee is anticipated to be assigned to the same program for the 2010/2011 school year.
4. The Superintendent, or designee, is authorized and directed to send notice(s) of recommendation of non-reemployment pursuant to Sections 44949 and 44955 of the California Education Code to any employee whose services shall be terminated by virtue of this Resolution.

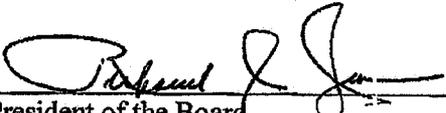
THIS RESOLUTION was passed and adopted by the Board at a regular meeting held on the 16th day of February, 2010, by the following roll call vote:

AYES: Thompson, Nava, Bills, Davis, Young

NOES: Cassel, Jones

ABSENT: -0-

Signed and approved by me after its passage.



President of the Board

ATTEST:

Bonnie Cassel
Clerk of the Board

Document R-1

**EXHIBIT "A"
TO RESOLUTION NO. 2010-11**

**PARTICULAR KINDS OF SERVICES (PKS) TO BE REDUCED
OR ELIMINATED
AT CLOSE OF 2009/2010 SCHOOL YEAR**

Service	Grade Level	Full Time Equivalent
Elementary Education	K-6	138.00
Administrative Director SELPA	District	1.00
Director of Educational Support Services	District	1.00
High School Assistant Principal	District	.50
Elementary Vice Principals	District	3.50
Counselors	K-12	11.00
Program Specialists	K-12	1.00
Psychologists	K-12	2.00
Nurses	K-12	2.00
Speech Therapists	K-12	2.00
Instructional Coach (Science)	K-12	1.00
Instructional Coaches (SETPD Grant)	K-12	2.00
Instructional Coach (ELA)	K-12	1.00
Instructional Coach (Technology)	K-12	1.00
Gate Resource	K-12	2.00
Special Education: RSP	K-12	5.00
English	7-12	15.00
Foreign Language: Spanish	7-12	1.00
Foreign Language: German	9-12	.40
Foreign Language: French	9-12	2.00
Foreign Language: Italian	9-12	.60
Math	7-12	4.00
Physical Education	K-12	13.00

Service	Grade Level	Full Time Equivalent
Science: Biology	7-12	4.00
Science: Earth	7-12	2.00
Social Studies/Social Science	7-12	8.60
Home Economics	7-12	5.00
Business	7-12	3.80
Career Tech	7-12	1.00
Industrial Arts	9-12	1.00
ESL	7-12	1.00
AVID only	7-12	10.40
Agriculture	9-12	1.00
Independent Study	7-12	2.00
Student Government	9-12	1.13
Conflict Management	9-12	1.20
Senior Project	9-12	.93
Academic Decathlon	9-12	.20
Video Production	9-12	.20
Study Hall	7-12	.60
Space Center	7-12	.20
Leadership	7-12	.60
Art	7-12	2.00
Music	K-12	9.60
Librarian	9-12	4.00
TOTAL PKS		270.76

Additional PKS to be reduced – added by the Board of Education 02/16/10

Director of Elementary Education	District	1.00
Principal Adult School/ROP	District	1.00
Vice Principal Adult School/ROP	District	.50
Principal Community Day School	District	1.00
High School Assistant Principal	District	2.50
Elementary Vice Principals	K-6	5.50
	TOTAL	11.50

Document R-1

**EXHIBIT "B"
TO RESOLUTION NO. 2010-11**

**PROGRAMS FOR WHICH THE BOARD HAS
RESOLVED TO RETAIN THE SERVICES OF CERTIFICATED
EMPLOYEES REGARDLESS OF SENIORITY, BASED
ON THEIR POSSESSION OF QUALIFICATIONS NEEDED
TO PARTICIPATE IN THE PROGRAM**

1. Joe Serna, Jr. Charter School Dual Immersion Program
2. Henderson Community Day Program
3. Continuation High School Program

Assigned Seniority Date	NAME	Barg. Unit	Noticed for Layoff	Request for Hearing/ NOD Returned	Rep. By Driscoll	Agree to Stipulation Regarding Jurisdiction and Procedure	Proposed Final Action		
							Laid Off	Layoff Notice Rescinded	Released
7/2/2001	Bricca, Jamie	LEA	X	X	X	X		X	
	Broderick, Lisa		X	X	X	X			X
8/4/2004	Bronson, Matthew	LEA	X	X	X	X		X	
7/17/2006	Brownell, Cindy	LEA	X	X	X	X	X		
7/31/2006	Brucia, Sierra	LEA	X	X					X
7/19/2007	Bruno, Dirk	LEA	X	X	X	X	X		
7/27/2006	Burch, Kathleen	LEA	X	X	X	X	X		
7/19/2007	Burgess, Elizabeth	LEA	X	X	X	X	X		
7/19/2007	Burke, Megan	LEA	X	X	X	X	X		
7/19/2005	Byrd, Maria	LEA	X	X	X	X		X	
7/21/2008	Cadabes, Sandra	LEA	X			N/A	X		
7/21/2003	Calija, Darlene	LEA	X	X	X	X		X	
7/19/2005	Campa, Rosa	LPPA	X			N/A		X	
7/25/2008	Campbell, Patricia	LEA	X	X	X	X		X	
7/21/2008	Campbell, Brian	LEA	X	X	X	X	X		
7/29/1994	Cane, Deborah	LEA	X	X					X
10/2/2006	Canestrino, Shad	LEA	X			N/A			X
8/31/2005	Carranza, Marina	LEA	X	X	X	X		X	
7/17/2006	Castelanelli, Ashly	LEA	X	X	X	X	X		
7/19/2005	Caya, David	LEA	X	X	X	X		X	
7/27/2006	Ceballos, Elizar	LEA	X	X	X	X	X		
12/1/2009	Celestine, Megan	LPPA	X			N/A	X		
7/17/2006	Cha, Neng	LEA	X	X	X	X	X		
7/21/2008	Chang, Teng	LEA	X	X	X	X		X	
7/14/2004	Chang, Marianne	LEA	X	X	X	X		X	
7/7/2008	Chaves, Lisa	LEA	X	X	X	X	X		
7/21/2008	Chavez, Gina	LEA	X	X	X	X	X		
10/11/2004	Chavez, Teresa	LEA	X	X	X	X		X	
8/30/1994	Chiene, Deborah	LEA	X	X	X	X		X	
7/19/2005	Christopherson, Jennifer	LEA	X	X	X	X	X		
9/1/2004	Christy, Jeanna	LEA	X	X	X	X		X	
7/19/2005	Chun, Kim Eng	LEA	X	X	X	X	X		
7/14/2008	Clarke, Caitlin	LEA	X	X	X	X	X		
7/22/2004	Collins, Eric	LEA	X	X	X	X		X	
7/1/2007	Colwell, Steve	MGMT	X			N/A		X	
7/19/2007	Conley, Daniel	LEA	X	X	X	X		X	
7/17/2006	Connolly, Judith	LEA	X	X	X	X	X		
7/29/2005	Contreras-Suarez, Erica	LPPA	X			N/A		X	
	Cordero, Jeanette		X	X					X
11/20/2006	Coronia, Renee Rose	LPPA	X	X					X
8/24/2006	Crone, Melissa	LEA	X	X	X	X	X		
10/13/2003	Cronin, Kristin	LEA	X	X	X	X	X		
7/21/2008	Crug, Renee	LEA	X	X	X	X	X		
7/19/2007	Cruz, Magenda	LEA	X	X	X	X	X		
8/15/2001	Cruz, Michael	LEA	X	X	X	X		X	
7/19/2005	Cuenin, Patti	MGMT	X	X				X	

LODI UNIFIED SCHOOL DISTRICT
CERTIFICATED LAYOFF 2010

ATTACHMENT/EXHIBIT

Assigned Seniority Date	NAME	Barg. Unit	Noticed for Layoff	Request for Hearing/ NOD Returned	Rep. By Driscoll	Agree to Stipulation Regarding Jurisdiction and Procedure	Proposed Final Action		
							Laid Off	Layoff Notice Rescinded	Released
7/17/2006	Dahlstrom, Amy	LEA	X	X	X	X	X		
6/16/2008	Damato, Andrea	LEA	X	X	X	X	X		
7/8/2004	Daniel, Kimberly	LEA	X	X	X	X		X	
7/21/2008	Davis, Quintin	LEA	X			N/A		X	
7/19/2007	Davis, Melinda	LEA	X	X	X	X	X		
7/21/2003	Deboer, Kimberly	LEA	X	X	X	X		X	
7/21/2008	Demetral, Corie	LEA	X	X	X	X	X		
8/10/2005	DeValle, Rebecca	LEA	X	X	X	X	X		
8/22/2005	DePiero, Erin	LEA	X	X	X	X	X		
7/19/2007	Dianda, Janell	LEA	X	X	X	X	X		
3/30/2009	Dickey, Lynette	LPPA	X			N/A		X	
7/19/2007	Dinwiddie, Holly	LEA	X			N/A	X		
7/19/2007	Doble, Danielle	LEA	X	X	X	X	X		
9/29/2009	Dobrescu, Adriano	LEA	X	X	X	X	X		
9/7/2004	Dosanjh, Neetu	LEA	X	X	X	X		X	
8/22/2008	Dosty, Allen	MGMT	X			N/A	X		
7/14/2008	Draxler, Brandi	LEA	X			N/A	X		
7/27/2009	Dudley, Jessica	LEA	X	X	X	X	X		
7/27/2006	Dumos, Cynthia	LEA	X	X			X		
7/17/2006	Dunn, Christina	LEA	X	X	X	X	X		
7/27/2009	Duong, Theresa	LEA	X			N/A	X		
7/19/2005	Duran, Fabiola	LEA	X			N/A	X		
7/19/2007	Eddy, Vanessa	LEA	X	X	X	X	X		
7/27/2007	Edeliant, Kristen	LEA	X	X	X	X	X		
12/4/2007	Eigenberger, Kelly	LEA	X			N/A	X		
7/21/2008	Epperson, Emily	LEA	X	X	X	X	X		
7/19/2007	Estes, Amy	LEA	X	X	X	X	X		
7/17/2006	Estes, Janine	LEA	X	X	X	X	X		
7/16/2007	Estes, Laura	LPPA	X	X					X
7/29/1994	Evans, Cheryl	LEA	X	X	X	X	X		
	Evans, Jennifer		X			N/A			X
7/21/2008	Farrell, Susan	LEA	X			N/A	X		
7/21/2008	Filippini, Diane	LEA	X	X	X	X	X		
7/17/2006	Fine, Deborah	LEA	X	X	X	X	X		
	Fledderjohn, Stephanie		X	X	X	X			X
7/21/2008	Fox, Elizabeth	LEA	X	X				X	
8/16/2005	Freeman, Rebecca	LEA	X	X	X	X	X		
7/21/2008	Freitas, Jennifer	LEA	X			N/A		X	
8/26/2005	Furqueron, Virginia	LEA	X	X	X	X	X		
7/19/2007	Galeste, Bret	LEA	X	X	X	X	X		
7/7/2008	Galvan, Monica	LEA	X	X	X	X	X		
7/21/2008	Gandara, Ashling	LEA	X	X	X	X	X		
7/21/2008	Garcia, Elvira	LEA	X	X	X	X	X		
10/1/2007	Garcia, Heather	LEA	X			N/A	X		
7/19/2007	Garcia De Hernandez, Olga	LEA	X	X	X	X	0.4	0.6	
	Garcia-Reyes, Juan		X	X	X	X			X

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							Laid Off	Layoff Notice Rescinded	Released
7/5/2007	Gardea-Hernandez, Myra	LEA	X	X	X	X	X		
7/17/2006	Gayle, Marlon	LEA	X	X	X	X	X		
7/17/2006	Geiszler, Michelle	LEA	X	X	X	X	X		
7/19/2007	Gervais, Andrianna	LEA	X	X	X	X	X		
7/17/2006	Glauner, April	LEA	X	X	X	X	X		
2/26/2007	Goble, Deborah	LEA	X	X	X	X	X		
10/26/2009	Goble, Janet	LPPA	X			N/A	X		
8/9/2005	Goehring, Karla	LEA	X	X	X	X	X		
7/19/2007	Goen, Lacey	LEA	X	X	X	X	X		
8/8/2005	Goggin-Durnell, Amy	LEA	X	X	X	X	X		
7/27/2007	Gomez, Hattie	LEA	X	X	X	X	X		
8/4/1997	Gonsalves, Carla	LEA	X	X	X	X	X		
7/27/2000	Gonzales, Karen	LEA	X	X	X	X	X		
7/19/2005	Gonzalez, Rebecca	LEA	X	X	X	X	X		
7/19/2007	Gould, Michael	LEA	X	X	X	X		X	
7/17/2006	Gould, Andrea	LEA	X	X	X	X	X		
6/16/2008	Gout, John	LEA	X	X	X	X	X		
7/21/2008	Grace, Aparna	LEA	X	X	X	X	X		
	Grace, Mitzi		X	X	X	X			X
8/13/1990	Grafius, Gary	LEA	X	X	X	X	X		
6/16/2008	Granis, Heather	LEA	X	X	X	X	X		
7/19/2007	Greer, Gail	LEA	X	X				X	
7/17/2006	Gregoire, Shannon	LEA	X	X	X	X	X		
7/17/2006	Greulich, Lynne	LEA	X	X	X	X	X		
	Griffith, Carissa		X	X	X	X			X
7/21/2008	Guerra, Gloria	LEA	X			N/A			
7/17/2006	Guidi, Colleen	LEA	X	X	X	X	X		
7/27/2006	Gustafson, Sara	LEA	X	X	X	X		X	
7/17/2006	Gutierrez, Jennifer	LEA	X	X	X	X	X		
7/17/2006	Gutierrez, Gabriel	LEA	X	X				X	
7/17/2006	Guzman, Ana	LEA	X	X	X	X		X	
7/17/2006	Ha, Zaida	LEA	X	X	X	X		X	
7/21/2008	Haas, Erika	LEA	X	X	X	X	X		
7/21/2003	Hallford, Sylvie	LEA	X	X	X	X	X		
7/19/2005	Hanson, Natalie	LEA	X	X	X	X	X		
7/19/2007	Harr, Alicia	LEA	X	X	X	X	0.2	0.8	
7/21/2008	Harrell, Jennifer	LEA	X	X	X	X	X		
7/21/2008	Hauschildt, Christian	LEA	X	X			X		
7/29/2005	Hausler, Sara	LEA	X	X	X	X	X		
7/17/2006	Hayes, Madaleine	LEA	X	X	X	X	X		
7/1/2007	Hayes, Lisa	MGMT	X	X			X		
7/21/2008	Heberle, Michael	LEA	X			N/A	X		
7/26/1995	Heinrich, John	LEA	X	X					X
7/19/2007	Heinrich, Ryan	LEA	X	X	X	X		X	
7/28/2006	Hemphill, Lorna	LEA	X	X	X	X		X	
7/21/2008	Henry, Patrick	LEA	X	X	X	X	X		

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7/24/2002	Her, Touyia	LEA	X	X	X	X		X	
7/19/2007	Herring, Coryn	LEA	X	X			X		
7/19/2007	Herzfeldt, Colleen	LEA	X	X	X	X	X		
7/21/2008	Hill, Kristin	LEA	X	X	X	X	X		
7/21/2008	Hollingsworth, Marybeth	LEA	X			N/A		X	
7/29/2004	Holmes, Daniel	LEA	X	X	X	X		X	
7/21/2008	Honda, Morgan	LEA	X			N/A	X		
10/22/2007	Hooper, Jennifer	LEA	X	X	X	X	X		
7/19/2005	Hudson, Tamora	LEA	X	X	X	X	X		
11/17/2006	Huiras, Matthew	LEA	X	X	X	X	X		
7/31/2007	Huisman, Sharon	LEA	X	X	X	X	X		
9/6/2007	Hurley, Connie	LEA	X	X			X		
7/21/2008	Huynh, Elizabeth	LEA	X	X	X	X	X		
7/9/2007	Inguanzo De Cervantes, Maria	LEA	X	X	X	X	X		
8/8/2008	Irig, Gil	LEA	X	X	X	X	X		
7/19/2007	Ironteeth, Hoda	LEA	X			N/A		X	
7/17/2006	Jacobsen, Monica	LEA	X	X	X	X	X		
7/3/1989	Jacobson, Mary Ann	LEA	X	X				X	
9/10/2009	James, Melissa	LEA	X			N/A		X	
7/19/2007	James, Kimberly	LEA	X	X	X	X	X		
7/16/2009	Jasper, Jennifer	LEA	X			N/A	X		
7/19/2005	Jay, Kathleen	LEA	X	X	X	X		X	
7/27/2006	Johnson, Stacy	LEA	X	X	X	X	X		
7/17/2006	Johnson, Diane	LEA	X	X	X	X	X		
7/22/2004	Johnson, Joseph	LEA	X	X	X	X		X	
7/19/2007	Jones, Asheley	LEA	X	X			X		
2/26/2009	Joyner, Justin	LPPA	X			N/A		X	
9/10/2007	Kagehiro, Jeanmarie	LEA	X	X	X	X	X		
7/21/2008	Kaminski, Katie	LEA	X			N/A	X		
7/17/2001	Karapanos, Maria	LEA	X	X	X	X		X	
7/21/2008	Kearns, Alisa	LEA	X	X	X	X	X		
8/18/2003	Kelly, Anthony	LEA	X	X	X	X		X	
7/21/2008	Kendle, Danielle	LEA	X	X	X	X	X		
11/28/2006	Kendrick, Rebecca	LEA	X	X	X	X	X		
7/5/2006	Keoveunxay, Saysamone	LEA	X	X	X	X		X	
	Kerick, Graham		X	X	X	X			X
7/19/2007	Kern, Judith	LEA	X	X	X	X		X	
7/27/2007	Kimmel, Dana	LEA	X	X	X	X	X		
7/19/2005	King, Kelly	LEA	X			N/A	X		
7/19/2005	King, Stephanie	LEA	X	X	X	X	X		
7/24/1991	Kitchen, Jeanne	LEA	X	X	X	X		X	
7/19/2005	Kite-Polinsky, Jaime	LEA	X	X	X	X		X	
7/21/2008	Klein, Sylvia	LEA	X	X			X		
7/19/2007	Klein, Jennifer	LEA	X	X	X	X	X		
7/19/2007	Klein, Angela	LEA	X	X	X	X	X		
7/27/2007	Kobelt, Vincent	LEA	X	X	X	X	X		

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9/8/2008	Koh, Benjamin	MGMT	X			N/A	X		
8/28/2006	Kooger, Cornelis	LEA	X			N/A	X		
7/19/2005	Kooren, James	LEA	X	X	X	X	0.2	0.8	
7/21/2008	Kotecki, Aleta	LEA	X	X	X	X	X		
9/1/2004	Koth, AnnMarie	LEA	X	X	X	X		X	
7/31/2006	Koznek, Brittany	LEA	X	X	X	X	X		
7/27/2007	Kreutner, Geraldine	LEA	X	X	X	X	X		
7/19/2007	Lacko, Kathleen	LEA	X	X	X	X		X	
7/17/2006	Leach, Melanie	LEA	X	X	X	X	X		
7/17/2006	Lee, Mai	LEA	X	X	X	X		X	
7/17/2006	Lentz, Amy	LEA	X	X	X	X	X		
7/19/2007	Leichy, Shelley	LEA	X	X	X	X	X		
8/15/2005	Litfin-Olmsted, Agnes	LEA	X	X	X	X	X		
7/27/2006	Litz, Sarah	LEA	X	X	X	X	X		
7/19/2005	Lo, Mery	LEA	X	X				X	
7/19/2007	Loiacono, Elizabeth	LEA	X	X	X	X	X		
7/19/2007	Lundeberg, Amy	LEA	X	X	X	X	X		
8/2/2004	Mack, Maria	LEA	X	X	X	X	X		
7/19/2007	Manley, Barbara	LEA	X	X	X	X	X		
8/12/2009	Manning, Caitlin	LEA	X	X	X	X	X		
9/15/2004	Marrello, Nasy	LEA	X	X	X	X		X	
8/2/2007	Martin, Jonathan	LPPA	X	X				X	
7/29/2005	Martinez, Victor	LEA	X	X	X	X	X		
7/19/2007	Martins, Jason	LEA	X	X	X	X	X		
7/21/2008	Maurice, Onesty	LEA	X			N/A	X		
7/18/2005	Mazza, Michelle	LPPA	X			N/A		X	
7/19/2007	McCarty, Nikki	LEA	X	X	X	X	X		
9/24/2004	McClelland, Melissa	LEA	X	X	X	X		X	
7/19/2007	McConahey, Roberta	LPPA	X	X			0.4	0.6	
	Medina, John		X	X	X	X			X
10/8/2007	Meehan, Michelle	LEA	X	X	X	X	X		
7/19/2005	Mendez, Rosa	LEA	X	X	X	X		X	
7/19/2007	Mendivil, Erin	LEA	X	X	X	X	X		
7/19/2005	Mendoza, Angel	LEA	X	X	X	X		X	
1/18/2007	Merin, Marnie	LEA	X	X	X	X		X	
7/19/2005	Metz, Christopher	LEA	X	X	X	X	X		
7/1/2004	Meyer, Matthew	LEA	X	X	X	X	0.38	0.62	
7/28/2008	Meyer, Carissa	LPPA	X			N/A			X
1/5/2009	Midgley, Michael	LEA	X			N/A			X
10/28/2008	Miller, Debrah	LEA	X			N/A			X
4/30/1990	Miller, James	LEA	X	X					X
8/21/2002	Monroe, Virgil	LEA	X	X					X
7/29/2005	Moran, Jill	LEA	X	X	X	X	X		
7/19/2007	Morris, Jared	LEA	X	X				X	
7/19/2007	Moso, Jamie	LEA	X	X	X	X	X		
7/18/2005	Mowery, Linda	LEA	X			N/A		X	

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8/2/2005	Munden-Manko, Amber	LPPA	X			N/A		X	
7/27/2007	Munoz, Sarah	LEA	X	X	X	X	X		
7/17/2006	Murarik, Brenda	LEA	X	X	X	X	X		
7/27/2007	Myers, Jerry	LEA	X			N/A		X	
7/17/2006	Neely, George	LEA	X	X	X	X	X		
7/19/2005	Nesbitt, Julie	LEA	X	X	X	X	X		
7/27/2006	Neves, Perry	LEA	X			N/A	X		
7/27/2009	Nguyen, Long	LEA	X	X	X	X		X	
7/21/2008	Nguyen, Mary	LEA	X			N/A	X		
7/17/2006	Nickels, Pamela	LPPA	X			N/A		X	
7/31/2007	Nielsen, David	LEA	X	X	X	X	X		
7/19/2007	Nino, Cynthia	LEA	X	X	X	X		X	
8/28/2001	Nishimura, Sandra	LEA	X	X	X	X	X		
6/24/2004	Nixon, Babette	LEA	X	X	X	X		X	
7/17/2006	Novak, Elissa	LEA	X	X	X	X	X		
7/17/2006	Nukida, Grace	LPPA	X			N/A		X	
7/19/2007	Nuss, Rashelle	LEA	X	X	X	X	X		
7/27/2006	Nuss, Cory	LEA	X	X	X	X	X		
7/19/2007	Nutting, Darlene	LEA	X	X	X	X	X		
7/24/2002	O'Boyle, Shana	LEA	X	X	X	X		X	
7/27/2006	Ochoa, Lilia	LEA	X	X	X	X	X		
7/26/1996	Oesterman, Todd	LEA	X	X	X	X		X	
7/9/2007	Ogden, Paula	LEA	X	X	X	X		X	
7/19/2007	Ortega, Sunni	LEA	X	X	X	X		X	
7/22/2002	Ortegel, Lindsey	LEA	X	X	X	X		X	
7/19/2007	Ospina, Luz	LEA	X	X	X	X		X	
8/8/2008	Padernilla, Almira	LEA	X	X	X	X	X		
8/14/2006	Palmer, Melissa	LEA	X	X	X	X		X	
7/1/2006	Palmer, Carla	LPPA	X	X			X		
7/22/2004	Palmer, Olivia	LEA	X	X	X	X		X	
7/17/2006	Pappas, Annette	LEA	X	X	X	X	X		
7/21/2008	Paris, Cynthia	LEA	X	X	X	X	X		
7/27/2007	Parr, Jolane	LEA	X	X			X		
10/19/2009	Paunon, Jon	LEA	X	X	X	X		X	
7/21/2008	Pedro, Stacey	LEA	X	X	X	X	X		
	Peet, Amber		X	X	X	X			X
7/30/2009	Penn, Verick	LEA	X	X			X		
10/27/2008	Pennington, Rachel	LEA	X			N/A	X		
7/27/2007	Pera, Charalee	LEA	X	X	X	X	X		
7/21/2008	Perez, Bonnie	LEA	X	X	X	X		X	
7/19/2007	Perez, Patricia	LEA	X	X	X	X		X	
7/17/2006	Peters, Kathryn	LEA	X	X	X	X	X		
8/17/2005	Phillips, Michael	LEA	X	X			X		
7/19/2007	Pires, David	LEA	X	X				X	
7/19/2005	Pittman, Elizabeth	LEA	X	X	X	X	X		
	Podblieski, Lousie		X	X					X

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7/7/2008	Potter, Karla	LEA	X	X	X	X	X		
	Presadio, Mayra		X			N/A			X
7/23/2008	Price, Lisa	LEA	X			N/A	X		
8/29/2001	Purdy, Peter	LEA	X	X			X		
9/3/2008	Ramirez, Araceli	LEA	X			N/A	X		
7/19/2007	Ramos La Grone, Michelle	LEA	X	X	X	X	X		
7/17/2006	Ramsower, Aimee	LEA	X	X	X	X		X	
7/19/2007	Randall, Theresa	LEA	X	X	X	X		X	
7/29/2005	Rang, Pheakdey	LEA	X	X	X	X	X		
7/17/2006	Rangel, Cecilia	LEA	X	X	X	X	X		
7/21/2008	Real, Lucero	LEA	X	X	X	X	X		
8/19/2004	Reiswig, Nicole	LEA	X	X	X	X		X	
7/19/2005	Renhult, Sonja	LEA	X	X	X	X	X		
11/28/2006	Roberts, Linda	LPPA	X			N/A			X
1/7/2008	Robinson, William	LEA	X	X			X		
8/16/2004	Robles, Nancy	LEA	X	X	X	X		X	
7/17/2008	Rodriguez, Laura	LPPA	X	X			X		
8/25/2004	Rodriguez, Pamela	LEA	X	X	X	X		X	
7/19/2007	Rogers, Michael	LEA	X	X	X	X		X	
8/12/2005	Rohles, Barthel	LEA	X	X	X	X		X	
7/19/2005	Rossi, Kirk	LEA	X	X	X	X	X		
7/21/2008	Rowell, Scott	LEA	X	X	X	X	X		
7/21/2008	Royal, Carol	LEA	X	X	X	X	X		
7/21/2008	Rubio, Maria	LEA	X	X			X		
7/21/2008	Runner, Tierra	LEA	X	X	X	X	X		
7/17/2006	Rupert, Terri	LEA	X	X	X	X	X		
7/19/2005	Rust, Jacqueline	LEA	X	X	X	X	0.5	0.5	
7/19/2007	Sakai, Kevin	LEA	X	X				X	
7/21/2008	Sanchez, Kevin	LEA	X	X	X	X	X		
7/19/2005	Santana, Sarah	LEA	X	X	X	X		X	
7/17/2006	Santos, Jennie	LEA	X	X	X	X		X	
8/22/2006	Sass, Aaron	LEA	X	X	X	X	X		
8/20/2007	Saysamone, Khamphet	LEA	X	X	X	X		X	
	Scarbrough, Georgina		X	X					X
7/28/2003	Schacht, Stephanie	LEA	X	X	X	X		X	
10/4/2007	Scott, Amy	LPPA	X			N/A	X		
8/29/2000	Seefried, Maryann	LEA	X	X	X	X		X	
10/24/2002	Sensibaugh, Greg	LEA	X	X	X	X		X	
	Shaw, Rebecca		X			N/A			X
8/22/2007	Shebley, Lucy	LEA	X			N/A	X		
7/29/2003	Shiple, Richard	LEA	X	X	X	X		X	
7/29/2005	Shook, Stacye	LEA	X	X	X	X	X		
7/27/2009	Shorter, Shaunte	LEA	X	X	X	X	X		
9/19/2007	Silva, Kimberly	LPPA	X			N/A	0.8	0.2	
8/16/2005	Simpson, Donald	LEA	X	X			X		
7/21/2008	Sims, Darien	LEA	X			N/A	X		

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7/27/2007	Sing, Savonn	LEA	X	X	X	X	X		
7/7/2008	Slawson, Summer	LEA	X	X	X	X	X		
7/29/2005	Sloan, Connor	LEA	X	X	X	X	X		
7/2/2003	Sloan, Chantelle	LEA	X	X	X	X		X	
7/28/2006	Smith, Jennifer	LEA	X	X			X		
8/13/2002	Somera, Chet	LEA	X			N/A			X
7/27/2006	Somers, Jane	LEA	X	X	X	X	X		
11/26/2007	Stevenson, Joannie	LEA	X	X	X	X	X		
7/21/2008	Stevenson, Anjanette	LEA	X			N/A		X	
9/17/2007	Stewart, Lisa	LEA	X			N/A		X	
7/17/2006	Stockton, Jennifer	LEA	X	X	X	X	X		
8/16/2005	Stone, Barry	LEA	X	X	X	X	X		
8/22/2005	Strootman, Jennifer	LEA	X	X	X	X	X		
8/30/2006	Sullivan, Ann	LEA	X			N/A	X		
8/1/2006	Suttle, Steven	LEA	X	X			X		
7/19/2005	Sy-Prom, Sokheem	LEA	X	X	X	X		X	
7/21/2008	Takeuchi, Kristi	LEA	X	X	X	X	X		
7/17/2006	Talbert, Danny	LEA	X	X	X	X	X		
7/17/2006	Taylor, Leanita	LEA	X	X	X	X	X		
7/17/2006	Taylor, Daniel	LEA	X	X	X	X	0.2	0.8	
7/29/2003	Taylor, Jennifer	LEA	X	X	X	X		X	
7/29/2003	Taylor, Charles	LEA	X	X	X	X		X	
7/27/2007	Teran, Maria	LEA	X	X	X	X	X		
7/19/2007	Terry, Teresa	LEA	X			N/A	X		
7/21/2008	Thao, Pua	LEA	X			N/A	X		
7/19/2005	Thomas, Kelly	LEA	X	X	X	X	X		
7/19/2007	Thompson, Savina	LEA	X	X				X	
7/19/2005	Thompson-Kemp, Christie	LPPA	X			N/A		X	
	Thompson, Dorothy		X			N/A			X
7/27/2000	Thornesberry, Cherie	LEA	X	X	X	X	X		
8/28/2006	Tornberg, Douglas	LEA	X	X	X	X	X		
7/19/2005	Torres, Diana	LEA	X	X	X	X		X	
7/27/2007	Torrez, Corina	LEA	X			N/A	X		
11/7/2006	Trejo, Esmeralda	LPPA	X			N/A			X
8/20/2007	Troutman, Laura	LEA	X			N/A	X		
	Tsai, Helen		X			N/A			X
7/21/2008	Tunnell, Megan	LEA	X			N/A	X		
1/4/2005	Tupas, Jules	LEA	X	X	X	X		X	
7/17/2006	Turner, Scott	LEA	X	X	X	X		X	
7/19/2007	Twitty, Sarah	LEA	X	X	X	X	X		
	Tyler, Debroah		X			N/A			X
7/21/2008	Ubaldi, Ivette	LEA	X	X	X	X	X		
7/19/2007	Ubaldi, Gayle	LPPA	X			N/A			
7/19/2005	Uth, Thida	LEA	X	X	X	X	X		
7/19/2007	Van Dusen, Jody	LEA	X	X	X	X		X	
7/21/2008	Van Steyn, Joseph	LEA	X			N/A	0.8	0.2	

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6/26/2008	Vandaveer, Julie	LEA	X	X	X	X	X		
8/4/2005	Vander Hamm, Bradley	LEA	X	X	X	X	X		
	Vanderlans, Keri		X	X					X
7/17/2006	Var, Sophal	LEA	X	X	X	X	X		
	Vasquez, Kathleen		X			N/A			X
7/17/2006	Vaz, Julie	MGMT	X	X			X		
9/2/2008	Vertar, Nicole	LEA	X	X	X	X	X		
7/17/2006	Vitale, Ginamarie	LEA	X	X	X	X	X		
10/11/2007	Vo, Huong	LPPA	X			N/A	X		
7/28/1993	Von Berg, Carol	LEA	X	X	X	X	X		
	Vue, Benjamon		X	X	X	X			X
8/5/2002	Wainwright, Jeffrey	LEA	X	X	X	X		X	
7/27/2007	Wallis, Julie	LEA	X	X	X	X	X		
7/19/2007	Walters, Allison	LEA	X			N/A	X		
	Wax, David	MGMT	X	X				X	
7/27/2007	Wendt, Jennifer	LEA	X	X	X	X	X		
7/16/2009	Whittaker, Debra	LEA	X			N/A	X		
	Williams, Blair		X			N/A			X
7/7/2008	Williams, Charlene	LEA	X	X	X	X	X		
8/19/2008	Wilmot, Debra	LPPA	X			N/A	X		
7/19/2007	Wilson, Thomas	LEA	X	X				X	
7/19/2005	Wilson, Jaimee	LEA	X	X			X		
3/29/2006	Wilson, Kristen	LPPA	X			N/A	X		
7/19/2007	Winterhalder, Gayliene	LEA	X	X	X	X	X		
7/21/2008	Wong, Stacy	LEA	X	X				X	
7/17/2006	Woods, Denise	LEA	X	X	X	X	X		
8/4/1997	Woznick, Michael	LEA	X			N/A			X
7/27/2006	Wright, Elizabeth	LEA	X	X	X	X	X		
7/17/2006	Wudel, Lindsay	LEA	X	X	X	X	X		
7/27/2006	Yang, Amy	LEA	X	X	X	X	X		
7/17/2006	Yang, Maria	LEA	X	X	X	X	X		
7/25/2008	Yanko, James	LEA	X	X	X	X	X		
7/19/2007	Yeager, Kathryn	LEA	X	X	X	X	X		
7/21/2008	Yinger, David	LEA	X			N/A			X
7/28/1993	Zastrow, Karl	LEA	X	X	X	X	0.2	0.8	

Seniority Date Changes			
Last Name	First Name	From	To
Allard	Alyssa	27-Jul-06	19-Jul-05
Barkley	Louise	29-Jul-05	2-Aug-04
Belluomini	Jane	27-Jul-06	24-Jun-04
Blanke-Pau	Karen	26-Jul-04	29-Jul-03
Bohren	Janille	27-Jul-06	19-Jul-05
Borland	Amy	27-Jul-06	29-Jul-05
Bratton	Jill	27-Jul-06	19-Jul-05
Byrd	Maria	27-Jul-06	19-Jul-05
Campbell	Patricia	7-Dec-09	25-Jul-08
Carranza	Marina	5-Jul-06	31-Aug-05
Caya	David	27-Jul-06	19-Jul-05
Chang	Marianne	29-Jul-05	14-Jul-04
Chavez	Teresa	27-Jul-06	11-Oct-04
Christopherson	Jennifer	27-Jul-06	19-Jul-05
Christy	Jeanna	29-Jul-05	1-Sep-04
Chun	Kim Eng	27-Jul-06	19-Jul-05
Collins	Eric	29-Jul-05	22-Jul-04
Daniel	Kimberly	29-Jul-05	8-Jul-04
Deboer	Kimberly	29-Jul-05	21-Jul-03
DeValle	Rebecca	27-Jul-06	10-Aug-05
Di Piero	Erin	27-Jul-06	22-Aug-05
Dosanjh	Neetu	29-Jul-05	7-Sep-04
Goggin-Durnell	Amy	27-Jul-06	8-Aug-05
Gonzalez	Rebecca	27-Jul-06	19-Jul-05
Halford	Sylvie	26-Jul-04	21-Jul-03
Hanson	Natalie	27-Jul-06	19-Jul-05
Hemphill	Lorna	21-Jul-08	28-Jul-06
Her	Touyia	29-Jul-03	24-Jul-02
Hudson	Tamora	27-Jul-06	19-Jul-05
Huiras	Matthew	27-Jul-07	17-Nov-06
Huisman	Sharon	30-Aug-07	31-Jul-07
Irig	Gil	TEMP	8-Aug-08
Jay	Kathleen	27-Jul-06	19-Jul-05
Karapanos	Maria	27-Jul-06	17-Jul-01
Kelly	Anthony	26-Jul-04	18-Aug-03
Kendrick	Rebecca	9-Jul-07	28-Nov-06
Keoveunxay	Saysamone	27-Jul-07	5-Jul-06
Kern	Judith	TEMP	19-Jul-07
Kite-Polinsky	Jaime	27-Jul-06	19-Jul-05
Kooren	James	27-Jul-06	19-Jul-05
Koznek	Brittany	19-Jul-07	31-Jul-06
Mack	Maria	29-Jul-05	2-Aug-04
Marrello	Nasy	29-Jul-05	15-Sep-04
Martinez	Victor	27-Jul-06	29-Jul-05
McClelland	Melissa	29-Jul-05	24-Sep-04
Mendez	Rosa	21-Jul-06	19-Jul-05
Mendoza	Angel	21-Jul-06	19-Jul-05
Metz	Christopher	27-Jul-06	19-Jul-05
Moran	Jill	17-Jul-06	29-Jul-05
Nesbitt	Julie	27-Jul-06	19-Jul-05
Nixon	Babette	29-Jul-05	24-Jun-04
Ortegel	Lindsey	29-Jul-05	22-Jul-02
Palmer	Melissa	27-Jul-07	14-Aug-06
Pera	Charalee	7-Jan-08	27-Jul-07
Pittman	Elizabeth	27-Jul-06	19-Jul-05
Rang	Pheakdey	27-Jul-06	29-Jul-05
Reiswig	Nicole	29-Jul-05	19-Aug-04
Renhuit	Sonja	27-Jul-06	19-Jul-05

Status Changes			
Last Name	First Name	From	To
Goble	Deborah	PROB	PERM
Anderson	Nicole	PROB	PERM
Kern	Judith	TEMP	PERM
Irig	Gil	TEMP	PROB

LODI UNIFIED SCHOOL DISTRICT
 CERTIFICATED LAYOFF

ATTACHMENT/EXHIBIT _____

Robles	Nancy	29-Jul-05	16-Aug-04
Rodriguez	Pamela	29-Jul-05	25-Aug-04
Rossi	Kirk	27-Jul-06	19-Jul-05
Rust	Jacqueline	27-Jul-06	19-Jul-05
Santana	Sarah	27-Jul-06	19-Jul-05
Saysamone	Khamphet	19-Aug-08	20-Aug-07
Schacht	Stephanie	29-Jul-05	28-Jul-03
Seefried	Maryann	7-Nov-05	29-Aug-00
Shiple	Richard	26-Jul-04	29-Jul-03
Shook	Stacye	19-Jul-07	29-Jul-05
Sloan	Chantelle	1-Sep-05	2-Jul-03
Sloan	Connor	27-Jul-06	29-Jul-05
Stevenson	Joannie	21-Jul-08	26-Nov-07
Strootman	Jennifer	27-Jul-06	22-Aug-05
Sy-Prom	Sokheem	27-Jul-06	19-Jul-05
Thomas	Kelly	27-Jul-06	19-Jul-05
Torres	Diana	27-Jul-06	19-Jul-05
Tupas	Jules	29-Aug-05	4-Jan-05
Uth	Thida	27-Jul-06	19-Jul-05