



BETTY T. YEE
California State Controller

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October 02, 2015
*Commission on
State Mandates*

LATE FILING

October 2, 2015

Heather Halsey
Executive Director
Commission on State Mandates
980 Ninth Street, Suite 300
Sacramento, CA 95814

Re: Incorrect Reduction Claim (IRC)
The Stull Act, 14-9825-I-02
Education Code Sections 44660-44665;
Statutes 1983, Chapter 498; Statutes 1999, Chapter 4
Fiscal Years: 2005-2006, 2006-2007, 2007-2008, and 2008-09
Carlsbad Unified School District, Claimant

Dear Ms. Halsey:

The State Controller's Office is transmitting our response to the above-named IRC.

If you have any questions, please contact me by telephone at (916) 323-5849.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim L. Spano".

JIM L. SPANO, Chief
Mandated Cost Audits Bureau
Division of Audits

JS/as

16066

Attachment

**RESPONSE BY THE STATE CONTROLLER'S OFFICE
TO THE INCORRECT REDUCTION CLAIM (IRC) BY
CARLSBAD UNIFIED SCHOOL DISTRICT**

Stull Act Program

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Note: References to Exhibits relate to the district's IRC filed on June 9, 2015, as follows:

- Exhibit A – PDF pg. 23
- Exhibit B – PDF pg. 28
- Exhibit C – PDF pg. 37
- Exhibit D – PDF pg. 56
- Exhibit E – PDF pg. 85
- Exhibit F – PDF pg. 184
- Exhibit G – PDF pg. 270
- Exhibit H – PDF pg. 338

Tab 1

1 **OFFICE OF THE STATE CONTROLLER**

3301 C Street, Suite 725

2 Sacramento, CA 95816

3 Telephone No.: (916) 324-8907

4 **BEFORE THE**

5 **COMMISSION ON STATE MANDATES**

6 **STATE OF CALIFORNIA**

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8
9
10 **INCORRECT REDUCTION CLAIM (IRC)
ON:**

No.: IRC 14-9825-I-02

11 *The Stull Act Program*

AFFIDAVIT OF BUREAU CHIEF

12 Education Code Sections 44660 – 44665;
13 (Chapter 498, Statutes of 1983; and
Chapter 4, Statutes of 1999)

14
15 **CARLSBAD UNIFIED SCHOOL DISTRICT,
Claimant**

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17
18 I, Jim L. Spano, make the following declarations:

- 19 1) I am an employee of the State Controller's Office (SCO) and am over the age of 18
20 years.
- 21 2) I am currently employed as a bureau chief, and have been so since April 21, 2000.
Before that, I was employed as an audit manager for two years and three months.
- 22 3) I am a California Certified Public Accountant.
- 23 4) I reviewed the work performed by the SCO auditor.
- 24 5) Any attached copies of records are true copies of records, as provided by Carlsbad
25 Unified School District or retained at our place of business.

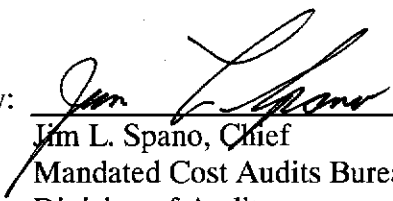
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- 6) The records include claims for reimbursement, along with any attached supporting documentation, explanatory letters, or other documents relating to the above-named IRC.
- 7) A field audit of the claims for fiscal year (FY) 2005-06, FY 2006-07, FY 2007-08, and FY 2008-09 commenced on June 24, 2010, (entrance start letter date) (**Tab 4**) and was completed on June 15, 2012 (issuance of final audit report) (**Exhibit D**).

I do declare that the above declarations are made under penalty of perjury and are true and correct to the best of my knowledge, and that such knowledge is based on personal observation, information, or belief.

Date: October 2, 2015

OFFICE OF THE STATE CONTROLLER

By: 

Jim L. Spano, Chief
Mandated Cost Audits Bureau
Division of Audits
State Controller's Office

Tab 2

**STATE CONTROLLER'S OFFICE ANALYSIS AND RESPONSE
TO THE INCORRECT REDUCTION CLAIM BY
CARLSBAD UNIFIED SCHOOL DISTRICT**

For Fiscal Year (FY) 2005-06, FY 2006-07, FY 2007-08, and FY 2008-09

**The Stull Act Program
Education Code Sections 44660 – 44665
(Statutes of 1983, Chapter 498; Statutes of 1999, Chapter 4)**

SUMMARY

The following is the State Controller's Office's (SCO) response to the Incorrect Reduction Claim (IRC) that Carlsbad Unified School District submitted on June 9, 2015. The SCO audited the district's claims for costs of the State-mandated Stull Act Program for the period of July 1, 2005, through June 30, 2009. The SCO issued its final report on June 15, 2012 (**Exhibit D**).

The district submitted reimbursement claims totaling \$512,761—\$105,192 for FY 2005-06 (**Exhibit H**), \$168,221 for FY 2006-07 (**Exhibit G**), \$136,502 for FY 2007-08 (**Exhibit F**), and \$102,846 for FY 2008-09 (**Exhibit E**). Subsequently, the SCO audited these claims and determined that \$238,660 is allowable and \$274,101 is unallowable, primarily because the district claimed reimbursement for activities not reimbursable under the mandated program.

The following table summarizes the audit results:

<u>Cost Elements</u>	<u>Actual Costs Claimed</u>	<u>Allowable Per Audit</u>	<u>Audit Adjustments</u>
<u>July 1, 2005, through June 30, 2006</u>			
Direct costs:			
Salaries and Benefits			
Evaluation activities	\$ 97,325	\$ 54,081	\$ (43,244)
Training	2,193	2,193	-
Total direct costs	99,518	56,274	(43,244)
Indirect costs	5,674	3,281	(2,393)
Total program costs	<u>\$ 105,192</u>	59,555	<u>\$ (45,637)</u>
Less amount paid by the State ¹		-	
Allowable costs claimed in excess of (less than) amount paid		<u>\$ 59,555</u>	

July 1, 2006, through June 30, 2007

Direct costs:

Salaries and Benefits			
Evaluation activities	\$ 155,019	\$ 37,956	\$ (117,063)
Training	2,965	2,775	(190)
Total direct costs	157,984	40,731	(117,253)
Indirect costs	10,237	2,639	(7,598)
Total program costs	<u>\$ 168,221</u>	43,370	<u>\$ (124,851)</u>
Less amount paid by the State ¹		-	
Allowable costs claimed in excess of (less than) amount paid		<u>\$ 43,370</u>	

July 1, 1999, through June 30, 2000

Direct and indirect costs:

<u>Cost Elements</u>	<u>Actual Costs Claimed</u>	<u>Allowable Per Audit</u>	<u>Audit Adjustments</u>
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July 1, 2007, through June 30, 2008

Direct costs:

Salaries and Benefits			
Evaluation activities	\$ 128,560	\$ 70,602	\$ (57,958)
Training	1,640	1,549	(91)
Total direct costs	130,200	72,151	(58,049)
Indirect costs	6,302	3,492	(2,810)
Total program costs	<u>\$ 136,502</u>	75,643	<u>\$ (60,859)</u>
Less amount paid by the State ¹		-	
Allowable costs claimed in excess of (less than) amount paid		<u>\$ 75,643</u>	

<u>Cost Elements</u>	<u>Actual Costs Claimed</u>	<u>Allowable Per Audit</u>	<u>Audit Adjustments</u>
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July 1, 2008, through June 30, 2009

Direct costs:

Salaries and Benefits			
Evaluation activities	\$ 96,252	\$ 56,594	\$ (39,658)
Training	608	-	(608)
Total direct costs	96,860	56,594	(40,266)
Indirect costs	5,986	3,498	(2,488)
Total program costs	<u>\$ 102,846</u>	60,092	<u>\$ (42,754)</u>
Less amount paid by the State ¹		(60,092)	
Allowable costs claimed in excess of (less than) amount paid		<u>\$ -</u>	

Cost Elements	Actual Costs Claimed	Allowable Per Audit	Audit Adjustments
<u>July 1, 2005, through June 30, 2009</u>			
Direct costs:			
Salaries and Benefits			
Evaluation activities	\$ 477,156	\$ 219,233	\$ (257,923)
Training	7,406	6,517	(889)
Total direct costs	484,562	225,750	(258,812)
Indirect costs	28,199	12,910	(15,289)
Total program costs	<u>\$ 512,761</u>	238,660	<u>\$ (274,101)</u>
Less amount paid by the State ¹		<u>(60,092)</u>	
Allowable costs claimed in excess of (less than) amount paid		<u>\$ 178,568</u>	

¹ Payment information current as of September 17, 2015.

I. THE STULL ACT PROGRAM CRITERIA

Parameters and Guidelines

Chapter 498, Statutes of 1983, and Chapter 4, Statutes of 1999, added Education Code sections 44660–44665. The legislation provided reimbursement for specific activities related to evaluation and assessment of the performance of “certificated personnel” within each school district, except for those employed in local, discretionary educational programs.

The program’s parameters and guidelines establish the State mandate and define reimbursement criteria. The CSM adopted the parameters and guidelines on September 27, 2005 (**Exhibit B**).

The Commission approved reimbursable activities as follows:

- Evaluate and assess the performance of certificated instructional employees who perform the requirements of educational programs mandated by state or federal laws as it reasonably relates to the instructional techniques and strategies used by the employee and the employee’s adherence to curricular objectives (Education Code section 44662(b) as amended by Chapter 498, Statutes of 1983).
- Evaluate and assess the performance of certificated instructional employees who teach reading, writing, mathematics, history/social science, and science in grades 2 through 11 as it reasonably relates to the progress of pupils toward the State-adopted academic content standards as measured by State-adopted assessment tests (Education Code section 44662(b) as amended by Chapter 4, Statutes of 1999).
- Assess and evaluate permanent certificated, instructional, and non-instructional employees who perform the requirements of educational programs mandated by state or federal law and receive an unsatisfactory evaluation in the years in which the permanent certificated employee would not have otherwise been evaluated pursuant to Education Code section 44664. The additional evaluations shall last until the employee achieves a positive evaluation, or is separated from the school district (Education Code section 44664 as amended by Chapter 498, Statutes of 1983).

These parameters and guidelines are applicable to the district's FY 2005-06, FY 2006-07, FY 2007-08, and FY 2008-09 claims.

SCO Claiming Instructions

In compliance with Government Code section 17558, the SCO issues claiming instructions to assist local agencies and school districts in claiming mandated program reimbursable costs. For the Stull Act program, the SCO issued claiming instructions on December 12, 2005 (**Exhibit C**). Subsequent claiming instructions are believed to be, for the purposes and scope of this incorrect reduction claim, substantially similar to the version extant at the time the claims, which are subject of this incorrect reduction claim, were filed.

II. OVERSTATED SALARIES AND BENEFITS AND RELATED INDIRECT COSTS

(PART A: TIME STUDY ACTIVITIES)

Issue

The SCO determined that the district overstated salaries and benefits and related indirect costs by \$274,101 for the audit period (**Tab 5**). The SCO concluded that the district's costs were unallowable primarily because the district claimed reimbursement for activities not reimbursable under the mandated program.

In an IRC filed on June 9, 2015, the district presented an argument that some of the activities, which the SCO determined unallowable, should be reimbursable under the mandated program.

The following table summarizes the claimed, allowable, and audit adjustment amounts for the audit period:

<u>Cost Elements</u>	<u>Actual Costs Claimed</u>	<u>Allowable Per Audit</u>	<u>Audit Adjustments</u>
Salaries and benefits:			
Evaluation activities	\$ 477,156	\$ 219,233	\$ (257,923)
Training	7,406	6,517	(889)
Total direct costs	484,562	225,750	(258,812)
Indirect costs	28,199	12,910	(15,289)
Total costs	<u>\$ 512,761</u>	<u>\$ 238,660</u>	<u>\$ (274,101)</u>

SCO Analysis:

Initially, all costs claimed by the district were unallowable because they were based on average time increments supported with time records that were not completed contemporaneously. The district conducted a time study in FY 2010-11 as a substitute for records of actual time spent on teacher evaluations. The results of the time study were applied to the audit period.

The time study documented the time it took district evaluators to perform 22 separate activities of the teacher evaluation process. The time study results reported time for training, planning, preparation, meetings, observation, report writing, and other activities within the evaluation process. We determined that 19 activities reported in the time study were unallowable (**Tab 6**).

The district claimed costs primarily for evaluation activities under section IV.A.1 of the parameters and guidelines. The parameters and guidelines allow reimbursement under this component for the district to evaluate and assess the performance of certificated instructional employees as it reasonably relates to the instructional techniques and strategies and adherence to curricular objectives. The parameters and guidelines outline specific activities and time frames for such evaluations. We believe that costs related to additional activities not listed in the parameters and guidelines as reimbursable should not be included as allowable costs under this cost component. Therefore, we believe that various preparation and conference activities claimed are not reimbursable, as they are not listed as allowable activities in the parameters and guidelines.

District's Response

PART A: TIME STUDY ACTIVITIES

In response to the Controller's exclusion at the beginning of the audit of all of the original claim documentation, the District with the agreement of the auditor, prepared a time study based on the FY 2010-11 certificated staff evaluation cycle. The time study identified 22 discrete activities established as a result of staff interviews. Actual time spent on these activities was collected from the employees involved. An average time spent for each of these activities was calculated. These average times per activities were assigned to relevant job title or group of titles for purposes of determining the appropriate productive hourly rate to be applied to each activity. However, the audit report allows only 3 of the 22 time study activities. This is a major single source of adjustment to the claimed costs.

3 Activities Allowed

1. Conducting "informal" classroom observations
2. Conducting "formal" classroom observations
3. Writing Final Evaluation Reports and/or preparing Teacher Evaluation Reports

19 Disallowed Activities

1. Preparing before training or planning meetings / conferences;
2. Training or planning meetings / conferences;
3. Preparing / organizing notes from training or planning meetings / conferences;
4. Preparing before meetings with teachers;
5. Conducting actual conference with teachers;
6. Preparing or organizing notes from meetings with teachers;
7. Preparing before "Pre-Observation" conferences with teachers;
8. Conducting "Pre-Observation" conferences with teachers;
9. Preparing / organizing notes from "Pre-Observation" conferences with teachers;
10. Preparing before classroom observations of teachers;
11. Preparing / organizing notes from classroom observations, finalizing Collect Data forms;
12. Reporting observations, preparing the Standards for Excellence in Teaching observation checklists;
13. Preparing before "Post-Observation" conferences with teachers;
14. Conducting "Post-Observation" conferences with teachers;
15. Preparing notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets;
16. Preparing before Final Evaluation conferences with teachers;
17. Conducting Final Evaluation conferences with teachers;
18. Preparing / organizing notes from Final Evaluation conferences with teachers; and
19. Discussing the STAR results with teachers and assessing how to improve instructional abilities.

These 19 activities can be organized into four groups of related activities:

1. Evaluation Conferences

Evaluation conferences are a method of implementing this mandate, and not just a subject matter activity. The audit report (A.R., p. 7) concluded that:

Conferences between the evaluators and teachers also are not reimbursable because they were required before the enactment of the test claim legislation. These activities are not imposing a new program or higher level of service. Conferences, as well as pre-, post-, final observation conferences, and conference-related activities are not reimbursable.

The Controller has confused the subject matter of the old and new mandates with the method of implementation. The Commission has already determined (SOD, p. 29, 30) that:

Under prior law, the evaluation had to be reduced to writing and a copy of the evaluation given to the employee. An evaluation meeting had to be held between the certificated employee and the evaluator to discuss the evaluation and assessment.

The 1983 test claim statute still requires school districts to reduce the evaluation to writing, to transmit a copy to the employee, and to conduct a meeting with the employee to discuss the evaluation and assessment. These activities are not new. However, the 1983 test claim statute amended the evaluation requirements by adding two new evaluation factors: the instructional techniques and strategies used by the employee, and the employees adherence to curricular objectives. Thus, school districts are now required by the state to evaluate and assess the competency of certificated instructional employees as it reasonably relates to:

- o the progress of students toward the established standards of expected student achievement at each grade level in each area of study;
- o the instructional techniques and strategies used by the employee;
- o the employee's adherence to curricular objectives; and
- o the establishment and maintenance of a suitable learning environment, within the scope of the employee's responsibilities.

School districts may have been evaluating teachers on their instructional techniques and adherence to curricular objectives before the enactment of the test claim statute based on the evaluation guidelines developed through the collective bargaining process. But, the state did not previously require the evaluation in these two areas. Government Code section 17565 states that "if a ... school district, at its option, has been incurring costs which are subsequently mandated by the state, the state shall reimburse the ... school district for those costs after the operative date of the mandate." Emphasis added.

Therefore, the fact that districts used evaluation conferences to implement the previous mandated activities does not exclude reimbursement to use the same method to implement the new activities. The approved mandate reimburses the new program requirement to "evaluate and assess" which necessarily involves a comprehensive process. The conferences are related tasks and effective and efficient methods to evaluate and assess employees and necessary to communicate the findings of the evaluation to the employee. Even if conferences were part of previous evaluation procedures the subject matter of these conferences is now different as a result of the changes to the Stull Act.

2. Preparation Activities

The audit report (A.R., p. 7) concluded that: "(t)he activities related to planning, preparation, and organizing notes are not reimbursable under the mandate." Further, (A.R., p. 13) that "reimbursement is limited to only those activities outlined in the parameters and guidelines (section IV.A.1, IV.A.2, and IV.B.1)." For purposes of the time study, preparation time was isolated to improve the accuracy of the results. The preparation time could have been logically merged with the activity relevant to the preparation. Preparation time was not explicitly considered or denied by the Commission statement of decision. The parameters and guidelines document enumerates the *subject matter* of the evaluation process and not the entire process to implement the mandate. There are no conditions or limitations stated on the nature of the staff time reimbursable, that is, planning and preparation time is not excluded in the parameters and guidelines. Even the Controller characterizes the parameters and guidelines as an "outline." Preparation is a rational, relevant, reasonable and necessary part of implementing the mandated activities in the usual course of business and the Controller has stated no basis to exclude it from the scope of the evaluation process.

3. Training Activities

The audit report (A.R., P. 7) concluded that:

The district duplicated costs by including training activities in its time study and again as a direct cost item in each fiscal year. Further, training time reported in the time study is not an activity repetitive in nature and is not appropriate for a time study. We determined allowable time spent on training from the district's original claims.

The audit report allows most of the training costs as direct costs. The District does not dispute removal of the training time from the time study.

4. STAR Testing Results

The audit disallows the time to review the STAR test results without explanation. The Commission (SOD, p. 32) determined that "the review of the results of the STAR test as it reasonably relates to the performance of those certificated employees that teach reading, writing, mathematics, history/social science, and science in grades 2 to 11, and to include in the written evaluation of those certificated employees the assessment of the employee's performance based on the STAR results for the pupils they teach during the evaluation periods specified in Education Code section 44664 ..." is reimbursable.

SCO's Comment

The district addresses the same general argument already discussed in the audit report. The district disagrees with our determination that preparation and conference activities are not reimbursable under this mandated program.

Evaluation Conferences

The district's states in its comments that "the mandate reimburses the new program requirement to 'evaluate and assess' which necessarily involves a comprehensive process." The district also states that the conferences and related activities are reasonable methods to implement the required activities. We disagree. Not all activities from the evaluation process are reimbursable.

The program's parameters and guidelines (section IV.A.1, IV.A.2, and IV.B.1) specify that reimbursement is limited to only those activities outlined in each section. Section IV.B.1 identifies reimbursable evaluation conferences only for those instances, in which an unsatisfactory evaluation resulted for certificated instructional or non-instructional personnel in those years, in which the employee would not have otherwise been evaluated (**Exhibit B**). The district did not report any unsatisfactory evaluations under section IV.B.1 in its claims.

The district claimed costs for the conferences resulting from evaluations completed under sections IV.A.1 and IV.A.2 of the parameters and guidelines. These sections do not identify evaluation conferences, or any other types of conferences, as reimbursable activities. Furthermore, the Commission found in its statement of decision (**Tab 3**) that conferences between the evaluators and teachers are not reimbursable because they were required before the enactment of the test claim legislation.

Under prior law, the evaluation was to be prepared in writing and a copy of the evaluation was to be given to the employee. A meeting was to be held between the certificated employee and the evaluator to discuss the evaluation and assessment. The Commission indicated in its statement of decision that (**Tab 3**):

... the 1975 test claim legislation did not amend the requirements in Former Education Code sections 13488 and 13489 to prepare written evaluations of certificated employees, receive responses to those evaluations, and conduct a meeting with the certificated employee to discuss the evaluation...

The 1983 test claim statute still requires school districts to prepare the evaluation in writing, to transmit a copy to the employee, and to conduct a meeting with the employee to discuss the evaluation and assessment. These activities are not new.

However, the 1983 test claim statute amended the evaluation requirements by adding two new evaluation factors relating to 1) the instructional techniques and strategies used by the employee, and 2) the employee's adherence to curricular objectives. The Commission found that Education Code section 44662, subdivision (b), as amended by Statutes of 1983, Chapter 498, imposed a new requirement on school districts to:

... evaluate and assess the performance of certificated instructional employees that perform the requirements of educational programs mandated by state and federal law as it reasonably relates to the instructional techniques and strategies used by the employee and the employee's adherence to curricular objectives.

Reimbursement is limited to the additional requirements imposed by the amendments. The additional requirements include the review of the employee's instructional techniques and strategies and adherence to curricular objectives (typically via observation activity), and to include in the written evaluation of the certificated instructional employees the assessment of only these factors. Conference activities do not impose a new program or higher level of service and are not listed as reimbursable activities.

Preparation Activities

The district states in its comments that "preparation is a rational, relevant, reasonable, and necessary part of implementing the mandated activities." The district also states that "planning and preparation time is not excluded in the parameters and guidelines."

While the district states that preparation activities are “reasonable and necessary” activities, the reimbursement is limited to only those activities outlined in the parameters and guidelines (sections IV.A.1, IV.A.2, and IV.B.1). The parameters and guidelines do not list any preparation activities as reimbursable (**Exhibit B**). The district may file an amendment with the Commission on State Mandates to amend the existing parameters and guidelines.

Training Activities

The district does not dispute removal of the training time from the time study.

STAR Testing Results

The district is correct that “the review of the results of the STAR test...” is an allowable activity, per the program’s parameters and guidelines. However, the district claimed reimbursement for activity of “discussing the STAR results with teachers and how to improve instructional abilities.” The district did not claim any activity that is reimbursable because these two activities are not interchangeable. Reimbursement for the activity IV.A.2 is limited to “review of the results of the STAR test... and to include in the written evaluation... the assessment of the employee’s performance based on the STAR results...” (**Exhibit B**) Reviewing the results of the STAR tests and assessing the employee’s performance based on the STAR results is a process performed by the evaluator to help develop the overall assessment of the employee during their evaluation period. The activity of discussing the STAR results implies that a collaborative meeting or conference took place. We believe conference activities are not reimbursable, as they are not listed as allowable activities in the respective section of the program’s parameters and guidelines.

III. OVERSTATED SALARIES AND BENEFITS AND RELATED INDIRECT COSTS

(PART B: COMPLETED EVALUATIONS)

Issue

The SCO determined that the district overstated salaries and benefits and related indirect costs by \$274,101 for the audit period (**Tab 5**). The SCO concluded that the district’s costs were unallowable primarily because the district claimed reimbursement for activities not reimbursable under the mandated program. In addition, the SCO concluded that some evaluations identified in the district’s time study are not reimbursable under the mandated program. The district’s time study included 660 evaluations, and our audit determined that 46 evaluations were unallowable for the audit period. (**Tab 7**)

In an IRC filed on June 9, 2015, the district presented an argument that some of the evaluations, which the SCO determined unallowable, should be reimbursable under the mandated program.

The following table summarizes the number of evaluations claimed and allowable per fiscal year:

<u>Fiscal Year</u>	<u>Number of Evaluations</u>		
	<u>Per Time Study</u>	<u>Allowable Per Audit</u>	<u>Adjustments</u>
2005-06	178	160	(18)
2006-07	112	106	(6)
2007-08	209	201	(8)
2008-09	161	147	(14)
Total	660	614	(46)

SCO Analysis:

The district used Certificated Evaluation Log spreadsheets to keep track of completed evaluations. We reviewed the Evaluation Logs for each fiscal year to ensure that only eligible evaluations were counted for reimbursement (Tab 7). We concluded that 46 evaluations were not reimbursable per the program's parameters and guidelines.

The district claimed costs primarily for evaluation activities under section IV.A.1 of the parameters and guidelines. This section allows reimbursement for evaluations conducted for certificated instructional personnel who perform the requirements of educational programs mandated by state or federal law during specific evaluation periods. We believe that 46 excluded evaluations did not meet reimbursement criteria for one or more reasons, including:

- Evaluation included non-instructional personnel
- Evaluations included teachers working in educational programs not mandated by state or federal law
- Evaluations claimed more frequently than the timelines outlined in the parameters and guidelines

District's Response

PART B: COMPLETED EVALUATIONS

The auditor used the District's Certificated Evaluation Log spreadsheets, which reported 660 evaluations for the four fiscal years. The audit report disallowed 46 and approved 614 evaluations. The non-reimbursable evaluations were grouped into five categories, although the number of evaluations by type are not enumerated in the audit report:

1. Principals, vice principals, directors, coordinators, counselors, psychologists, librarians, and library media specialists who are not certificated instructional employees.

The audit report (A.R., p. 15) asserts that these certificated employees are not instructional personnel because:

The intent of this component is to evaluate the elements of classroom instruction. Principals, vice principals, directors, coordinators, counselors, psychologists, librarians, and library media specialists do not provide classroom instruction and are considered "non-instructional" certificated personnel. Emphasis added.

The Controller is in error. The Commission has determined (SOD, p. 21, 22) that "certificated employees" include all credentialed personnel involved in the education process:

As enacted, the Stull Act was placed in Chapter 2 of Division 10 of the 1971 Education Code, a chapter addressing "Certificated Employees." Certificated employees are those employees directly involved in the educational process and include both instructional and non-instructional employees such as teachers, administrators, supervisors, and principals." Certificated employees must be properly credentialed for the specific position they hold. A "certificated person" was defined in former Education Code section 12908 as a "person who holds one or more documents such as a certificated, a credential, or a life diploma, which singly or in combination license the holder to engage in the school service designated in the document or documents." The definition of "certificated person" governs the construction of Division 10 of the former Education Code and is not limited to instructional employees.

The Statement of Decision (18, 19) also cites Education Code section 13487, which narrows the definition of noninstructional personnel as those certificated persons who are supervisory and administrative personnel:

Former Education Code section 13487 was also repealed and reenacted by Statutes 1975, chapter 1216, as follows (amendments relevant to this issue are underlined):

- a) The governing board of each school district shall establish standards of expected student achievement at each grade level in each area of study.
- b) The governing board of each school district shall evaluate and assess certificated employee competency as it reasonably relates to (1) the progress of students toward the established standards, (2) the performance of those noninstructional duties and responsibilities, including supervisory and advisory duties, as may be prescribed by the board, and (3) the establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities.
- c) The governing board of each school district shall establish and define job responsibilities for those certificated noninstructional personnel, including but not limited to, supervisory and administrative personnel, whose responsibilities cannot be evaluated appropriately under the provisions of subdivision (b), and shall evaluate and assess the competency of such noninstructional employees as it reasonably relates to the fulfillment of those responsibilities....

Without foundation in fact or law, the Controller has determined that certificated personnel who are not supervisors or administrators are also not "instructional" personnel because they may not provide full time classroom instruction. The Stull Act does not make this distinction and neither did the Commission. It has not been established as a matter of law that involvement in the educational process requires a "classroom."

2. Preschool teachers do not perform the requirements of the program. The audit report (A.R., p. 15) excludes preschool teachers in general based on the Controller's opinion that preschool teachers do not perform the requirements of an educational program mandated by state or federal law. The parameters and guidelines (p. 3) state that:

The Commission further found that the activities listed above do not constitute reimbursable state-mandated programs with respect to certificated personnel employed in local, discretionary educational programs.

The Commission (SOD, p. 11) identified the voluntary programs in footnote 42 and preschool is not included in that enumeration. In addition, the Stull Act only explicitly excluded (SOD 17, 18) community college certificated employees, hourly adult education instructors, and hourly and temporary certificated employees and substitute teachers, but at the discretion of the local governing board. There is no stated basis to exclude certificated preschool teachers.

3. Duplicate teacher evaluations claimed multiple times in one school year. The district concurs that for purposes of the Stull Act reimbursement only one complete evaluation should be counted for each probationary employee in one school year and does not dispute these properly disallowed evaluations, if any.
4. Permanent biannual teacher evaluations claimed every year rather than every other year. The District concurs that for purposes of the Stull Act reimbursement only one complete evaluation should be counted every other year for each employee after the employee attains permanent status and does not dispute these properly disallowed evaluations, if any.

5. Permanent five-year teacher evaluations claimed multiple times in a five-year period rather than once every five years. The District concurs that for purposes of the Stull Act reimbursement only one complete evaluation should be counted for each permanent employee every fifth year after the employee attains fifth-year permanent status and does not dispute these properly disallowed evaluations, if any.

SCO's Comment

The district addresses the same general argument already discussed in the audit report. The district disagrees with our determination that some evaluations claimed are not reimbursable under this mandated program.

Non-instructional certificated personnel

The district disagrees with our determination that performance evaluations for non-instructional personnel, such as principals, vice principals, coordinators, directors, counselors, psychologists, librarians, and library media specialists are not reimbursable for the activity IV.A.1 and IV.A.2 of the parameters and guidelines. The district provided a quote from the Commission's statement of decision (pps. 21-22) that certificated employees are those employees directly involved in the educational process and include both instructional and non-instructional employees. The district concludes that non-instructional employees' evaluations should also be reimbursable. We disagree.

The district uses the statement of decision's quote out of context. Pages 16 through 25 of the statement of decision examine whether any evaluation costs associated with certificated non-instructional personnel represent increased costs as a result of the test claim and whether such costs should be reimbursable (**Tab 3**). While the district is correct that the Commission stated that certificated employees include both instructional and non-instructional personnel, the district does not put the quote in the correct context as used in the statement of decision. The Commission provides the following statement concluding the analysis relevant to non-instructional personnel evaluation costs (Statement of Decision, p. 25):

... the Commission finds that school districts were required under prior law to perform the following activities:

- Develop and adopt specific evaluation and assessment guidelines for the performance of certificated non-instructional personnel.
- Evaluate and assess certificated non-instructional personnel as it relates to the established standards.
- Prepare and draft written evaluation of the certificated non-instructional employee. The evaluation shall include recommendations, if necessary, as to areas of improvement.
- Receive and review from a certificated non-instructional employee written responses regarding the evaluation.
- Prepare and hold a meeting between the certificated non-instructional employee and the evaluator to discuss the evaluation and assessment.

The Commission further finds that the language added to former Education Code section 13487 by the 1975 test claim legislation to "establish and define job responsibilities" for certificated non-instructional personnel falls within the preexisting duty to develop and adopt objective evaluation and assessment guidelines for all certificated employees, does not mandate any new required acts, and thus, does not constitute a new program or higher level of service.

Accordingly, the Commission finds that the 1975 and 1986 amendments to former Education Code sections 13485 and 13487 and Education Code section 44663 as they relate to certificated non-instructional employees do not constitute a new program or higher level of service.

The Commission clearly states that evaluation costs associated with routine evaluations of certificated non-instructional personnel are not reimbursable. The parameters and guidelines, sections IV.A.1 and IV.A.2, also clearly indicate that the costs for ongoing evaluations are applicable to certificated instructional personnel only. The activities listed in sections IV.A.1 and IV.A.2 clearly differentiate the review of employees' instructional techniques as strategies and the review of the results of the STAR testing as they relate to instructional techniques and strategies and adherence to curricular objectives as activities attributed to those employees who provide classroom instruction to students. Therefore, our conclusion to exclude on-going routine evaluations of non-instructional personnel claimed under components IV.A.1 and IV.A.2 from reimbursement is consistent with the intent of this program and the language of the parameters and guidelines.

Preschool teachers

The district disagrees with our determination that preschool teacher evaluations are not reimbursable because preschool teachers do not perform the requirements of an educational program mandated by state or federal law. The district states there is no stated basis to exclude preschool instructors.

The parameters and guidelines, section IV.A.1 allows reimbursement of evaluating and assessing the performance of certificated employees who "perform the requirements of educational programs mandated by state or federal law..." The same section further notes the following (**Exhibit B**):

For purposes of claiming reimbursement, eligible claimants must identify the state or federal law mandating the educational program being performed by the certificated instructional employees.

The district did not fulfill this requirement when filing its claims. During the audit fieldwork, we were able to research and identify state or federal law mandating the majority of educational programs and subjects for the teacher evaluations claimed. However, the district did not identify specific state or federal law supporting that preschool instruction was a mandated educational program.

The district stated in its response to the draft audit report that federal law requires preschool instruction for special education pupils (**Exhibit D**). However, the district claims did not include any special education preschool teacher evaluations and we did not exclude any from reimbursement. The issue remained that preschool teachers claimed by the district did not appear to have worked in the program that was mandated by state or federal law.

The parameters and guidelines require the claimant districts to identify which state or federal law mandates the education programs for the teacher evaluations being claimed. The district did not identify any law that mandates the preschool program, either when filing its claims, or during other subsequent times it responded to the audit report or filed this incorrect reduction claim.

Other excluded evaluations

The district concurred with the following categories of unallowable evaluations noted during the audit:

- Duplicate teacher evaluations claimed multiple times in one school year
- Permanent biannual teacher evaluations claimed every year rather than every other year

- Permanent five-year teacher evaluations claimed multiple times in a five-year period rather than once every five years

The district concurred that the evaluations described above were excluded in accordance with the criteria outlined in the program's parameters and guidelines.

IV. CONCLUSION

The SCO audited the Carlsbad Unified School District's claims for costs of the legislatively mandated Stull Act Program (Chapter 498, Statutes of 1983; and Chapter 4, Statutes of 1999) for the period of July 1, 2005, through June 30, 2009. The district claimed \$512,761 for the mandated program. Our audit found that \$238,660 is allowable and \$274,101 is unallowable. The costs are unallowable primarily because the district claimed reimbursement for activities not reimbursable under the mandated program.

The Commission should find that: (1) the SCO correctly reduced the district's FY 2005-06 claim by \$45,637; (2) the SCO correctly reduced the district's FY 2006-07 claim by \$124,851; (3) the SCO correctly reduced the district's FY 2007-08 claim by \$60,859, and (4) the SCO correctly reduced the district's FY 2008-09 claim by \$42,754.

V. CERTIFICATION

I hereby certify by my signature below that the statements made in this document are true and correct of my own knowledge, or, as to all other matters, I believe them to be true and correct based upon information and belief.

Executed on October 2, 2015, at Sacramento, California, by:



Jim L. Spano, Chief
Mandated Cost Audits Bureau
Division of Audits
State Controller's Office

Tab 3

BEFORE THE
COMMISSION ON STATE MANDATES
STATE OF CALIFORNIA

IN RE TEST CLAIM ON:

Education Code Sections 44660-44665
(Former Ed. Code, §§ 13485-13490);

Statutes 1975, Chapter 1216; Statutes 1983,
Chapter 498; Statutes 1986, Chapter 393;
Statutes 1995, Chapter 392; Statutes 1999,
Chapter 4;

Filed on July 7, 1999;

By Denair Unified School District, Claimant.

No. 98-TC-25

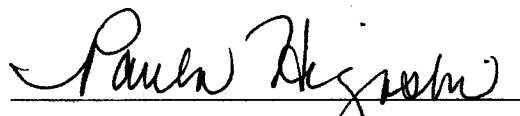
The Stull Act

STATEMENT OF DECISION PURSUANT
TO GOVERNMENT CODE SECTION 17500
ET SEQ.; CALIFORNIA CODE OF
REGULATIONS, TITLE 2, DIVISION 2,
CHAPTER 2.5, ARTICLE 7

(Adopted on May 27, 2004)

STATEMENT OF DECISION

The attached Statement of Decision of the Commission on State Mandates is hereby adopted in the above-entitled matter.



PAULA HIGASHI, Executive Director

6-1-2004
Date

BEFORE THE
COMMISSION ON STATE MANDATES
STATE OF CALIFORNIA

IN RE TEST CLAIM ON:

Education Code Sections 44660-44665
(Former Ed. Code, §§ 13485-13490);
Statutes 1975, Chapter 1216; Statutes 1983,
Chapter 498; Statutes 1986, Chapter 393;
Statutes 1995, Chapter 392; Statutes 1999,
Chapter 4;
Filed on July 7, 1999;
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The Stull Act

STATEMENT OF DECISION PURSUANT
TO GOVERNMENT CODE SECTION 17500
ET SEQ.; CALIFORNIA CODE OF
REGULATIONS, TITLE 2, DIVISION 2,
CHAPTER 2.5, ARTICLE 7

(Adopted on May 27, 2004)

PROPOSED STATEMENT OF DECISION

The Commission on State Mandates (Commission) heard and decided this test claim during a regularly scheduled hearing on May 27, 2004. David E. Scribner appeared for the claimant, Denair Unified School District. Barbara Taylor appeared for the Department of Finance.

The law applicable to the Commission's determination of a reimbursable state-mandated program is article XIII B, section 6 of the California Constitution, Government Code section 17500 et seq., and related case law.

The Commission adopted the staff analysis at the hearing by a vote of 4 to 0.

BACKGROUND

This test claim addresses the Stull Act. The Stull Act was originally enacted in 1971 to establish a uniform system of evaluation and assessment of the performance of "certificated personnel" within each school district. (Former Ed. Code, §§ 13485-13490.)¹ The Stull Act required the governing board of each school district to develop and adopt specific guidelines to evaluate and assess certificated personnel², and to avail itself of the advice of certificated instructional personnel before developing and adopting the guidelines.³ The evaluation and assessment of the certificated personnel was required to be reduced to writing and a copy transmitted to the employee no later than sixty days before the end of the school year.⁴ The employee then had the right to initiate a written response to the evaluation, which became a permanent part of the

¹ Statutes 1971, chapter 361.

² Former Education Code section 13487.

³ Former Education Code section 13486.

⁴ Former Education Code section 13488.

employee's personnel file.⁵ The school district was also required to hold a meeting with the employee to discuss the evaluation.⁶

Former Education Code section 13489 required that the evaluation and assessment be continuous. For probationary employees, the evaluation had to occur once each school year. For permanent employees, the evaluation was required every other year. Former section 13489 also required that the evaluation include recommendations, if necessary, for areas of improvement in the performance of the employee. If the employee was not performing his or her duties in a satisfactory manner according to the standards, the "employing authority"⁷ was required to notify the employee in writing, describe the unsatisfactory performance, and confer with the employee making specific recommendations as to areas of improvement and endeavor to assist in the improvement.

In 1976, the Legislature renumbered the provisions of the Stull Act. The Stull Act can now be found in Education Code sections 44660-44665.⁸

The test claim legislation, enacted between 1975 and 1999, amended the Stull Act. The claimant alleges that the amendments constitute a reimbursable state-mandated program within the meaning of article XIII B, section 6 of the California Constitution.⁹

In addition, the claimant, a school district, alleges that compliance with the Stull Act is new as to county offices of education and, thus, counties are entitled to reimbursement for all activities under the Stull Act.¹⁰

However, no county office of education has appeared in this action as a claimant, nor filed a declaration alleging mandated costs exceeding \$1000, as expressly required by Government Code section 17564 and section 1183 of the Commission's regulations.

Therefore, the test claim has not been perfected as to county offices of education. The findings in this analysis, therefore, are limited to school districts.

⁵ *Ibid.*

⁶ *Ibid.*

⁷ Former Education Code section 13490 defined "employing authority" as "the superintendent of the school district in which the employee is employed, or his designee, or in the case of a district which has no superintendent, a school principal or other person designated by the governing board."

⁸ Statutes 1976, chapter 1010.

⁹ In 1999, the Legislature added Education Code section 44661.5 to the Stull Act. (Stats. 1999, ch. 279.) Education Code section 44661.5 authorizes a school district to include objective standards from the National Board for Professional Teaching Standards or any objective standards from the California Standards for the Teaching Profession when developing evaluation and assessment guidelines. The claimant did not include Education Code section 44661.5 in this test claim.

¹⁰ Exhibit A (Test Claim, pages 7-9) to Item 9 of the May 27, 2004 Commission Hearing.

Claimant's Position

The claimant contends that the test claim legislation constitutes a reimbursable state-mandated program for the following "new" activities:

- Rewrite standards for employee assessment to reflect expected student "achievement" (as opposed to the prior requirement of expected student "progress") and to expand the standards to reflect expected student achievement at each "grade level." (Stats. 1975, ch. 1216.)
- Develop job responsibilities for certificated non-instructional personnel, including but not limited to, supervisory and administrative personnel. (Stats. 1975, ch. 1216.)
- Assess and evaluate non-instructional personnel. (Stats. 1975, ch. 1216; Stats. 1995, ch. 392.)
- Receive and review responses from certificated non-instructional personnel regarding the employee's evaluation. (Stats. 1986, ch. 393.)
- Conduct a meeting between the certificated non-instructional employee and the evaluator to discuss the evaluation and assessment. (Stats. 1986, ch. 393.)
- Conduct additional evaluations of certificated employees who receive an unsatisfactory evaluation. (Stats. 1983, ch. 498.)
- Review the results of a certificated instructional employee's participation in the Peer Assistance and Review Program for Teachers as part of the assessment and evaluation. (Stats. 1999, ch. 4.)
- Assess and evaluate the performance of certificated instructional personnel as it relates to the instructional techniques and strategies used and the employee's adherence to curricular objectives. (Stats. 1983, ch. 498.)
- Assess and evaluate certificated instructional personnel as it relates to the progress of pupils towards the state adopted academic content standards, if applicable, as measured by state adopted criterion referenced assessments. (Stats. 1999, ch. 4.)
- Assess and evaluate certificated personnel employed by county superintendents of education. (Stats. 1975, ch. 1216.)¹¹

Department of Finance's Position

The Department of Finance filed comments on March 6, 2001, contending that most of the activities requested by the claimant do not constitute reimbursable state-mandated activities. The Department of Finance states, however, that the following activities "may" be reimbursable:

- Assess and evaluate the performance of certificated instructional personnel as it relates to the progress of students toward the attainment of state academic standards, as measured by state-adopted assessments.

¹¹ Exhibit A (Test Claim) to Item 9 of the May 27, 2004 Commission Hearing.

- Modification of assessment and evaluation methods to determine whether instructional staff is adhering to the curricular objectives and instructional techniques and strategies associated with the updated state academic standards.
- Assess and evaluate permanent certificated staff that has received an unsatisfactory evaluation at least once each year, until the employee receives a satisfactory evaluation, or is separated from the school district.
- Implementation of the Stull Act by county offices of education.¹²

Discussion

The courts have found that article XIII B, section 6 of the California Constitution¹³ recognizes the state constitutional restrictions on the powers of local government to tax and spend.¹⁴ “Its purpose is to preclude the state from shifting financial responsibility for carrying out governmental functions to local agencies, which are ‘ill equipped’ to assume increased financial responsibilities because of the taxing and spending limitations that articles XIII A and XIII B impose.”¹⁵ A test claim statute or executive order may impose a reimbursable state-mandated program if it orders or commands a local agency or school district to engage in an activity or task.¹⁶ In addition, the required activity or task must be new, constituting a “new program,” or it must create a “higher level of service” over the previously required level of service.¹⁷

¹² Exhibit B to Item 9 of the May 27, 2004 Commission Hearing.

¹³ Article XIII B, section 6 provides: “Whenever the Legislature or any state agency mandates a new program or higher level of service on any local government, the state shall provide a subvention of funds to reimburse such local government for the costs of such program or increased level of service, except that the Legislature may, but need not, provide such subvention of funds for the following mandates: (a) Legislative mandates requested by the local agency affected; (b) Legislation defining a new crime or changing an existing definition of a crime; or (c) Legislative mandates enacted prior to January 1, 1975, or executive orders or regulations initially implementing legislation enacted prior to January 1, 1975.”

¹⁴ *Department of Finance v. Commission on State Mandates* (2003) 30 Cal.4th 727, 735.

¹⁵ *County of San Diego v. State of California* (1997) 15 Cal.4th 68, 81.

¹⁶ *Long Beach Unified School Dist. v. State of California* (1990) 225 Cal.App.3d 155, 174. In *Department of Finance v. Commission on State Mandates*, *supra*, 30 Cal.4th at page 742, the court agreed that “activities undertaken at the option or discretion of a local government entity (that is, actions undertaken without any legal compulsion or threat of penalty for nonparticipation) do not trigger a state mandate and hence do not require reimbursement of funds - even if the local entity is obligated to incur costs as a result of its discretionary decision to participate in a particular program or practice.” The court left open the question of whether non-legal compulsion could result in a reimbursable state mandate, such as in a case where failure to participate in a program results in severe penalties or “draconian” consequences. (*Id.*, at p. 754.)

¹⁷ *Lucia Mar Unified School District v. Honig* (1988) 44 Cal.3d 830, 835-836.

The courts have defined a “program” subject to article XIII B, section 6, of the California Constitution, as one that carries out the governmental function of providing public services, or a law that imposes unique requirements on local agencies or school districts to implement a state policy, but does not apply generally to all residents and entities in the state.¹⁸ To determine if the program is new or imposes a higher level of service, the test claim legislation must be compared with the legal requirements in effect immediately before the enactment of the test claim legislation.¹⁹ Finally, the newly required activity or increased level of service must impose costs mandated by the state.²⁰

The Commission is vested with exclusive authority to adjudicate disputes over the existence of state-mandated programs within the meaning of article XIII B, section 6.²¹ In making its decisions, the Commission must strictly construe article XIII B, section 6 and not apply it as an “equitable remedy to cure the perceived unfairness resulting from political decisions on funding priorities.”²²

Issue 1: Is the test claim legislation subject to article XIII B, section 6 of the California Constitution?

Certain statutes in the test claim legislation do not require school districts to perform activities and, thus, are not subject to article XIII B, section 6.

In order for a statute to be subject to article XIII B, section 6 of the California Constitution, the statutory language must require local agencies or school districts to perform an activity or task. If the statutory language does not mandate local agencies or school districts to perform a task, then compliance with the test claim statute is within the discretion of the local entity and a reimbursable state-mandated program does not exist.

Here, there are two test claim statutes, Education Code section 44664, subdivision (b) (as amended by Stats. 1983, ch, 498 and Stats. 1999, ch. 4) and Education Code section 44662, subdivision (d) (as amended by Stats. 1999, ch. 4) that do not require school districts to perform activities and, thus, are not subject to article XIII B, section 6 of the California Constitution.

Education Code section 44664, subdivision (b), as amended by Statutes 1983, chapter 498. In 1983, the Legislature amended Education Code section 44664 by adding subdivision (b). Subdivision (b) authorizes a school district to require a certificated employee that receives an

¹⁸ *County of Los Angeles v. State of California* (1987) 43 Cal.3d 46, 56; *Lucia Mar, supra*, 44 Cal.3d 830, 835.

¹⁹ *Lucia Mar, supra*, 44 Cal.3d 830, 835.

²⁰ *County of Fresno v. State of California* (1991) 53 Cal.3d 482, 487; *County of Sonoma v. Commission on State Mandates* (2000) 84 Cal.App.4th 1265, 1284; Government Code sections 17514 and 17556.

²¹ *Kinlaw v. State of California* (1991) 54 Cal.3d 326, 331-334; Government Code sections 17551, 17552.

²² *City of San Jose v. State of California* (1996) 45 Cal.App.4th 1802, 1817; *County of Sonoma, supra*, 84 Cal.App.4th 1265, 1280.

unsatisfactory evaluation to participate in a program to improve the employee's performance. Education Code section 44664, subdivision (b), stated the following:

Any evaluation performed pursuant to this article which contains an unsatisfactory rating of an employee's performance in the area of teaching methods or instruction *may* include the requirement that the certificated employee shall, as determined by the employing authority, participate in a program designed to improve appropriate areas of the employee's performance and to further pupil achievement and the instructional objectives of the employing authority.
(Emphasis added.)

The plain language of the statute authorizes, but does not mandate, a school district to require its certificated employees to participate in a program designed to improve performance if the employee receives an unsatisfactory evaluation. Thus, the Commission finds that Education Code section 44664, subdivision (b), as amended by Statutes 1983, chapter 498, does not mandate school districts to perform an activity and, thus, it is not subject to article XIII B, section 6 of the California Constitution.

Education Code section 44662, subdivision (d), and Education Code section 44664, subdivision (b), as amended by Statutes 1999, chapter 4. In 1999, the Legislature amended Education Code section 44664, subdivision (b), by adding the following underlined sentence:

Any evaluation performed pursuant to this article which contains an unsatisfactory rating of an employee's performance in the area of teaching methods or instruction may include the requirement that the certificated employee shall, as determined by the employing authority, participate in a program designed to improve appropriate areas of the employee's performance and to further pupil achievement and the instructional objectives of the employing authority. If a district participates in the Peer Assistance and Review Program for Teachers established pursuant to Article 4.5 (commencing with Section 44500), any certificated employee who receives an unsatisfactory rating on an evaluation performed pursuant to this section shall participate in the Peer Assistance and Review Program for Teachers.

The 1999 test claim legislation also amended Education Code section 44662 by adding subdivision (d), which states:

Results of an employee's participation in the Peer Assistance and Review Program for Teachers established by Article 4.5 (commencing with Section 44500) shall be made available as part of the evaluation conducted pursuant to this section.

The claimant requests reimbursement to "receive and review, for purposes of a certificated employee's assessment and evaluation, if applicable, the results of an employee's participation in the Peer Assistance and Review Program for Teachers established by Article 4.5 (commencing with section 44500.)"²³

²³ Exhibit A (Test Claim, page 7) to Item 9 of the May 27, 2004 Commission Hearing.

The Department of Finance contends that reviewing the results of the Peer Assistance and Review Program, as part of the Stull Act evaluation of the employee's performance, is not a reimbursable state-mandated activity because participation in the Peer Assistance and Review Program is voluntary.²⁴

In response to the Department of Finance, the claimant states the following:

The legislative intent behind the amendments to the Stull Act was to ensure that school districts adopt objective, uniform evaluation and assessment guidelines that effectively assess certificated employee performance. To meet this desired goal, school districts that participate in the Peer Assistance and Review Program must include an employee's results of participation in the employee's evaluation. If this information was not considered by the district, inconsistent, incomplete, and inaccurate evaluations and assessments would occur – a result contrary to the Legislature's stated intent. Therefore, the claimant contends that the activities associated with the receipt and review of an employee's participation in the Peer Assistance and Review Program impose reimbursable state-mandated activities upon school districts.²⁵

For the reasons described below, the Commission finds that the receipt and review of the results of an employee's participation in the Peer Assistance and Review Program is not a state-mandated activity and, therefore, the 1999 amendments to Education Code sections 44662 and 44664 are not subject to article XIII B, section 6 of the California Constitution.

In *Department of Finance v. Commission on State Mandates*²⁶, the Supreme Court reviewed test claim legislation that required school site councils to post a notice and an agenda of their meetings. The court determined that school districts were not legally compelled to establish eight of the nine school site councils and, thus, school districts were not mandated by the state to comply with the notice and agenda requirements for these school site councils.²⁷ The court reviewed the ballot materials for article XIII B, which provided that "a state mandate comprises something that a local government entity is required or forced to do."²⁸ The ballot summary by the Legislative Analyst further defined "state mandates" as "requirements imposed on local governments by legislation or executive orders."²⁹

The court also reviewed and affirmed the holding of the *City of Merced* case.^{30, 31} The court stated the following:

²⁴ Exhibit B to Item 9 of the May 27, 2004 Commission Hearing.

²⁵ Exhibit C (Claimant Rebuttal, page 7) to Item 9 of the May 27, 2004 Commission Hearing.

²⁶ *Department of Finance, supra*, 20 Cal.4th 727.

²⁷ *Id.* at page 731.

²⁸ *Id.* at page 737.

²⁹ *Ibid.*

³⁰ *Id.* at page 743.

³¹ *City of Merced v. State of California* (1984) 153 Cal.App.3d 777.

In *City of Merced*, the city was under no legal compulsion to resort to eminent domain-but when it elected to employ that means of acquiring property, its obligation to compensate for lost business goodwill was not a reimbursable state mandate, because the city was not required to employ eminent domain in the first place. Here as well, if a school district elects to participate in or continue participation in any underlying *voluntary* education-related funded program, the district's obligation to comply with the notice and agenda requirements related to that program does not constitute a reimbursable state mandate. (Emphasis in original.)³²

Thus, the Supreme Court held as follows:

[W]e reject claimants' assertion that they have been legally compelled to incur notice and agenda costs, and hence are entitled to reimbursement from the state, based merely upon the circumstance that notice and agenda provisions are mandatory elements of education-related programs in which claimants have participated, *without regard to whether claimant's participation in the underlying program is voluntary or compelled.* [Emphasis added.]³³

The Supreme Court left undecided whether a reimbursable state mandate "might be found in circumstances short of legal compulsion—for example, if the state were to impose a substantial penalty (independent of the program funds at issue) upon any local entity that declined to participate in a given program."³⁴

The decision of the California Supreme Court in *Department of Finance* is relevant and its reasoning applies in this case. The Supreme Court explained that "the proper focus under a legal compulsion inquiry is upon the nature of the claimants' participation in the underlying programs themselves."³⁵ Thus, based on the Supreme Court's decision, the Commission is required to determine if the underlying program (in this case, participation in the Peer Assistance and Review Program) is a voluntary decision at the local level or is legally compelled by the state.

The Peer Assistance and Review Program and the amendment to the Stull Act to reflect the Peer Assistance and Review Program were sponsored by Governor Davis and were enacted by the Legislature during the 1999 special legislative session on education. As expressly provided in the legislation, the intent of the Legislature, in part, was to coordinate the Peer Assistance and Review Program with the evaluations of certificated employees under the Stull Act. Section 1 of the 1999 test claim legislation states the following:

It is the intent of the Legislature to establish a teacher peer assistance and review system as a critical feedback mechanism that allows exemplary teachers to assist

³² *Ibid.*

³³ *Id.* at page 731.

³⁴ *Ibid.*

³⁵ *Id.* at page 743.

veteran teachers in need of development in subject matter knowledge or teaching strategies, or both.

It is further the intent of the Legislature that a school district that operates a program pursuant to Article 4.5 (commencing with Section 44500) of Chapter 3 of Part 25 of the Education Code coordinate its employment policies and procedures for that program with its activities for professional staff development, the Beginning Teacher Support and Assessment Program, and the biennial evaluations of certificated employees required pursuant to Section 44664 [of the Stull Act].

The plain language of Education Code section 44500, subdivision (a), authorizes, but does not require, school districts to participate in the Peer Assistance and Review Program. That section states in pertinent part that “[t]he governing board of a school district and the exclusive representative of the certificated employees in the school district *may* develop and implement a program authorized by this article that meets local conditions and conforms with the principles set forth in subdivision (b).” (Emphasis added.) If a school district implements the program, the program must assist a teacher to improve his or her teaching skills and knowledge, and provide that the final evaluation of a teacher’s participation in the program be made available for placement in the personnel file of the teacher receiving assistance. (Ed. Code, § 44500, subd. (b).) Furthermore, school districts that participate in the Peer Assistance and Review Program receive state funding pursuant to Education Code sections 44505 and 44506.

Therefore, the Commission finds that school districts are not legally compelled to participate in the Peer Assistance and Review Program and, thus, not legally compelled to receive and review the results of the program as part of the Stull Act evaluation.

The Commission further finds that school districts are not practically compelled to participate in the Peer Assistance and Review Program and review the results as part of the Stull Act evaluation. In *Department of Finance*, the California Supreme Court, when considering the practical compulsion argument raised by the school districts, reviewed its earlier decision in *City of Sacramento v. State of California* (1990) 50 Cal.3d 51.³⁶ The *City of Sacramento* case involved test claim legislation that extended mandatory coverage under the state’s unemployment insurance law to include state and local governments and nonprofit corporations. The state legislation was enacted to conform to a 1976 amendment to the Federal Unemployment Tax Act, which required for the first time that a “certified” state plan include unemployment coverage of employees of public agencies. States that did not comply with the federal amendment faced a loss of a federal tax credit and an administrative subsidy.³⁷ The local agencies, knowing that federally mandated costs are not eligible for state subvention, argued against a federal mandate. The local agencies contended that article XIII B, section 9 requires clear legal compulsion not present in the Federal Unemployment Tax Act.³⁸ The state, on the other hand, contended that California’s failure to comply with the federal “carrot and stick” scheme was so substantial that the state had no realistic “discretion” to refuse. Thus, the state

³⁶ *Department of Finance, supra*, 30 Cal.4th at pages 749-751.

³⁷ *City of Sacramento, supra*, 50 Cal.3d at pages 57-58.

³⁸ *Id.* at page 71.

contended that the test claim statute merely implemented a federal mandate and that article XIII B, section 6 does not require strict legal compulsion to apply.³⁹

The Supreme Court in *City of Sacramento* concluded that although local agencies were not strictly compelled to comply with the test claim legislation, the legislation constituted a federal mandate. The Supreme Court concluded that because the financial consequences to the state and its residents for failing to participate in the federal plan were so onerous and punitive, and the consequences amounted to “certain and severe federal penalties” including “double taxation” and other “draconian” measures, the state was mandated by federal law to participate in the plan.⁴⁰

The Supreme Court applied the same analysis in the *Department of Finance* case and found that the practical compulsion finding for a state mandate requires a showing of “certain and severe penalties” such as “double taxation” and other “draconian” consequences. The Court stated the following:

Even assuming, for purposes of analysis only, that our construction of the term “federal mandate” in *City of Sacramento* [citation omitted], applies equally in the context of article XIII B, section 6, for reasons set below we conclude that, contrary to the situation we described in that case, claimants here have not faced “certain and severe ... penalties” such as “double ... taxation” and other “draconian” consequences . . .⁴¹

Although there are statutory consequences for not participating in the Peer Assistance and Review Program, the Commission finds, as explained below, that the consequences do not constitute the type of draconian penalties described in the *Department of Finance* case.

Pursuant to Education Code section 44504, subdivision (b), school districts that do not participate in the Peer Assistance and Review Program are not eligible to receive state funding for specified programs. Education Code section 44504, subdivision (b), states the following:

A school district that does not elect to participate in the program authorized under this article by July 1, 2001, is not eligible for any apportionment, allocation, or other funding from an appropriation for the program authorized pursuant to this article or for any apportionments, allocations, or other funding from funding for local assistance appropriated pursuant to the Budget Act Item 6110-231-0001, funding appropriated for the Administrator Training and Evaluation Program set forth in Article 3 (commencing with Section 44681) of Chapter 3.1 of Part 25, from an appropriation for the Instructional Time and Staff Development Reform Program as set forth in Article 7.5 (commencing with Section 44579) of Chapter 3, or from an appropriation for school development plans as set forth in Article 1 (commencing with Section 44670.1) of Chapter 3.1 and the Superintendent of Public Instruction shall not apportion, allocate, or otherwise provide any funds to the district pursuant to those programs.

³⁹ *Ibid.*

⁴⁰ *Id.* at pages 73-76.

⁴¹ *Department of Finance, supra*, 30 Cal.4th at page 751.

The funding appropriated under the programs specified in Education Code section 44504, subdivision (b), are not state-mandated programs. Most are categorical programs undertaken at the discretion of the school district in order to receive grant funds. For example, the funding appropriated pursuant to the Budget Act Item 6110-231-0001 is local assistance funding to school districts "for the purpose of the Proposition 98 educational programs specified in subdivision (b) of Section 12.40 of this act." (Stats. 1999, ch. 50, State Budget Act.) The education programs specified in subdivision (b) of Section 12.40 of the 1999 State Budget Act include the Tenth Grade Counseling Program, the Reader Service for Blind Teacher Program, and the Home to School Transportation Program. (A full list of the educational programs identified in section 12.40 of the 1999 State Budget Act is provided in the footnote below.)⁴²

The same is true for the other programs identified in Education Code section 44504, subdivision (b), all of which are voluntary: i.e., the Administrator Training and Evaluation Program, the Instructional Time and Staff Development Reform Program, and the School Development Plans Program.

Accordingly, the Commission finds that the 1999 amendment to Education Code sections 44662, subdivision (d), and 44664, subdivision (b), does not impose a mandate on school districts to receive and review the results of the Peer Assistance and Review Program as part of the Stull Act

⁴² Section 12.40 of the 1999 State Budget Act identifies the following programs: Item 6110-108-0001 – Tenth Grade Counseling (Ed. Code, § 48431.7); Item 6110-110-0001 – Reader Service for Blind Teachers (Ed. Code, §§ 45371, 44925); Item 6110-111-0001 – Home to School Transportation and Small District Transportation (Ed. Code, § 41850, 42290); Item 6110-116-0001 – School Improvement Program (Ed. Code, § 52000 et seq.); Item 6110-118-0001 – State Vocational Education (in lieu of funds otherwise appropriated pursuant to Business and Professions Code section 19632); Item 6110-119-0001 – Educational Services for Foster Youth (Ed. Code, § 42920 et seq.); Item 6110-120-0001 – Pupil Dropout Prevention Programs (Ed. Code, §§ 52890, 52900, 54720, 58550); Item 6110-122-0001 – Specialized Secondary Programs (Ed. Code, § 58800 et seq.); Item 6110-124-0001 – Gifted and Talented Pupil Program (Ed. Code, § 52200 et seq.); Item 6110-126-0001 – Miller-Unruh Basic Reading Act of 1965 (Ed. Code, § 54100 et seq.); Item 6110-127-0001 – Opportunity Classes and Programs (Ed. Code, § 48643 et seq.); Item 6110-128-0001 – Economic Impact Aid (Ed. Code, §§ 54020, 54031, 54033, 54040); Item 6110-131-0001 – American Indian Early Childhood Education Program (Ed. Code, § 52060 et seq.); Item 6110-146-0001 – Demonstration Programs in Intensive Instruction (Ed. Code, § 58600 et seq.); Item 6110-151-0001 – California Indian Education Centers (Ed. Code, § 33380); Item 6110-163-0001 – The Early Intervention for School Success Program (Ed. Code, § 54685 et seq.); Item 6110-167-0001 – Agricultural Vocational Education Incentive Program (Ed. Code, § 52460 et seq.); Item 6110-180-0001 – grant money pursuant to the federal Technology Literacy Challenge Grant Program; Item 6110-181-0001 – Educational Technology Programs (Ed. Code, § 51870 et seq.); Item 6110-193-0001 – Administrator Training and Evaluation Program, School Development Plans and Resource Consortia, Bilingual Teacher Training Program; Item 6110-197-0001 – Instructional Support-Improving School Effectiveness – Intersegmental Programs; Item 6110-203-0001 – Child Nutrition Programs (Ed. Code, §§ 41311, 49536, 49501, 49550, 49552, 49559); Item 6110-204-0001 – 7th and 8th Grad Math Academies; and Item 6110-209-0001 – Teacher Dismissal Apportionments (Ed. Code, § 44944).

evaluation and, thus, these sections are not subject to article XIII B, section 6 of the California Constitution.

The remaining requirements imposed by the test claim legislation constitute a state-mandated program only for those certificated employees that perform the duties mandated by state and federal law.

The remaining test claim legislation requires school districts, in their evaluation of certificated personnel, to perform the following activities:

- assess and evaluate the performance of non-instructional certificated personnel (former Ed. Code, §§ 13485, 13487, as amended by Stats. 1975, ch. 1216; Ed. Code, § 44663, as amended by Stats. 1986, ch. 393);
- establish standards of expected student achievement at each grade level in each area of study to be included in a district's evaluation and assessment guidelines (former Ed. Code, § 13487, as repealed and reenacted by Stats. 1975, ch. 1216);
- evaluate and assess the performance of instructional certificated employees as it reasonably relates to the instructional techniques and strategies used by certificated employees, the certificated employee's adherence to curricular objectives, and the progress of pupils towards the state adopted academic content standards (Ed. Code, § 44662, subd. (b), as amended by Stats. 1983, ch. 498 and Stats. 1999, ch. 4); and
- assess and evaluate certificated personnel that receive an unsatisfactory evaluation once each year until the employee achieves a positive evaluation, or is separated from the school district (Ed. Code, § 44664, as amended by Stats. 1983, ch. 498).

Pursuant to the Supreme Court's decision in the *Department of Finance* case, the Commission finds that the evaluation and assessment activities required by the test claim legislation constitute state-mandated activities only for those certificated employees that perform the duties mandated by state or federal law. The activities associated with evaluating and assessing certificated personnel employed in local, discretionary educational programs do not constitute state-mandated activities and, thus, are not subject to article XIII B, section 6 of the California Constitution.

In *Department of Finance, supra*, the Court found, on page 731 of the decision, that:

[W]e reject claimants' assertion that they have been legally compelled to incur notice and agenda costs, and hence are entitled to reimbursement from the state, based merely upon the circumstance that notice and agenda provisions are mandatory elements of education-related program in which claimants have participated, without regard to whether claimant's participation in the underlying program is voluntary or compelled. [Emphasis added.]

In the present case, the California Constitution gives the Legislature plenary authority over education by requiring the Legislature to encourage by all suitable means the promotion of education and to provide for a system of common schools.⁴³ A system of common schools

⁴³ California Constitution, article IX, sections 1, 5; *Hayes v. Commission on State Mandates* (1992) 11 Cal. App.4th 1564, 1579, fn. 5.

means one system, which prescribes the courses of study and educational progression from grade to grade.⁴⁴ Schools are required to meet the minimum standards and guidelines regarding course instruction and educational progression established by the Legislature.⁴⁵

Given this background, the Legislature has historically mandated specified educational programs that school districts are required to follow. For example, Education Code section 48200 provides that each person between the ages of six and 18 years is subject to compulsory full-time education. School districts are required to adopt a course of study for grades 1 to 6 that shall include English, Mathematics, Social Sciences, Science, Visual and Performing Arts, Health, and Physical Education.⁴⁶ School districts are required to offer the following courses for grades 7 to 12: English, Social Sciences, Foreign Language, Physical Education, Science, Mathematics, Visual and Performing Arts, Career Technical Education; and Driver Education.⁴⁷ Education Code section 51225.3 describes the state-mandated courses of instruction required for high school graduation. In addition, in the appropriate elementary and secondary grade levels, the required course of study shall include instruction in personal and public safety and accident prevention (Ed. Code, § 51202), instruction about the nature and effects of alcohol, narcotics, and restricted dangerous drugs (Ed. Code, § 51203), and, in grades 7 and 8, instruction on parenting skills and education (Ed. Code, 51220.5). Finally, Education Code section 44805 states that “every teacher in the public schools shall enforce the course of study . . . prescribed for schools.”

In addition, federal law requires school districts to provide a free and appropriate education to all handicapped children.⁴⁸

Thus, school districts are required to employ certificated personnel to fulfill the requirements of the state and federal mandated educational programs. Accordingly, pursuant to the *Department of Finance* case, school districts are mandated by the state to perform the test claim requirements to evaluate and assess the certificated personnel performing the mandated functions.

Moreover, the Commission finds that the test claim requirements to evaluate and assess the certificated personnel performing mandated functions constitutes a program subject to article XIII B, section 6 of the California Constitution. The California Supreme Court, in the case of *County of Los Angeles v. State of California*⁴⁹, defined the word “program” within the meaning of article XIII B, section 6 as a program that carries out the governmental function of providing a

⁴⁴ *Wilson v. State Board of Education* (1999) 75 Cal.App.4th 1123, 1135-1136. In *Wilson*, the court determined that charter schools fall within the system of common schools because their educational programs are required to meet the same state standards, including minimum duration of instruction applicable to all public schools, measurement of student progress by the same assessments required of all public school students, and students are taught by teachers meeting the same minimum requirements as all other public school teachers. (*Id.* at p. 1138.)

⁴⁵ *Burton v. Pasadena City Board of Education* (1977) 71 Cal.App.3d 52, 58.

⁴⁶ Education Code section 51210.

⁴⁷ Education Code section 51220.

⁴⁸ *Hayes, supra*, 11 Cal.App.4th at page 1592.

⁴⁹ *County of Los Angeles, supra*, 43 Cal.3d at page 56.

service to the public, or laws which, to implement a state policy, impose unique requirements on local governments and do not apply generally to all residents and entities in the state. Only one of these findings is necessary to trigger the applicability of article XIII B, section 6.⁵⁰

Legislative intent of the test claim legislation is provided in Education Code section 44660 as follows:

It is the intent of the Legislature that governing boards establish a uniform system of evaluation and assessment of the performance of all certificated personnel within each school district of the state, including schools conducted or maintained by county superintendents of education. The system shall involve the development and adoption by each school district of objective evaluation and assessment guidelines, which may, at the discretion of the governing board, be uniform throughout the district, or for compelling reasons, be individually developed for territories or schools within the district, provided that all certificated personnel of the district shall be subject to a system of evaluation and assessment adopted pursuant to this article.⁵¹

The Commission finds that objectively evaluating the performance of certificated personnel performing mandated functions within a school district carries out the governmental function of providing a service to the public. Public education is a governmental function within the meaning of article XIII B, section 6. The California Supreme Court in *Lucia Mar* stated that “the contributions called for [in the test claim legislation] are used to fund a ‘program’ . . . for the education of handicapped children is clearly a governmental function providing a service to the public.”⁵² Additionally, the court in the *Long Beach Unified School District* case held that “although numerous private schools exist, education in our society is considered to be a peculiarly governmental function.”⁵³ In addition, the test claim legislation imposes unique requirements on school districts.

However, the activities associated with evaluating and assessing certificated personnel employed in local, discretionary educational programs do not constitute state-mandated activities and, thus, are not subject to article XIII B, section 6 of the California Constitution. Pursuant to existing law, school districts are encouraged to develop their own local programs that best fit the needs and interests of the pupils. Unless the Legislature expressly imposes statutory requirements on school districts, school districts have discretionary control with their educational programs.⁵⁴

⁵⁰ *Carmel Valley Fire Protection Dist.*, *supra*, 190 Cal.App.3d at page 537.

⁵¹ As originally enacted, former Education Code section 13485 stated the legislative intent as follows: “It is the intent of the Legislature to establish a uniform system of evaluation and assessment of the performance of certificated personnel within each school district of the state. The system shall involve the development and adoption by each school district of objective evaluation and assessment guidelines.”

⁵² *Lucia Mar*, *supra*, 44 Cal.3d at page 835.

⁵³ *Long Beach Unified School District*, *supra*, 225 Cal.App.3d at page 172.

⁵⁴ California Constitution, article IX, section 14; Education Code sections 35160, 35160.1, 51002.

For example, the Supreme Court in the *Department of Finance* case found that eight of the nine educational programs were voluntary and not mandated by the state. These include the following programs: School Improvement Program (Ed. Code, § 52010 et seq.); American Indian Early Childhood Education Program (Ed. Code, § 52060 et seq.); School-Based Coordinated Categorical Program (Ed. Code, § 52850 et seq.); Compensatory Education Programs (Ed. Code, § 54420 et seq.); Migrant Education Program (Ed. Code, § 54440 et seq.); Motivation and Maintenance Program (Ed. Code, § 54720 et seq.); Parental Involvement Program (Ed. Code, § 11500 et seq.); and Federal Indian Education Program (25 U.S.C, § 2604).⁵⁵

The Commission finds that school districts are free to discontinue their participation in these underlying voluntary programs and free to discontinue employing certificated personnel funded by these programs. Accordingly, the test claim requirements to evaluate and assess certificated personnel funded or employed in local discretionary programs are not mandated by the state and not subject to article XIII B, section 6 of the California Constitution.⁵⁶

Since the parties did not file comments in response to the request for additional briefing on this issue, the determination of the certificated employees performing mandated functions for which schools districts are eligible to receive reimbursement will be addressed during the parameters and guidelines phase.

Issue 2: Does the test claim legislation impose a new program or higher level of service within the meaning of article XIII B, section 6 of the California Constitution?

The California Supreme Court and the courts of appeal have held that article XIII B, section 6 was not intended to entitle local agencies and school districts for all costs resulting from legislative enactments, but only those costs mandated by a new program or higher level of service imposed on them by the state.⁵⁷ Generally, to determine if the program is new or imposes a higher level of service, the analysis must compare the test claim legislation with the legal requirements in effect immediately before the enactment of the test claim legislation.⁵⁸

As indicated above, the Stull Act was enacted in 1971. The test claim legislation, enacted from 1975 to 1999, amended the Stull Act. The issue is whether the amendments constitute a new program or higher level of service within the meaning of article XIII B, section 6 of the California Constitution.

⁵⁵ *Department of Finance, supra*, 30 Cal.4th at page 745.

⁵⁶ The court did not conclude whether school districts were legally compelled to participate in the Bilingual-Bicultural Education program (Ed. Code, § 52160 et seq.) since the case was denied on other grounds. (*Department of Finance, supra*, 30 Cal.4th at p. 746-747.)

⁵⁷ *Lucia Mar Unified School Dist., supra*, 44 Cal.3d at page 834; *City of San Jose v. State of California* (1996) 45 Cal.App.4th 1802, 1816.

⁵⁸ *Lucia Mar Unified School Dist., supra*, 44 Cal.3d at page 835.

Develop job responsibilities for certificated non-instructional personnel, and assess and evaluate the performance of certificated non-instructional personnel (Former Ed. Code, §§ 13485, 13487, as amended by Stats. 1975, ch. 1216; Ed. Code, § 44663, as amended by Stats. 1986, ch. 393).

The claimant is requesting reimbursement for the following activities relating to certificated non-instructional employees:

- Establish and define job responsibilities for certificated non-instructional personnel, including, but not limited to, supervisory and administrative personnel.
- Evaluate and assess the performance of certificated non-instructional personnel as it reasonably relates to the fulfillment of the established job responsibilities.
- Prepare and draft a written evaluation of the certificated non-instructional employee. The evaluation shall include recommendations, if necessary, as to areas of improvement.
- Receive and review from a certificated non-instructional employee written responses regarding the evaluation.
- Prepare and hold a meeting between the certificated non-instructional employee and the evaluator to discuss the evaluation and assessment.⁵⁹

As originally enacted in 1971, the Stull Act stated in former Education Code section 13485 the following:

It is the intent of the Legislature to establish a uniform system of evaluation and assessment of the performance of certificated personnel within each school district of the state. The system shall involve the development and adoption by each school district of objective evaluation and assessment guidelines.

Former Education Code section 13486 stated the following:

In the development and adoption of these guidelines and procedures, the governing board shall avail itself of the advice of the certificated instructional personnel in the district's organization of certificated personnel.

Former Education Code section 13487 required school districts to develop and adopt specific evaluation and assessment guidelines for certificated personnel. Former section 13487 stated the following:

The governing board of each school district shall develop and adopt specific evaluation and assessment guidelines which shall include but shall not necessarily be limited in content to the following elements:

- (a) The establishment of standards of expected student progress in each area of study and of techniques for the assessment of that progress.
- (b) Assessment of certificated personnel as it relates to the established standards.
- (c) Assessment of other duties normally required to be performed by certificated employees as an adjunct to their regular assignments.

⁵⁹ Exhibit A (Test Claim, page 6) to Item 9 of the May 27, 2004 Commission Hearing.

- (d) The establishment of procedures and techniques for ascertaining that the certificated employee is maintaining proper control and is preserving a suitable learning environment.

Former Education Code section 13488 required that the evaluation and assessment be reduced to writing, that an opportunity to respond be given to the certificated employee, and that a meeting be held between the certificated employee and the evaluator to discuss the evaluation. Former section 13488 stated the following:

Evaluation and assessment made pursuant to this article shall be reduced to writing and a copy thereof shall be transmitted to the certificated employee not later than 60 days before the end of each school year in which the evaluation takes place. The certificated employee shall have the right to initiate a written reaction or response to the evaluation. Such response shall become a permanent attachment to the employee's personnel file. Before the end of the school year, a meeting shall be held between the certificated personnel and the evaluator to discuss the evaluation.

And, former Education Code section 13489 required that the evaluation and assessment be performed on a continuing basis, and that the evaluation include necessary recommendations as to areas of improvement. Former Education Code section 13489, as enacted in 1971, stated the following:

Evaluation and assessment of the performance of each certificated employee shall be made on a continuing basis, at least once each school year for probationary personnel, and at least every other year for personnel with permanent status. The evaluation shall include recommendations, if necessary, as to areas of improvement in the performance of the employee. In the event an employee is not performing his duties in a satisfactory manner according to the standards prescribed by the governing board, the employing authority shall notify the employee in writing of such fact and describe such unsatisfactory performance. The employing authority shall thereafter confer with the employee making specific recommendations as to areas of improvement in the employee's performance and endeavor to assist him in such performance.

In addition, section 42 of the 1971 statute provided a specific exemption for certificated employees of community colleges if a related bill was enacted. Section 42 stated the following:

Article 5 (commencing with Section 13401) and Article 5.5 (commencing with Section 13485) of Chapter 2 of Division 10 of the Education Code shall not apply to certificated employees in community colleges if Senate Bill No. 696 or Assembly Bill No. 3032 is enacted at the 1971 Regular Session of the Legislature.

According to the history, Senate Bill 696 was enacted as Statutes 1971, chapter 1654. Thus, certificated employees of community colleges were not required to comply with the Stull Act.

In 1972, former Education Code section 13485 was amended to specifically exclude from the requirements of the Stull Act certificated personnel employed on an hourly basis in adult education classes.⁶⁰

In 1973, former Education Code section 13489 was amended to exclude hourly and temporary certificated employees and substitute teachers, at the discretion of the governing board, from the requirement to evaluate and assess on a continuing basis.⁶¹

Thus, under prior law, school districts were required to perform the following activities as they related to “certificated personnel:”

- Develop and adopt specific evaluation and assessment guidelines for the performance of “certificated personnel.”
- Evaluate and assess “certificated personnel” as it relates to the established standards.
- Prepare and draft a written evaluation of the “certificated employee.” The evaluation shall include recommendations, if necessary, as to areas of improvement.
- Receive and review from a “certificated employee” written responses regarding the evaluation.
- Prepare and hold a meeting between the “certificated employee” and the evaluator to discuss the evaluation and assessment.

The test claim legislation, in 1975 (Stats. 1975, ch. 1216), amended the Stull Act by adding language relating to certificated “non-instructional” employees. As amended, former Education Code section 13485 stated in relevant part the following (with the amended language underlined):

It is the intent of the Legislature that governing boards establish a uniform system of evaluation and assessment of the performance of all certificated personnel within each school district of the state

Former Education Code section 13487 was also repealed and reenacted by Statutes 1975, chapter 1216, as follows (amendments relevant to this issue are underlined):

- (a) The governing board of each school district shall establish standards of expected student achievement at each grade level in each area of study.
- (b) The governing board of each school district shall evaluate and assess certificated employee competency as it reasonably relates to (1) the progress of students toward the established standards, (2) the performance of those noninstructional duties and responsibilities, including supervisory and advisory duties, as may be prescribed by the board, and (3) the establishment and maintenance of a suitable learning environment within the scope of the employee’s responsibilities.

⁶⁰ Statutes 1972, chapter 535.

⁶¹ Statutes 1972, chapter 1973.

- (c) The governing board of each school district shall establish and define job responsibilities for those certificated noninstructional personnel, including, but not limited to, supervisory and administrative personnel, whose responsibilities cannot be evaluated appropriately under the provisions of subdivision (b), and shall evaluate and assess the competency of such noninstructional employees as it reasonably relates to the fulfillment of those responsibilities. ...

The 1975 test claim legislation did not amend the requirements in former Education Code sections 13488 or 13489 to prepare written evaluations of certificated employees, receive responses to those evaluations, and conduct a meeting with the certificated employee to discuss the evaluation.

Additionally, in 1986, the test claim legislation (Stats. 1986, ch. 393) amended Education Code section 44663 (which derived from former Ed. Code, § 13488) by adding subdivision (b) to provide that the evaluation and assessment of certificated non-instructional employees shall be reduced to writing before June 30 of the year that the evaluation is made, that an opportunity to respond be given to the certificated non-instructional employee, and that a meeting be held between the certificated non-instructional employee and the evaluator to discuss the evaluation before July 30. Education Code section 44663, subdivision (b), as added by the test claim legislation, states the following:

In the case of a certificated noninstructional employee, who is employed on a 12-month basis, the evaluation and assessment made pursuant to this article shall be reduced to writing and a copy thereof shall be transmitted to the certificated employee no later than June 30 of the year in which the evaluation and assessment is made. A certificated noninstructional employee, who is employed on a 12-month basis shall have the right to initiate a written reaction or response to the evaluation. This response shall become a permanent attachment to the employee's personnel file. Before July 30 of the year in which the evaluation and assessment take place, a meeting shall be held between the certificated employee and the evaluator to discuss the evaluation and assessment.

The claimant contends that the Stull Act, as originally enacted in 1971, required the assessment and evaluation of teachers, or certificated instructional employees, only. The claimant argues that when the Stull Act was amended in 1975 and 1986, it added the requirement for schools districts to develop job responsibilities to assess and evaluate the performance of non-instructional personnel. The claimant contends that under the rules of statutory construction, an amendment indicates the legislative intent to change the law. The claimant contends that this amendment imposed additional activities on school districts to develop job responsibilities and evaluate certificated non-instructional employees, which constitute a higher level of service.⁶²

The Department of Finance argues that school districts have always had the requirement to assess and evaluate non-instructional personnel because the original legislation enacted in 1971 refers to all certificated personnel. The Department of Finance contends that the subsequent

⁶² Exhibit C to Item 9 of the May 27, 2004 Commission Hearing.

amendments that specifically list certificated non-instructional personnel, were clarifying edits and not new requirements.⁶³

The Stull Act was an existing program when the test claim legislation was enacted. Thus, the issue is whether the 1975 and 1986 amendments to the Stull Act mandated an increased, or higher level of service to develop job responsibilities and to evaluate and assess certificated non-instructional employees. In 1987, the California Supreme Court in *County of Los Angeles v. State of California* expressly stated that the term “higher level of service” must be read in conjunction with the phrase “new program.” Both are directed at *state-mandated increases in the services* provided by local agencies.⁶⁴

In 1990, the Second District Court of Appeal decided the *Long Beach Unified School District* case, which challenged a test claim filed with the Board of Control on executive orders issued by the Department of Education to alleviate racial and ethnic segregation in schools.⁶⁵ The court determined that the executive orders did not constitute a “new program” since schools had an existing constitutional obligation to alleviate racial segregation.⁶⁶ However, the court found that the executive orders constituted a “higher level of service” because the requirements imposed by the state went beyond constitutional and case law requirements. The court stated in relevant part the following:

The phrase “higher level of service” is not defined in article XIII B or in the ballot materials. [Citation omitted.] A mere increase in the cost of providing a service which is the result of a requirement mandated by the state is not tantamount to a higher level of service. [Citation omitted.] However, a review of the Executive Order and guidelines shows that a higher level of service is mandated because the requirements go beyond constitutional and case law requirements. . . . While these steps fit within the “reasonably feasible” description of [case law], the point is that these steps are no longer merely being suggested as options which the local school district may wish to consider but are *required acts*. *These requirements constitute a higher level of service*. We are supported in our conclusion by the report of the Board to the Legislature regarding its decision that the Claim is reimbursable: “Only those costs that are above and beyond the regular level of service for like pupils in the district are reimbursable.”^{67, 68}

⁶³ Exhibit B to Item 9 of the May 27, 2004 Commission Hearing.

⁶⁴ *County of Los Angeles, supra*, 43 Cal.3d at page 56.

⁶⁵ *Long Beach Unified School District, supra*, 225 Cal.App.4th 155.

⁶⁶ *Id.* at page 173.

⁶⁷ *Ibid.*, emphasis added.

⁶⁸ See also, *County of Los Angeles v. Commission on State Mandates* (2003) 110 Cal.App.4th 1176, 1193-1194, where the Second District Court of Appeal followed the earlier rulings and held that in the case of an existing program, reimbursement is required only when the state is divesting itself of its responsibility to provide fiscal support for a program, or is forcing a new program on a locality for which it is ill-equipped to allocate funding.

Thus, in order for the 1975 and 1986 amendments to the Stull Act, relating to certificated non-instructional personnel, to impose a new program or higher level of service, the Commission must find that the state is imposing new required acts or activities on school districts beyond those already required by law.

For the reasons described below, the Commission finds that school districts have been required to develop job responsibilities for certificated non-instructional employees, evaluate and assess certificated non-instructional employees, draft written evaluations of certificated non-instructional employees, receive and review written responses to the evaluation from certificated non-instructional employees, and conduct meetings regarding the evaluation with certificated non-instructional employees under the Stull Act since 1971, before the enactment of the test claim legislation.

Claimant argues that the statutory amendments to the Stull Act, by themselves, reflect the legislative intent to change the law. However, the intent to change the law may not always be presumed by an amendment, as suggested by the claimant. The court has recognized that changes in statutory language can be intended to clarify the law, rather than change it.

We assume the Legislature amends a statute for a purpose, but that purpose need not necessarily be to change the law. [Citation.] Our consideration of the surrounding circumstances can indicate that the Legislature made ... changes in statutory language in an effort only to clarify a statute's true meaning. [Citations omitted.]⁶⁹

Thus, to determine whether the Stull Act, as originally enacted in 1971, applied to all certificated employees of a school district, instructional and non-instructional employees alike, the Commission must apply the rules of statutory construction. Under the rules of statutory construction, the first step is to look at the statute's words and give them their plain and ordinary meaning. Where the words of the statute are not ambiguous, they must be applied as written and may not be altered in any way. Moreover, the intent must be gathered with reference to the whole system of law of which it is a part so that all may be harmonized and have effect.⁷⁰

As indicated by the plain language of former Education Code sections 13485, 13487, 13488, and 13489, school districts were required under prior law to develop evaluation and assessment guidelines for the evaluation of "certificated" employees, evaluate and assess "certificated" employees on a continuing basis, draft written evaluations of "certificated" employees, receive and review written response to the evaluation from "certificated" employees, and conduct meetings regarding the evaluation with "certificated" employees. The plain language of these statutes does not distinguish between instructional employees (teachers) and non-instructional employees (principals, administrators), or specifically exclude certificated non-instructional employees. When read in context with the whole system of law of which these statutes are a part, the requirements of the Stull Act originally applied to *all* certificated employees under prior law.

As enacted, the Stull Act was placed in Chapter 2 of Division 10 of the 1971 Education Code, a chapter addressing "Certificated Employees." Certificated employees are those employees

⁶⁹ *Western Security Bank v. Superior Court* (1997) 15 Cal.4th 232, 243.

⁷⁰ *People v. Thomas* (1992) 4 Cal.4th 206, 210.

directly involved in the educational process and include both instructional and non-instructional employees such as teachers, administrators, supervisors, and principals.⁷¹ Certificated employees must be properly credentialed for the specific position they hold.⁷² A “certificated person” was defined in former Education Code section 12908 as “a person who holds one or more documents such as a certificate, a credential, or a life diploma, which singly or in combination license the holder to engage in the school service designated in the document or documents.” The definition of “certificated person” governs the construction of Division 10 of the former Education Code and is not limited to instructional employees.⁷³

Thus, the plain language of former Education Code sections 13485, 13487, 13488, and 13489 read within the context of Chapter 2 of Division 10 of the 1971 Education Code, a division that governs both instructional and non-instructional certificated employees, required school districts to develop evaluation and assessment guidelines and to evaluate both instructional and non-instructional certificated employees based on the guidelines on a continuing basis.

In addition, former Education Code section 13486, as enacted in 1971, expressly required school districts to avail themselves “of the advice of the *certificated instructional personnel* in the district’s organization of certificated personnel” when developing and adopting the evaluation guidelines. (Emphasis added.) Former Education Code sections 13485, 13487, 13488, and 13489, enacted at the same time, did not limit the evaluation and assessment requirements to “certificated instructional personnel” only. Rather, “certificated employees” were required to be evaluated. Thus, had the Legislature intended to require school districts to evaluate and assess only teachers, as argued by claimant, they would have limited the requirements of former Education Code sections 13485, 13487, 13488, 13489 to “certificated instructional personnel.” Under the rules of statutory construction, the Commission is prohibited from altering the plain language of a statute, or writing into a statute, by implication, express requirements that the Legislature itself has not seen fit to place in the statute.⁷⁴

Moreover, under prior law, the Legislature expressly excluded certain types of certificated employees from the requirements of the Stull Act, and never expressly excluded non-instructional employees. When the Stull Act was originally enacted in 1971, the Legislature excluded employees of community colleges from the requirements.⁷⁵ In 1972, the Legislature revisited the Stull Act and expressly excluded certificated personnel employed on an hourly basis in adult education classes.⁷⁶ In 1973, school districts were authorized to exclude hourly and temporary certificated employees, and substitute teachers from the evaluation requirement.⁷⁷ Under the rules of statutory construction, where exceptions to a general rule are specified by

⁷¹ Former Education Code section 13187 et seq. of the 1971 Education Code.

⁷² Former Education Code section 13251 et seq. of the 1971 Education Code.

⁷³ Former Education Code 12901 of the 1971 Education Code.

⁷⁴ *Whitcomb v. California Employment Commission* (1944) 24 Cal.2d 753, 757; *In re Rudy L.* (1994) 29 Cal.App.4th 1007, 1011.

⁷⁵ Section 42 of Statutes 1971, chapter 361.

⁷⁶ Statutes 1972, chapter 535.

⁷⁷ Statutes 1973, chapter 220.

statute, other exceptions are not to be implied or presumed, absent a discernible and contrary legislative intent.⁷⁸ Thus, it cannot be implied from the plain language of the legislation that the Legislature intended to exclude certificated non-instructional employees from the requirements of the Stull Act.

The conclusion that the Stull Act applied to non-instructional employees under prior law is further supported by case law. In 1977, the First District Court of Appeal considered *Grant v. Adams*.⁷⁹ The *Grant* case involved a school district employee who was a certified teacher with credentials as an administrator who had been serving as a principal (a non-instructional employee) of an elementary school from 1973 through 1974. In May 1974, the employee was reassigned and demoted to a teaching position for the 1974-1975 school year.⁸⁰ The employee made the argument that the Stull Act, when coupled with other statutory provisions, created a property interest in his position as a principal and required that an evaluation be conducted before termination of an administrative assignment. The court disagreed with the employee's argument, holding that the Stull Act evaluation was not a precondition to reassignment or dismissal.⁸¹ When analyzing the issue, the court made the following findings:

In 1971, the Legislature passed the so-called "Stull Act," Education Code sections 13485-13490. Among other things the Stull Act required that all school districts establish evaluation procedures for certificated personnel. (Ed. Code, § 13485.) *The state board of education developed guidelines for evaluation of administrators and teachers pursuant to the Stull Act. Respondents [school district] adopted those guidelines without relevant change in June 1972. The guidelines called for evaluation of personnel on permanent status at least once every two years. Appellant was given no evaluation pursuant to the guidelines. (Emphasis added.)*⁸²

In 1979, the California Supreme Court decided *Miller v. Chico Unified School District Board of Education*, a case with similar facts.⁸³ In the *Miller* case, the employee was a principal of a junior high school from 1958 until 1976, when he was reassigned to a teaching position. In 1973, the school board adopted procedures to formally evaluate administrators pursuant to the Stull Act.⁸⁴ The employee received a Stull Act evaluation in 1973, 1974, and 1975.⁸⁵ In 1976, the school board requested the employee's cooperation in his fourth annual Stull evaluation report, but the employee refused on advice of counsel.⁸⁶ The employee sought reinstatement to

⁷⁸ *People v. Galambos* (2002) 104 Cal.App.4th 1147.

⁷⁹ *Grant v. Adams* (1977) 69 Cal.App.3d 127.

⁸⁰ *Id.* at page 130.

⁸¹ *Id.* at pages 134-135.

⁸² *Id.* at page 143, footnote 3.

⁸³ *Miller v. Chico Unified School District Board of Education* (1979) 24 Cal.3d 703.

⁸⁴ *Id.* at page 707.

⁸⁵ *Id.* at pages 708-710, 717.

⁸⁶ *Id.* at page 709.

his position as a principal on the ground that the school board failed to comply with the Stull Act.⁸⁷ The court denied the employee's request and made the following findings:

The record indicates, however, that the school board substantially complied with the Stull Act's mandate that the board fix performance guidelines for its certificated personnel, evaluate plaintiff in light of such guidelines, inform plaintiff of the results of any evaluation, and suggest to plaintiff ways to improve his performance.

The school board's guidelines provide for annual evaluations of supervisory personnel; accordingly, the board evaluated plaintiff in 1973, 1974, and 1975. Although plaintiff received generally satisfactory evaluations in 1973 and 1974, the board's evaluation report in 1974 contains suggestions for specific areas of improvement. . . .

Plaintiff's final Stull Act evaluation in June 1975 plainly notified plaintiff "in writing" of any unsatisfactory conduct on his part, and in addition provided a forum for plaintiff's supervisors to make "specific recommendations as to areas of improvement in the employee's performance and endeavor to assist him in such performance." [Former Ed. Code, § 13489.)

The court is surely obligated to understand the purpose of . . . [the Stull Act] and to apply those sections to the relevant facts.⁸⁸

Finally, the legislative history of the 1986 test claim legislation supports the conclusion that the specific language added to the Stull Act was not intended to impose new required acts on school districts. As stated above, the test claim legislation (Stats. 1986, ch. 393) amended Education Code section 44663 by adding subdivision (b) to provide that the evaluation and assessment of certificated non-instructional employees shall be reduced to writing before June 30 of the year that the evaluation is made, that an opportunity to respond be given to the certificated non-instructional employee, and that a meeting be held between the certificated non-instructional employee and the evaluator to discuss the evaluation before July 30. The legislative history of Statutes 1986, chapter 393 (Assem. Bill No. 3878) indicates that the purpose of the bill was to extend for 45 days the *current* requirement for the evaluation of certificated non-instructional employees.⁸⁹ The analysis of Assembly Bill 3878 by the Assembly Education Committee, dated

⁸⁷ *Id.* at page 716.

⁸⁸ *Id.* at pages 717-718.

⁸⁹ Letter from San Diego Unified School District to the Honorable Teresa Hughes, Chairperson of the Assembly Education Committee, on Assembly Bill 3878, April 4, 1986; Assembly Education Committee, Republican Analysis on Assembly Bill 3878, April 7, 1986; Department of Finance, Enrolled Bill Report on Assembly Bill 3878, April 21, 1986; Legislative Analyst, Analysis of Assembly Bill 3878, April 24, 1986; Assembly Education Committee, Republican Analysis on Assembly Bill 3878, April 26, 1986; Senate Committee on Education, Staff Analysis on Assembly Bill 3878, May 28, 1986; Legislative Analyst, Analysis of Assembly Bill 3878, June 18, 1986. (Exhibit I to Item 9 of the May 27, 2004 Commission Hearing.)

April 7, 1986, states the following:

Current statute requires evaluations of noninstructional certificated employees on 12 month contracts to be conducted within 30 days before the last school day. This apparently is a problem for San Diego [Unified School District] because all evaluations are jammed in at the end of the school year. They feel it would make more sense to allow extra time to evaluate those on 12 month contracts and spread the process out over a longer period of time.⁹⁰

The April 24, 1986 analysis of Assembly Bill 3878 by the Legislative Analyst states the following:

Our review indicates that this bill does not mandate any new duties on school district governing boards, but simply extends the date by which evaluations of certain certificated employees must be completed.⁹¹

Based on the foregoing authorities, the Commission finds that school districts were required under prior law to perform the following activities:

- Develop and adopt specific evaluation and assessment guidelines for the performance of certificated non-instructional personnel.
- Evaluate and assess certificated non-instructional personnel as it relates to the established standards.
- Prepare and draft a written evaluation of the certificated non-instructional employee. The evaluation shall include recommendations, if necessary, as to areas of improvement.
- Receive and review from a certificated non-instructional employee written responses regarding the evaluation.
- Prepare and hold a meeting between the certificated non-instructional employee and the evaluator to discuss the evaluation and assessment.

The Commission further finds that the language added to former Education Code section 13487 by the 1975 test claim legislation to "establish and define job responsibilities" for certificated non-instructional personnel falls within the preexisting duty to develop and adopt objective evaluation and assessment guidelines for all certificated employees, does not mandate any new required acts, and, thus, does not constitute a new program or higher level of service.⁹²

Accordingly, the Commission finds that the 1975 and 1986 amendments to former Education Code sections 13485 and 13487 and Education Code section 44663 as they relate to certificated non-instructional employees do not constitute a new program or higher level of service.⁹³

⁹⁰ *Id.* at page 301.

⁹¹ *Id.* at page 306.

⁹² *Long Beach Unified School District, supra*, 225 Cal.App.4th at page 173.

⁹³ It is noted that the analysis by the Legislative Analyst on Senate Bill 777, which was enacted as Statutes 1975, chapter 1216, concludes that "there would also be undetermined increased local costs due to the addition of ... non-instructional certificated employees in evaluation and

Establish standards of expected pupil achievement at each grade level in each area of study (Former Ed. Code, § 13487, as repealed and reenacted by Stats. 1975, ch. 1216).

The claimant is requesting reimbursement to establish standards of expected pupil achievement at each grade level in each area of study.

Former Education Code section 13487, as originally enacted in 1971, required school districts to develop and adopt specific evaluation and assessment guidelines for certificated personnel. Former section 13487 stated in relevant part the following:

The governing board of each school district shall develop and adopt specific evaluation and assessment guidelines which shall include but shall not necessarily be limited in content to the following elements:

- (a) The establishment of standards of expected student progress in each area of study and of techniques for the assessment of that progress.

The test claim legislation, in Statutes 1975, chapter 1216, repealed and reenacted former Education Code section 13487. As reenacted, the statute provided the following (amendments relevant to this issue are reflected with strikeout and underline):

- (a) The governing board of each school district shall establish standards of expected student ~~progress~~ achievement at each grade level in each area of study.

The claimant contends that the 1975 test claim legislation imposed a new program or higher level of service on school districts to rewrite standards for employee assessment to reflect expected student “achievement” (as opposed expected student “progress”) and to expand the standards to reflect expected student achievement at each “grade level.”⁹⁴ The claimant further states the following:

Prior law only required that the standards of expected student achievement be established to show student progress. Under prior law, these standards may have tracked student progress over time. For example, a school district may have established reading standards for pupils upon graduating from eighth grade. Under the test claim legislation, school districts no longer have the ability to determine over what period standards of expected student achievement will be

assessment requirements.” (See, Exhibit I, pp. 292-294.) The courts have determined, however, that legislative findings are not relevant to the issue of whether a reimbursable state-mandated program exists:

[T]he statutory scheme [in Government Code section 17500 et seq.] contemplates that the Commission, as a quasi-judicial body, has the sole and exclusive authority to adjudicate whether a state mandate exists. Thus, any legislative findings are irrelevant to the issue of whether a state mandate exists” (*City of San Jose, supra*, 45 Cal.App.4th at pp. 1817-1818, quoting *County of Los Angeles v. Commission on State Mandates* (1995) 32 Cal.App.4th 805, 819, and *Kinlaw v. State of California, supra*, 54 Cal.3d at p. 333.)

⁹⁴ Exhibit A (Test Claim, page 4) to Item 9 of the May 27, 2004 Commission Hearing.

established: The standards must be established by each grade level. The new standards outlined in the test claim legislation align more closely with the state's new content standards . . . ”⁹⁵

The Department of Finance contends that the 1975 amendment to former Education Code section 13487 does not constitute a new program or higher level of service. The Department states the following:

Finance notes that in practice, school district standards required by Chapter 361/71 would have had to have been differentiated by grade in order to provide a measure of “expected student progress.” Finance also notes that changing the term “expected student progress” to the term “expected student achievement” is a wording change that would not require additional work on the part of school districts. These changes did not require additional work on the part of school districts, and therefore, are not reimbursable.^{96,97}

In order for the 1975 reenactment of former Education Code section 13487 to constitute a new program or higher level of service, the Commission must find that the state is imposing new required acts or activities on school districts beyond those already required by law.⁹⁸ For the reasons below, the Commission finds that the 1975 reenactment of former Education Code section 13487 does not constitute a new program or higher level of service.

On its face, the activities imposed by the 1975 reenactment of former Education Code section 13487 do not appear different than the activities required by the original 1971 version of former Education Code section 13487. Both versions require that standards for evaluation be established so that certificated personnel are evaluated based on student progress. As originally enacted in 1971, “[t]he governing board of each school district shall develop and adopt specific evaluation and assessment guidelines which shall include . . . the establishment of standards of *expected student progress* in each area of study . . . [and the] . . . assessment of certificated personnel competence as it relates to the established standards.” (Emphasis added.) As reenacted in 1975, “[t]he governing board of each school district shall establish standards of expected student achievement at each grade level in each area of study . . . and evaluate and assess certificated employee competency as it reasonably relates to . . . *the progress of students toward the established standards.*” (Emphasis added.)

⁹⁵ Exhibit C, page 2, to Item 9 of the May 27, 2004 Commission Hearing.

⁹⁶ Exhibit B, page 1, to Item 9 of the May 27, 2004 Commission Hearing.

⁹⁷ The Department of Finance’s factual assertion is not supported by “documentary evidence . . . authenticated by declarations under penalty of perjury signed by persons who are authorized and competent to do so,” as required by the Commission’s regulations. (Cal. Code Regs., tit. 2, § 1183.02, subd. (c)(1).)

⁹⁸ *County of Los Angeles, supra*, 43 Cal.3d at page 56; *Long Beach Unified School Dist., supra*, 225 Cal.App.4th at page 173; and *County of Los Angeles, supra*, 110 Cal.App.4th at pages 1193-1194.

In addition, the legislative history of the test claim statute, Statutes 1975, chapter 1216 (Sen. Bill No. 777), does not reveal an intention by the Legislature to impose new required acts. Legislative history simply indicates that the language was “modified.”⁹⁹

Moreover, claimant’s argument, that the test claim statute imposes a higher level of service because, under prior law, school districts “may” have only tracked student progress over time (for example, by establishing “reading standards for pupils upon graduating from eighth grade”), is not persuasive. Under the claimant’s interpretation, the performance of a first grade teacher could be evaluated and assessed based on reading standards for eighth grade students; students that the teacher did *not* teach. The Stull Act, as originally enacted, required the school district to evaluate and assess the performance of all certificated employees based on the progress of their pupils. In addition, the claimant’s factual assertion is not supported by “documentary evidence ... authenticated by declarations under penalty of perjury signed by persons who are authorized and competent to do so,” as required by the Commission’s regulations.¹⁰⁰

Finally, assuming for the sake of argument only, that school districts were required to establish new standards of expected student achievement due to the 1975 test claim statute, that activity would have occurred outside the reimbursement period for this claim. The reimbursement period for this test claim, if approved by the Commission, begins July 1, 1998. The test claim statute was enacted in 1975, 23 years earlier than the reimbursement period. There is no requirement in the test claim statute that establishing the standards is an ongoing activity.

Therefore, based on the evidence in the record, the Commission finds that former Education Code section 13487 as reenacted by Statutes 1975, chapter 1216, does not impose a new program or higher level of service on school districts.

Evaluate and assess the performance of certificated instructional employees (Ed. Code, § 44662, subd. (b), as amended by Stats. 1983, ch. 498 and Stats. 1999, ch. 4).

The claimant requests reimbursement to evaluate and assess the performance of certificated instructional employees as it reasonably relates to the following:

- the instructional techniques and strategies used by the certificated employee (Stats. 1983, ch. 498);
- the certificated employee’s adherence to curricular objectives (Stats 1983, ch. 498); and
- the progress of pupils towards the state adopted academic content standards as measured by state adopted criterion referenced assessments (Stats. 1999, ch. 4).¹⁰¹

⁹⁹ Senate Committee on Education, Staff Analysis on Senate Bill 777, as amended on May 7, 1975; Assembly Education Committee, Analysis of Senate Bill 777, as amended on August 12, 1975; Ways and Means Staff Analysis on Senate Bill 777, as amended on August 19, 1975; Legislative Analyst, Analysis of Senate Bill 777, as amended on August 19, 1975, dated August 22, 1975; Assembly Third Reading of Senate Bill 777, as amended on August 19, 1975. (Exhibit I to Item 9 of the May 27, 2004 Commission Hearing.)

¹⁰⁰ Cal. Code Regs., tit. 2, § 1183.02, subd. (c)(1).

¹⁰¹ Exhibit A (Test Claim, page 6) to Item 9 of the May 27, 2004 Commission Hearing.

The Department of Finance agrees that these activities constitute reimbursable state-mandated activities under article XIII B, section 6.¹⁰²

For the reasons described below, the Commission finds that evaluating and assessing the performance of certificated instructional employees that perform the requirements of educational programs mandated by state or federal law based on these factors constitutes a new program or higher level of service.

The instructional techniques and strategies used by the employee, and the employee's adherence to curricular objectives. In 1983, the test claim legislation amended Education Code section 44662, subdivision (b), to require the school district to evaluate and assess certificated employee competency as it reasonably relates to "the instructional techniques and strategies used by the employee," and "the employee's adherence to curricular objectives." (Stats. 1983, ch. 498.)

Before the 1983 test claim legislation was enacted, the Stull Act required school districts to establish an objective and uniform system of evaluation and assessment of the performance of certificated personnel.¹⁰³ When developing these guidelines, school districts were required to receive advice from certificated instructional personnel. The court interpreted this provision to require districts to meet and confer, and engage in collective bargaining, with representatives of certificated employee organizations before adopting the evaluation guidelines.¹⁰⁴ Thus, certificated instructional employees were evaluated based on the guidelines developed through collective bargaining, and on the following criteria required by the state:

- the progress of students toward the established standards of expected student achievement at each grade level in each area of study; and
- the establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities.¹⁰⁵

Under prior law, the evaluation had to be reduced to writing and a copy of the evaluation given to the employee. An evaluation meeting had to be held between the certificated employee and the evaluator to discuss the evaluation and assessment.¹⁰⁶

The 1983 test claim statute still requires school districts to reduce the evaluation to writing, to transmit a copy to the employee, and to conduct a meeting with the employee to discuss the evaluation and assessment.¹⁰⁷ These activities are not new. However, the 1983 test claim statute amended the evaluation requirements by adding two new evaluation factors: the instructional

¹⁰² Exhibit B to Item 9 of the May 27, 2004 Commission Hearing.

¹⁰³ Former Education Code sections 13485 and 13487.

¹⁰⁴ *Certificated Employees Council of the Monterey Peninsula Unified School District v. Monterey Peninsula Unified School District* (1974) 42 Cal.App.3d 328, 334.

¹⁰⁵ Former Education Code section 13487, subdivision (b), as amended by Statutes 1975, chapter 1216.

¹⁰⁶ Former Education Code sections 13485-13490, as originally enacted by Statutes 1971, chapter 361.

¹⁰⁷ Education Code sections 44662, 44663, 44664.

techniques and strategies used by the employee, and the employee's adherence to curricular objectives. Thus, school districts are now required by the state to evaluate and assess the competency of certificated instructional employees as it reasonably relates to:

- the progress of students toward the established standards of expected student achievement at each grade level in each area of study;
- the instructional techniques and strategies used by the employee;
- the employee's adherence to curricular objectives; and
- the establishment and maintenance of a suitable learning environment, within the scope of the employee's responsibilities.

School districts may have been evaluating teachers on their instructional techniques and adherence to curricular objectives before the enactment of the test claim statute based on the evaluation guidelines developed through the collective bargaining process. But, the state did not previously require the evaluation in these two areas. Government Code section 17565 states that "if a ... school district, at its option, has been incurring costs which are subsequently mandated by the state, the state shall reimburse the ... school district for those costs after the operative date of the mandate."

Accordingly, the Commission finds that Education Code section 44662, subdivision (b), as amended by Statutes 1983, chapter 498, imposes a new required act and, thus, a new program or higher level of service on school districts to evaluate and assess the performance of certificated instructional employees that perform the requirements of educational programs mandated by state or federal law as it reasonably relates to the instructional techniques and strategies used by the employee and the employee's adherence to curricular objectives.

Reimbursement for this activity is limited to the review of the employee's instructional techniques and strategies and adherence to curricular objectives, and to include in the written evaluation of the certificated instructional employees the assessment of these factors during the following evaluation periods:

- once each year for probationary certificated employees;
- every other year for permanent certificated employees; and
- beginning January 1, 2004, every five years for certificated employees with permanent status who have been employed at least ten years with the school district, are highly qualified (as defined in 20 U.S.C. § 7801)¹⁰⁸, and whose previous evaluation rated the employee as meeting or exceeding standards, if the evaluator and certificated employee being evaluated agree.¹⁰⁹

¹⁰⁸ Section 7801 of title 20 of the United States Code defines "highly qualified" as a teacher that has obtained full state certification as a teacher or passed the state teacher licensing examination, and holds a license to teach, and the teacher has not had certification requirements waived on an emergency, temporary, or provisional basis.

¹⁰⁹ Education Code section 44664, subdivision (a)(3), as amended by Statutes 2003, chapter 566.

State adopted academic content standards as measured by state adopted assessment tests. In 1999, the test claim legislation (Stats. 1999, ch. 4) amended Education Code 44662, subdivision (b)(1), by adding the following underlined language:

The governing board of each school district shall evaluate and assess certificated employee competency as it reasonably relates to:

The progress of pupils toward the standards established pursuant to subdivision (a) [standards of expected pupil achievement at each grade level in each area of study] and, if applicable, the state adopted academic content standards as measured by state adopted criterion referenced assessments.

Before the 1999 test claim legislation, school districts were required to evaluate and assess certificated employees based on the progress of pupils. The progress of pupils was measured by standards, adopted by *local school districts*, of expected student achievement at each grade level in each area of study. The evaluation had to be reduced to writing and a copy of the evaluation given to the employee. An evaluation meeting had to be held between the certificated employee and the evaluator to discuss the evaluation and assessment.¹¹⁰

The 1999 test claim legislation still requires school districts to evaluate and assess certificated employees based on the progress of pupils. It also still requires school districts to reduce the evaluation to writing, to transmit a copy to the employee, and to conduct a meeting with the employee to discuss the evaluation and assessment.¹¹¹ These activities are not new.

However, the test claim legislation, beginning January 1, 2000¹¹², imposes a new requirement on school districts to evaluate the performance of certificated employees as it reasonably relates to the progress of pupils based not only on standards adopted by local school districts, but also on the academic content standards adopted by the *state*, as measured by the state adopted assessment tests.

The state academic content standards and the assessment tests that measure the academic progress of students were created in 1995 with the enactment of the California Assessment of Academic Achievement Act.¹¹³ The act required the State Board of Education to develop and adopt a set of statewide academically rigorous content standards in the core curriculum areas of reading, writing, mathematics, history/social science, and science to serve as the basis for assessing the academic achievement of individual pupils and of schools.¹¹⁴ In addition, the Act established the Standardized Testing and Reporting Program (otherwise known as the STAR Program)¹¹⁵, which requires each school district to annually administer to all pupils in grades 2 to 11 a nationally normed achievement test of basic skills, and an achievement test based on the

¹¹⁰ Former Education Code sections 13485-13490, as originally enacted by Statutes 1971, chapter 361.

¹¹¹ Education Code sections 44662, 44663, 44664.

¹¹² Statutes 1999, chapter 4 became operative and effective on January 1, 2000.

¹¹³ Education Code section 60600 et seq.

¹¹⁴ Education Code section 60605, subdivision (a).

¹¹⁵ Education Code section 60640, subdivision (a).

state's academic content standards.¹¹⁶ The Commission determined that the administration of the STAR test to pupils constitutes a partial reimbursable state-mandated program (CSM 97-TC-23).

Although evaluating the performance of a certificated employee based on the progress of pupils is not new, the Commission finds that the requirement to evaluate and assess the performance of certificated instructional employees that teach reading, writing, mathematics, history/social science, and science in grades 2 to 11, as it reasonably relates to the progress of pupils towards the state adopted academic content standards as measured by state adopted criterion referenced assessments is a new required act and, thus a higher level of service within the meaning of article XIII B, section 6 of the California Constitution.

This higher level of service is limited to the review of the results of the STAR test as it reasonably relates to the performance of those certificated employees that teach reading, writing, mathematics, history/social science, and science in grades 2 to 11, and to include in the written evaluation of those certificated employees the assessment of the employee's performance based on the STAR results for the pupils they teach during the evaluation periods specified in Education Code section 44664, and described below:

- once each year for probationary certificated employees;
- every other year for permanent certificated employees; and
- beginning January 1, 2004, every five years for certificated employees with permanent status who have been employed at least ten years with the school district, are highly qualified (as defined in 20 U.S.C. § 7801), and whose previous evaluation rated the employee as meeting or exceeding standards, if the evaluator and certificated employee being evaluated agree.¹¹⁷

Assess and evaluate permanent certificated, instructional and non-instructional, employees that receive an unsatisfactory evaluation once each year until the employee achieves a positive evaluation, or is separated from the school district (Ed. Code, § 44664, as amended by Stats. 1983, ch. 498).

The claimant is requesting reimbursement to conduct additional assessments and evaluations for permanent certificated employees that receive an unsatisfactory evaluation as follows:

Conduct additional annual assessments and evaluations of permanent certificated instructional and non-instructional employees who have received an unsatisfactory evaluation. The school district must conduct the annual assessment and evaluation of a permanent certificated employee until the employee achieves a positive evaluation or is separated from the school district. This mandated activity is limited to those annual assessments and evaluations that occur in years in which the employee would not have been required to be evaluated as per Section 44664 (i.e., permanent certificated employees shall be evaluated every other year). When conducting these additional evaluations the full cost of the

¹¹⁶ Education Code section 60640, subdivision (b).

¹¹⁷ Education Code section 44664, subdivision (a)(3), as amended by Statutes 2003, chapter 566.

evaluation is reimbursable (e.g., evaluation under all criterion, preparing written evaluation, review of comments, and holding a hearing with the teacher).¹¹⁸

The Department of Finance agrees that the 1983 amendment to Education Code section 44664 imposes a reimbursable state-mandated activity.

Before the enactment of the test claim legislation, former Education Code section 13489 (as last amended by Stats. 1973, ch. 220) required that an evaluation for permanent certificated employees occur every other year. Former Education Code section 13489 stated in relevant part the following:

Evaluation and assessment of the performance of each certificated employee shall be made on a continuing basis, at least once each school year for probationary personnel, and *at least every other year for personnel with permanent status*. The evaluation shall include recommendations, if necessary, as to areas of improvement in the performance of the employee. In the event an employee is not performing his duties in a satisfactory manner according to the standards prescribed by the governing board, the employing authority shall notify the employee in writing of such fact and describe such unsatisfactory performance. The employing authority shall thereafter confer with the employee making specific recommendations as to areas of improvement in the employee's performance and endeavor to assist him in such performance. (Emphasis added.)

In 1976, former Education Code section 13489 was renumbered to Education Code section 44664.¹¹⁹ The test claim legislation (Stats. 1983, ch. 498) amended Education Code section 44664, by adding the following sentence: "When any permanent certificated employee has received an unsatisfactory evaluation, the employing authority shall *annually evaluate* the employee until the employee achieves a positive evaluation or is separated from the district." (Emphasis added.)¹²⁰

The Commission finds that Education Code section 44664, as amended by Statutes 1983, chapter 498, imposes a new required act and, thus, a new program or higher level of service by requiring school districts to perform additional evaluations for permanent certificated employees that perform the requirements of educational programs mandated by state or federal law and receive an unsatisfactory evaluation.

This higher level of service is limited to those annual assessments and evaluations that occur in years in which the permanent certificated employee would not have otherwise been evaluated pursuant to Education Code section 44664 (i.e., every other year) and lasts until the employee achieves a positive evaluation or is separated from the school district. This additional evaluation

¹¹⁸ Exhibit A (Test Claim) to Item 9 of the May 27, 2004 Commission Hearing.

¹¹⁹ Statutes 1976, chapter 1010.

¹²⁰ Statutes 2003, chapter 566, amended Education Code section 44664 by changing the word "when" to "if." The language now states the following: "~~When~~ If any permanent certificated employee has received an unsatisfactory evaluation, the employing authority shall annually evaluate the employee until the employee achieves a positive evaluation or is separated from the district."

and assessment of the permanent certificated employee requires the school district to perform the following activities:

- evaluate and assess the certificated employee performance as it reasonably relates to the following criteria: (1) the progress of pupils toward the standards established by the school district of expected pupil achievement at each grade level in each area of study, and, if applicable, the state adopted content standards as measured by state adopted criterion referenced assessments; (2) the instructional techniques and strategies used by the employee; (3) the employee's adherence to curricular objectives; (4) the establishment and maintenance of a suitable learning environment, within the scope of the employee's responsibilities; and, if applicable, (5) the fulfillment of other job responsibilities established by the school district for certificated non-instructional personnel (Ed. Code, § 44662, subs. (b) and (c));
- the evaluation and assessment shall be reduced to writing. (Ed. Code, § 44663, subd. (a).) The evaluation shall include recommendations, if necessary, as to areas of improvement in the performance of the employee. If the employee is not performing his or her duties in a satisfactory manner according to the standards prescribed by the governing board, the school district shall notify the employee in writing of that fact and describe the unsatisfactory performance (Ed. Code, § 44664, subd. (b));
- transmit a copy of the written evaluation to the certificated employee (Ed. Code, § 44663, subd. (a));
- attach any written reaction or response to the evaluation by the certificated employee to the employee's personnel file (Ed. Code, § 44663, subd. (a)); and
- conduct a meeting with the certificated employee to discuss the evaluation (Ed. Code, § 44553, subd. (a)).

Issue 3: Does Education Code Section 44662 (As Amended by Stats. 1999, ch. 4) and Education Code Section 44664 (As Amended by Stats. 1983, ch. 498) Impose Costs Mandated by the State Within the Meaning of Government Code Section 17514?

As indicated above, the Commission finds that the following activities constitute a new program or higher level of service:

- evaluate and assess the performance of certificated instructional employees that perform the requirements of educational programs mandated by state or federal law as it reasonably relates to the instructional techniques and strategies used by the employee and the employee's adherence to curricular objectives (Ed. Code, § 44662, subd. (b), as amended by Stats. 1983, ch. 498);
- evaluate and assess the performance of certificated instructional employees that teach reading, writing, mathematics, history/social science, and science in grades 2 to 11 as it reasonably relates to the progress of pupils towards the state adopted academic content standards as measured by state adopted assessment tests (Ed. Code, § 44662, subd. (b), as amended by Stats. 1999, ch. 4); and
- assess and evaluate permanent certificated, instructional and non-instructional, employees that perform the requirements of educational programs mandated by state or federal law

and receive an unsatisfactory evaluation in the years in which the permanent certificated employee would not have otherwise been evaluated until the employee receives achieves a positive evaluation, or is separated from the school district (Ed. Code, § 44664, as amended by Stats. 1983, ch. 498).

The Commission must continue its inquiry to determine if these activities result in increased costs mandated by the state pursuant to Government Code section 17514.

Government Code section 17514 defines "costs mandated by the state" as any increased cost a local agency or school district is required to incur as a result of a statute that mandates a new program or higher level of service. The claimant states that it has incurred significantly more than \$200 to comply with the test claim statutes plead in this claim.^{121, 122}

The Commission finds that there is nothing in the record to dispute the costs alleged by the claimant. The parties have not identified any sources of state or federal funds appropriated to school districts that can be applied to the activities identified above. Moreover, none of the exceptions to finding a reimbursable state-mandated program under Government Code section 17556 apply to this claim.

Therefore, the Commission finds that Education Code section 44662 (as amended by Stats. 1999, ch. 4) and Education Code section 44664 (as amended by Stats. 1983, ch. 498), result in costs mandated by the state under Government Code section 17514.

CONCLUSION

The Commission concludes that Education Code section 44662, as amended by Statutes 1999, chapter 4, and Education Code section 44664, as amended by Statutes 1983, chapter 498, mandate a new program or higher level of service for school districts within the meaning of article XIII B, section 6 of the California Constitution, and impose costs mandated by the state pursuant to Government Code section 17514 for the following activities only:

- Evaluate and assess the performance of certificated instructional employees that perform the requirements of educational programs mandated by state or federal law as it reasonably relates to the instructional techniques and strategies used by the employee and the employee's adherence to curricular objectives (Ed. Code, § 44662, subd. (b), as amended by Stats. 1983, ch. 498).

Reimbursement for this activity is limited to the review of the employee's instructional techniques and strategies and adherence to curricular objectives, and to include in the written evaluation of the certificated instructional employees the assessment of these factors during the following evaluation periods:

- once each year for probationary certificated employees;
- every other year for permanent certificated employees; and

¹²¹ Exhibit A to Item 9 of the May 27, 2004 Commission Hearing (Test Claim and Declaration of Larry S. Phelps, Superintendent of Denair Unified School District).

¹²² After this test claim was filed, Government Code section 17564 was amended to require that all test claims and reimbursement claims submitted exceed \$1000 in costs. (Stats. 2002, ch. 1124.)

- beginning January 1, 2004, every five years for certificated employees with permanent status who have been employed at least ten years with the school district, are highly qualified (as defined in 20 U.S.C. § 7801), and whose previous evaluation rated the employee as meeting or exceeding standards, if the evaluator and certificated employee being evaluated agree.
- Evaluate and assess the performance of certificated instructional employees that teach reading, writing, mathematics, history/social science, and science in grades 2 to 11 as it reasonably relates to the progress of pupils towards the state adopted academic content standards as measured by state adopted assessment tests (Ed. Code, § 44662, subd. (b), as amended by Stats. 1999, ch. 4).

Reimbursement for this activity is limited to the review of the results of the STAR test as it reasonably relates to the performance of those certificated employees that teach reading, writing, mathematics, history/social science, and science in grades 2 to 11, and to include in the written evaluation of those certificated employees the assessment of the employee's performance based on the STAR results for the pupils they teach during the evaluation periods specified in Education Code section 44664, and described below:

- once each year for probationary certificated employees;
- every other year for permanent certificated employees; and
- beginning January 1, 2004, every five years for certificated employees with permanent status who have been employed at least ten years with the school district, are highly qualified (as defined in 20 U.S.C. § 7801), and whose previous evaluation rated the employee as meeting or exceeding standards, if the evaluator and certificated employee being evaluated agree.
- Assess and evaluate permanent certificated, instructional and non-instructional, employees that perform the requirements of educational programs mandated by state or federal law and receive an unsatisfactory evaluation in the years in which the permanent certificated employee would not have otherwise been evaluated pursuant to Education Code section 44664 (i.e., every other year). The additional evaluations shall last until the employee achieves a positive evaluation, or is separated from the school district. (Ed. Code, § 44664, as amended by Stats. 1983, ch. 498). This additional evaluation and assessment of the permanent certificated employee requires the school district to perform the following activities:
 - evaluate and assess the certificated employee performance as it reasonably relates to the following criteria: (1) the progress of pupils toward the standards established by the school district of expected pupil achievement at each grade level in each area of study, and, if applicable, the state adopted content standards as measured by state adopted criterion referenced assessments; (2) the instructional techniques and strategies used by the employee; (3) the employee's adherence to curricular objectives; (4) the establishment and maintenance of a suitable learning environment, within the scope of the employee's responsibilities; and, if applicable, (5) the fulfillment of other job responsibilities established by the school district for certificated non-instructional personnel (Ed. Code, § 44662, subds. (b) and (c));

- the evaluation and assessment shall be reduced to writing. (Ed. Code, § 44663, subd. (a).) The evaluation shall include recommendations, if necessary, as to areas of improvement in the performance of the employee. If the employee is not performing his or her duties in a satisfactory manner according to the standards prescribed by the governing board, the school district shall notify the employee in writing of that fact and describe the unsatisfactory performance (Ed. Code, § 44664, subd. (b));
- transmit a copy of the written evaluation to the certificated employee (Ed. Code, § 44663, subd. (a));
- attach any written reaction or response to the evaluation by the certificated employee to the employee's personnel file (Ed. Code, § 44663, subd. (a)); and
- conduct a meeting with the certificated employee to discuss the evaluation (Ed. Code, § 44553, subd. (a)).

The Commission further finds that the activities listed above do not constitute reimbursable state-mandated programs with respect to certificated personnel employed in local, discretionary educational programs.

Finally, the Commission finds that all other statutes in the test claim not mentioned above are not reimbursable state-mandated programs within the meaning of article XIII B, section 6 and Government Code section 17514.

DECLARATION OF SERVICE BY MAIL

I, the undersigned, declare as follows:

I am a resident of the County of Sacramento and I am over the age of 18 years, and not a party to the within action. My place of employment is 980 Ninth Street, Suite 300, Sacramento, California 95814.

June 1, 2004, I served the:

Adopted Statement of Decision

The Stull Act, 98-TC-25

Education Code Sections 44660 – 44665 (formerly Ed. Code §§ 13485-13490)

Statutes 1975, Chapter 1216; Statutes 1983, Chapter 498; Statutes 1986, Chapter 393;

Statutes 1995, Chapter 392; Statutes 1999, Chapter 4

Denair Unified School District, Claimant

by placing a true copy thereof in an envelope addressed to:

Mr. David Scribner
Executive Director
School Mandates Group
3113 Catalina Island Road
West Sacramento, CA 95691

State Agencies and Interested Parties (See attached mailing list);

and by sealing and depositing said envelope in the United States mail at Sacramento, California, with postage thereon fully paid.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that this declaration was executed on June 1, 2004, at Sacramento, California.


VICTORIA SORIANO

Tab 4



JOHN CHIANG
California State Controller

June 24, 2010

Walter Freeman
Assistant Superintendent, Business Services
Carlsbad Unified School District
6225 El Camino Real
Carlsbad, CA 92009

Re: Audit of Mandated Cost Claims for Stull Act Program
For the Period of July 1, 1999, through June 30, 2009

Dear Mr. Freeman:

This letter confirms that Daniel Moreno has scheduled an audit of Carlsbad Unified School District's legislatively mandated Stull Act Program cost claims filed for fiscal year (FY) 1999-2000, FY 2000-01, 2001-02, FY 2002-03, FY 2003-04, FY 2004-05, FY 2005-06, FY 2006-07, FY 2007-08, and FY 2008-09. Government Code sections 12410, 17558.5, and 17561 provide the authority for this audit. The entrance conference is scheduled for Wednesday, August 25, 2010, at 11:00 a.m. We will begin audit fieldwork after the entrance conference.

Please furnish working accommodations for and provide the necessary records (listed on the Attachment) to the audit staff. If you have any questions, please call me at (916) 327-3138.

Sincerely,

Original signed by

DEANNA SKOLFIELD, Audit Manager
Mandated Cost Audits Bureau
Division of Audits

DS/sk

Attachment

8676

Walter Freeman
June 24, 2010
Page 2

cc: Jim L. Spano, Bureau Chief (via e-mail)
 Division of Audits, State Controller's Office
Daniel Moreno, Auditor-in-Charge (via e-mail)
 Division of Audits, State Controller's Office
Angie Teng, Section Supervisor (via e-mail)
 Division of Accounting and Reporting, State Controller's Office
Mark Tanner, President of the Board of Education
 Carlsbad Unified School District
John A. Roach, Ed.D., Superintendent
 Carlsbad Unified School District
Randolph E. Ward, Ed.D., County Superintendent of Schools
 San Diego County Office of Education
Nancy Navarro, Director Fiscal Services
 Carlsbad Unified School District
Scott Hannan, Director (via e-mail)
 School Fiscal Services Division
 California Department of Education
Thomas Todd Principal Program Budget Analyst (via e-mail)
 Education Systems Unit, California Department of Finance

Carlsbad Unified School District
Records Request for Mandated Cost Program
FY 1999-2000, FY 2000-01, FY 2001-02, FY 2002-03, FY 2003-04,
FY 2004-05, FY 2005-06, FY 2006-07, FY 2007-08, and FY 2008-09

1. Copy of external and internal audit reports performed on the mandated cost program
2. Organization charts for the district effective during the audit period, showing employee names and position titles
3. Chart of accounts
4. Worksheets that support the productive hourly rate used, including support for benefit rates
5. Mandate worksheets used to support cost claimed
6. Employee time sheets or time logs
7. Access to payroll records showing employee salaries and benefits paid during the audit period
8. Access to general ledger accounts that support disbursements
9. Documentation that supports amounts received from other funding sources
10. Copies of invoices and other documents necessary to support costs claimed
11. List of evaluators and names of teachers to be evaluated each year
12. Teacher contracts with school district
13. Sample evaluation forms

Tab 5

A.5.38

A.1.1

A.6.5
 p.1/1
 Revised finding

Fiscal Year	Time Study					Audited										Difference (j) - (E)
	(A) Completed Evaluations	(B) Average Hours per Evaluation	(C) Total Hours (A) x (B)	(D) Average Productive Hourly Rate	(E) Total Salaries & Benefits (C) x (D)	Type of Teacher			(d) Completed Evaluations (a) + (b) + (c)	(e) Categorical / Grant Teachers	(f) Reimbursable Evaluations (d) - (e)	(g) Average Hours per Evaluation	(h) Total Hours (f) x (g)	(i) Average Productive Hourly Rate	(j) Total Salaries & Benefits (h) x (i)	
2005-06	178	10.625	1,891.3	\$ 65.76	\$ 124,372	106	44	16	166	6	160	5.14	822.4	\$ 65.76	\$ 54,081	\$ (70,291)
2006-07	112	10.625	1,190.0	69.67	82,907	108	1	3	112	6	106	5.14	544.8	69.67	37,956	(44,951)
2007-08	209	10.625	2,220.6	68.34	151,756	159	12	36	207	6	201	5.14	1,033.1	68.34	70,602	(81,154)
2008-09	161	10.625	1,710.6	\$ 84.61	\$ 144,734	113	9	32	154	7	147	5.14	755.6	\$ 74.90	\$ 56,594	\$ (88,140)
Total	660		7,012.5		\$ 503,769	486	66	87	639	25	614		3,155.9		\$ 219,233	\$ (284,536)

Before receipt of additional documentation

	Claimed	Audited	Difference
2005-06	\$ 97,325	\$ 54,758	\$ (42,567)
2006-07	155,019	37,601	(117,418)
2007-08	128,560	70,602	(57,958)
2008-09	96,252	55,052	(41,200)
Total	\$ 477,156	\$ 218,013	\$ (259,143)

After receipt of additional documentation

	Claimed	Audited	Difference
2005-06	\$ 97,325	\$ 54,081	\$ (43,244)
2006-07	155,019	37,956	(117,063)
2007-08	128,560	70,602	(57,958)
2008-09	96,252	56,594	(39,658)
Total	\$ 477,156	\$ 219,233	\$ (257,923)

Evaluation Activities Adjustment

A.6.5

Difference between Before and After receipt of additional documentation

	Before	After	Difference
2005-06	\$ 54,758	\$ 54,081	\$ (677)
2006-07	37,601	37,956	355
2007-08	70,602	70,602	-
2008-09	55,052	56,594	1,542
Total	\$ 218,013	\$ 219,233	\$ 1,220

A.6.PS

A2PS

A.1.1

Carlsbad Unified School District
 The Stull Act
 Evaluation Activities Calculation
 July 1, 2005, through June 30, 2009
 S10-MCC-039

A5.PS

A.5, 38
 P. 111

Fiscal Year	Time Study					Audited										Difference (j) - (E)		
	(A) Completed Evaluations	(B) Average Hours per Evaluation	(C) Total Hours (A) x (B)	(D) Average Productive Hourly Rate	(E) Total Salaries & Benefits (C) x (D)	Type of Teacher			(d) Completed Evaluations (a) + (b) + (c)	(e) Categorical/Grant Teachers	(f) Reimbursable Evaluations (d) - (e)	(g) Average Hours per Evaluation	(h) Total Hours (f) x (g)	(i) Average Productive Hourly Rate	(j) Total Salaries & Benefits (h) x (i)			
2005-06	<input checked="" type="checkbox"/> A.5.23 178	<input checked="" type="checkbox"/> A.5.35 10.625	1,891.3	\$ 65.76	\$ 124,372	<input checked="" type="checkbox"/> A.5.31 108		44	16	168	<input checked="" type="checkbox"/> A.5.23 6		162	<input checked="" type="checkbox"/> A.5.35 5.14	832.7	\$ 65.76	\$ 54,758	<input checked="" type="checkbox"/> A.5.40 \$ (69,614)
2006-07	112	10.625	1,190.0	69.67	82,907	<input checked="" type="checkbox"/> A.5.32 107		1	3	111	6		105	5.14	539.7	69.67	37,601	<input checked="" type="checkbox"/> A.5.40 (45,306)
2007-08	209	10.625	2,220.6	68.34	151,756	<input checked="" type="checkbox"/> A.5.33 161		10	36	207	6		201	5.14	1,033.1	68.34	70,602	<input checked="" type="checkbox"/> A.5.40 (81,154)
2008-09	161	10.625	1,710.6	\$ 84.61	\$ 144,734	<input checked="" type="checkbox"/> A.5.34 109		9	32	150	7		143	5.14	735.0	\$ 74.90	\$ 55,052	<input checked="" type="checkbox"/> A.5.40 \$ (89,682)
Total	660		7,012.5		\$ 503,769	485		64	87	636	25		611		3,140.5		\$ 218,013	<input checked="" type="checkbox"/> A.5.38 \$ (285,756)

A5.PS

A.5.38

	Claimed	Audited	Difference
2005-06	\$ 97,325	\$ 54,758	\$ (42,567)
2006-07	155,019	37,601	(117,418)
2007-08	128,560	70,602	(57,958)
2008-09	96,252	55,052	(41,200)
Total	\$ 477,156	\$ 218,013	\$ (259,143)

A.6.5

(prior to revising after draft report)

Carlsbad Unified School District
 The Stull Act Program
 Direct Training Costs
 July 1, 2005, through June 30, 2009
 S10-MCC-039

A5.PS

A.5.44
 p. 2/2

Reimbursable Criteria for this component:

Allowable training

Train staff on implementing the reimbursable activities.

One time activity for each employee.

Fiscal Year and Employee Name, Class	Claimed Information			Auditor's Analysis				Comments
	A Hours Claimed	B PHR Claimed	C Sal and Ben Claimed (A * B)	D Allowed Hours	E Allowed PHR	F Allowed Sal and Ben (D*E)	G Audit Adjustments (F-C)	
Howard, Tina, Assist Principal	1.50	63.55	95.33	1.50	63.55	95	-	
Huesing, Kimberly Ann, Principal*	1.50	71.89	107.84	1.50	71.89	108	-	
Kalk, Dave, Assist Principal	1.50	58.15	87.23	1.50	58.15	87	-	
Lord, Bill, Assist Principal	3.50	66.60	233.10	3.50	66.60	233	-	
Lund, Chad, Assist Principal*	1.50	63.55	95.33	1.50	63.55	95	-	
Morales, Julio Cesar, Assist Principal	1.50	58.15	87.23	1.50	58.15	87	-	
Sester, Phylis, Admin Assistant	2.00	27.66	55.32	2.00	27.66	55	-	
Sims, Cynthia, Admin Assistant	2.00	27.66	55.32	2.00	27.66	55	-	
Smith, Emily, Admin Assistant	2.00	26.34	52.68	2.00	26.34	53	-	
Vodicka, Devin, Director	1.50	\$ 75.36	113.04	1.50	\$ 75.36	113	-	
Subtotal			\$ 1,640.00			\$ 1,549	\$ (91)	
						A.5.40		
B.2.3								
FY 2008-09								
Bloomquist, Tom, Assist Principal	1.50	\$ 75.31	\$ 112.97	-	\$ 75.31	\$ -	\$ (113)	Claimed in FY 2007-08
Giordani, Marjorie, Assist Principal	1.50	67.98	101.97	-	67.98	-	(102)	Claimed in FY 2007-08
Kalk, Dave, Assist Principal	1.00	64.41	64.41	-	64.41	-	(64)	Claimed in FY 2007-08
Lord, Bill, Assist Principal	1.50	71.73	107.60	-	71.73	-	(108)	Claimed in FY 2007-08
Millikin, Carolyn, Principal	1.00	79.28	79.28	-	79.28	-	(79)	Claimed in FY 2005-06
Morales, J. Cesar, Assist Principal	2.00	\$ 71.01	142.02	-	\$ 71.01	-	(142)	Claimed in FY 2007-08
Subtotal			\$ 608.00			\$ -	\$ (608)	
						A.5.40		
TOTAL			\$ 7,406			\$ 6,517	(889)	A5.PS
			A5.PS			A5.PS		

* Unable to verify PHR claimed.

training cost
 adjustment

Carlsbad Unified School District

The Stull Act

Indirect Costs Summary - Revisions to the Draft Audit Report

July 1, 2005, through June 30, 2009

S10-MCC-039

A.6.PS

A.5.39

A.G.G.
p.11/1

Fiscal Year	Before receipt of additional documentation			After receipt of additional documentation			Difference
	Actual Costs Claimed	Allowable per Audit	Audit Adjustments	Actual Costs Claimed	Allowable per Audit	Audit Adjustments	
2005-06	\$ 5,674	\$ 3,320	\$ (2,354)	\$ 5,674	\$ 3,281	<input checked="" type="checkbox"/> A.6.6 (2,393)	\$ (39)
2006-07	10,237	2,616	(7,621)	10,237	2,639	<input checked="" type="checkbox"/> A.6.6 (7,598)	23
2007-08	6,302	3,492	(2,810)	6,302	3,492	<input checked="" type="checkbox"/> A.6.6 (2,810)	-
2008-09	5,986	3,402	(2,584)	5,986	3,498	<input checked="" type="checkbox"/> A.6.6 (2,488)	96
Total	\$ 28,199	\$ 12,830	\$ (15,369)	\$ 28,199	\$ 12,910	\$ (15,289)	\$ 80

A.6.7

A.6.PS

A.2.PS

Indirect Costs Adjustment

Tab 6

Carlsbad Unified School District
 The Stull Act
 Average Hours
 July 1, 2005, through June 30, 2009
 S10-MCC-039

A5.PS

A.5.35
 page 1/1

Evaluation Categories	Time Study Minutes	Audited Allowable Minutes	Unallowable Minutes
A1. Preparing before training or planning meetings/conferences.	A.5.18 1,455	-	(1,455)
A2. Time spent training or in planning meetings/conferences.	2,562	-	(2,562)
A3. Preparing/organizing notes from training or planning meetings/conferences.	1,065	-	(1,065)
B4. Time spent preparing before meeting with teachers.	2,750	-	(2,750)
B5. Time spent in actual conference with teachers.	5,004	-	(5,004)
B6. Time spent preparing or organizing notes from meetings with teachers.	1,692	-	(1,692)
C7. Time spent preparing before "Pre-Observation" conferences with teachers.	1,440	-	(1,440)
C8. Time spent conducting "Pre-Observation" conference with teachers.	6,650	-	(6,650)
C9. Time spent preparing/organizing notes from "Pre-Observation" conferences with teachers.	1,070	-	(1,070)
D10. Time spent preparing before classroom observations of teachers.	3,650	-	(3,650)
D11. Time spent in "informal" classroom observations.	30,695	30,695	-
D12. Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.	17,580	17,580	-
D13. Preparing/organizing notes from classroom observations, finalizing <i>Collect Data</i> forms.	7,800	-	(7,800)
E14. Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.	3,650	-	(3,650)
F15. Time spent preparing before "Post-Observation" conference with teachers.	2,750	-	(2,750)
F16. Time spent conducting "Post-Observation" conference with teachers.	8,590	-	(8,590)
F17. Notes from "Post-Observation" conferences and preparing <i>Reflecting Conference</i> worksheets.	1,140	-	(1,140)
G18. Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	8,480	8,480	-
H19. Time spent preparing before Final Evaluation conferences with teachers.	2,955	-	(2,955)
H20. Time spent conducting Final Evaluation conferences with teachers.	4,245	-	(4,245)
H21. Time spent preparing/organizing notes from Final Evaluation conferences with teachers.	610	-	(610)
I22. Discussing the STAR results, with teachers, and how to improve instructional abilities.	1,467	-	(1,467)
Total time in minutes	117,300	56,755	(60,545)
Total time in hours (Total time in minutes / 60)	1,955	946	(1,009)
Divided by number of evaluations in FY 2010-11	184	184	184
Average Hours per evaluation	10.625	5.14	(5.48)

A.5.38

A.5.38

A.5.PS

Schedule A-2
Carlsbad Unified School District
498/83 The Stull Act - Teacher Evaluations
(July 2010 to June 2011 Time Study Cycle)
Time Conversion - Minutes to Hours
Average Time per Evaluation

A.5.18
page 1/13

Act Code	Last, First Name	Title	Site	8/10	9/10	10/10	11/10	12/10	1/11	2/11	3/11	4/11	5/11	Total	Sheet Code
A1	Ahle, Steve	Principal	Poinsettia ES	x	x	60			75			25	40	200	A1
A1	Coelho, Megan	Interim Principal	Aviara Oaks MS	x	x								300	300	A1
A1	Hartman, Jane	Principal	Jefferson ES	x	x	240				45	50	40	30	405	A1
A1	Hines, Jimmy	Principal	Magnolia ES	x	x					70			65	135	A1
A1	Holley, Keith	Director	CVA/CSA	x	x	45	70	105			30			250	A1
A1	Huesing, Kimberly	Principal	Aviara Oaks ES	x	x				30	75	30			135	A1
A1	Lord, Bill	Asst. Principal	Carlsbad High	x	x						30			30	A1
														1,455	A1 Total
A2	Ahle, Steve	Principal	Poinsettia ES	x	x	82			205			65	70	422	A2
A2	Coelho, Megan	Interim Principal	Aviara Oaks MS	x	x								240	240	A2
A2	Devich, Robert	Principal	Pacific Rim ES	x	x	30			30	30	30	30	30	180	A2
A2	Hartman, Jane	Principal	Jefferson ES	x	x	180				75	135	80		470	A2
A2	Hines, Jimmy	Principal	Magnolia ES	x	x	50				60				110	A2
A2	Holley, Keith	Director	CVA/CSA	x	x	30	90	75						195	A2
A2	Huesing, Kimberly	Principal	Aviara Oaks ES	x	x				135	345	270	150		900	A2
A2	Morales, J. Cesar	Principal	Valley MS	x	x	30								30	A2
A2	Stanchi, Margaret	Principal	Carlsbad High	x	x						15			15	A2
														2,562	A2 Total
A3	Ahle, Steve	Principal	Poinsettia ES	x	x	20			35			20	60	135	A3
A3	Coelho, Megan	Interim Principal	Aviara Oaks MS	x	x								120	120	A3
A3	Devich, Robert	Principal	Pacific Rim ES	x	x	30			30	30	30	30	30	180	A3
A3	Hartman, Jane	Principal	Jefferson ES	x	x	60				45	50	40		195	A3
A3	Hines, Jimmy	Principal	Magnolia ES	x	x	15				20				35	A3
A3	Holley, Keith	Director	CVA/CSA	x	x		30	45			30			105	A3
A3	Huesing, Kimberly	Principal	Aviara Oaks ES	x	x				25	60	90	15	30	220	A3
A3	Lord, Bill	Asst. Principal	Carlsbad High	x	x			15			30			45	A3
A3	Morales, J. Cesar	Principal	Valley MS	x	x	30								30	A3

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														1,065	A3 Total
B4	Ahle, Steve	Principal	Poinsettia ES						20	60				80	B4
B4	Armstrong, Tessie	Principal	Kelly				120							120	B4
B4	Bloomquist, Tom	Asst. Principal	Carlsbad High		60									60	B4
B4	Coelho, Megan	Interim Principal	Aviara Oaks MS									60		60	B4
B4	Devich, Robert	Principal	Pacific Rim ES	60										60	B4
B4	Giordani, Marjorie	Asst. Principal	Carlsbad High		60									60	B4
B4	Hancock, Catina	Principal	Calavera Hills MS		45	65	55	20						185	B4
B4	Harden, Leslie	Principal	Calavera Hills ES		30	15	60							105	B4
B4	Hartman, Jane	Principal	Jefferson ES							45	30	20	30	125	B4
B4	Hines, Jimmy	Principal	Magnolia ES		540					40	30			610	B4
B4	Holley, Keith	Director	CVA/CSA			60	70	70			30			230	B4
B4	Howard, Tina	Principal	Buena Vista ES			90								90	B4
B4	Huesing, Kimberly	Principal	Aviara Oaks ES		60				30		15			105	B4
B4	Lord, Bill	Asst. Principal	Carlsbad High		60			15						75	B4
B4	Milliken, Carolyn	Principal	Aviara Oaks MS		90	450								540	B4
B4	Morales, J. Cesar	Principal	Valley MS				75							75	B4
B4	Stanchi, Margaret	Principal	Carlsbad High		60		40							100	B4
B4	Tubbs, Richard	Principal	Hope ES	30		15	25							70	B4
														2,750	B4 Total
B5	Ahle, Steve	Principal	Poinsettia ES						220	720				940	B5
B5	Armstrong, Tessie	Principal	Kelly						30					30	B5
B5	Coelho, Megan	Interim Principal	Aviara Oaks MS									480		480	B5
B5	Devich, Robert	Principal	Pacific Rim ES	30	4									34	B5
B5	Hancock, Catina	Principal	Calavera Hills MS		80	20	220	80						400	B5
B5	Harden, Leslie	Principal	Calavera Hills ES		30	15	390							435	B5
B5	Hartman, Jane	Principal	Jefferson ES							165	95	60	60	380	B5

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B5	Hines, Jimmy	Principal	Magnolia ES		300					30	35		30	395	B5
B5	Holley, Keith	Director	CVA/CSA			65	210	90			120			485	B5
B5	Howard, Tina	Principal	Buena Vista ES			180								180	B5
B5	Huesing, Kimberly	Principal	Aviara Oaks ES		180				310		60			550	B5
B5	Milliken, Carolyn	Principal	Aviara Oaks MS		60		60							120	B5
B5	Morales, J. Cesar	Principal	Valley MS				375							375	B5
B5	Stanchi, Margaret	Principal	Carlsbad High				80							80	B5
B5	Tubbs, Richard	Principal	Hope ES	30		20	70							120	B5
														5,004	B5 Total
B6	Ahle, Steve	Principal	Poinsettia ES				660		15	40		20		735	B6
B6	Coelho, Megan	Interim Principal	Aviara Oaks MS										60	60	B6
B6	Devich, Robert	Principal	Pacific Rim ES	30	2			30						62	B6
B6	Hancock, Catina	Principal	Calavera Hills MS		10	5	55	20						90	B6
B6	Hartman, Jane	Principal	Jefferson ES				270			45	30	20	20	385	B6
B6	Hines, Jimmy	Principal	Magnolia ES			20				20			20	60	B6
B6	Holley, Keith	Director	CVA/CSA			30	30	30			30			120	B6
B6	Huesing, Kimberly	Principal	Aviara Oaks ES		30				40		15		30	115	B6
B6	Morales, J. Cesar	Principal	Valley MS					30						30	B6
B6	Tubbs, Richard	Principal	Hope ES			10	25							35	B6
														1,692	B6 Total
C7	Ahle, Steve	Principal	Poinsettia ES								25			25	C7
C7	Coelho, Megan	Interim Principal	Aviara Oaks MS										180	180	C7
C7	Giordani, Marjorie	Asst. Principal	Carlsbad High			50								50	C7
C7	Hancock, Catina	Principal	Calavera Hills MS		5									5	C7
C7	Hartman, Jane	Principal	Jefferson ES							60			20	80	C7
C7	Holley, Keith	Director	CVA/CSA				30		90		30			150	C7
C7	Howard, Tina	Principal	Buena Vista ES						15					15	C7

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C7	Huesing, Kimberly	Principal	Aviara Oaks ES								60			60	C7
C7	Lord, Bill	Asst. Principal	Carlsbad High										30	30	C7
C7	Stanchi, Margaret	Principal	Carlsbad High			10			40					50	C7
C7	Tubbs, Richard	Principal	Hope ES			10	50		10	5				75	C7
														720	C7 Total
C8	Ahle, Steve	Principal	Poinsettia ES							15	50	95	60	220	C8
C8	Armstrong, Tessie	Principal	Kelly						15	15		45		75	C8
C8	Bloomquist, Tom	Asst. Principal	Carlsbad High			40	30							70	C8
C8	Coelho, Megan	Interim Principal	Aviara Oaks MS										60	60	C8
C8	Giordani, Marjorie	Asst. Principal	Carlsbad High			85		20						105	C8
C8	Harden, Leslie	Principal	Calavera Hills ES				20	45						65	C8
C8	Hartman, Jane	Principal	Jefferson ES			900				60			10	970	C8
C8	Hines, Jimmy	Principal	Magnolia ES	30						30				60	C8
C8	Holley, Keith	Director	CVA/CSA			75		20	115		30			240	C8
C8	Howard, Tina	Principal	Buena Vista ES				75		55	20	40	15		205	C8
C8	Huesing, Kimberly	Principal	Aviara Oaks ES					30			165			195	C8
C8	Lord, Bill	Asst. Principal	Carlsbad High			90	30	30	45					195	C8
C8	Milliken, Carolyn	Principal	Aviara Oaks MS			30	30	90	30	90	90	30		390	C8
C8	Morales, J. Cesar	Principal	Valley MS									60		60	C8
C8	Stanchi, Margaret	Principal	Carlsbad High			15	40							55	C8
C8	Tubbs, Richard	Principal	Hope ES			30	230		80	20				360	C8
														3,325	C8 Total
C9	Ahle, Steve	Principal	Poinsettia ES								15			15	C9
C9	Coelho, Megan	Interim Principal	Aviara Oaks MS										120	120	C9
C9	Hartman, Jane	Principal	Jefferson ES			120				60			10	190	C9
C9	Holley, Keith	Director	CVA/CSA			25					30			55	C9
C9	Howard, Tina	Principal	Buena Vista ES								5			5	C9

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C9	Huesing, Kimberly	Principal	Aviara Oaks ES			20					60			80	C9
C9	Stanchi, Margaret	Principal	Carlsbad High			10								10	C9
C9	Tubbs, Richard	Principal	Hope ES			5	35		15	5				60	C9
														535	C9 Total
D10	Bloomquist, Tom	Asst. Principal	Carlsbad High										205	205	D10
D10	Giordani, Marjorie	Asst. Principal	Carlsbad High			60			20	65				145	D10
D10	Hancock, Catina	Principal	Calavera Hills MS		5	40	20		40	70	30	40		245	D10
D10	Hines, Jimmy	Principal	Magnolia ES	30							230	110	30	400	D10
D10	Holley, Keith	Director	CVA/CSA					30	60					90	D10
D10	Howard, Tina	Principal	Buena Vista ES								10			10	D10
D10	Huesing, Kimberly	Principal	Aviara Oaks ES					120						120	D10
D10	Lord, Bill	Asst. Principal	Carlsbad High									30	60	90	D10
D10	Morales, J. Cesar	Principal	Valley MS		60							140		200	D10
D10	Stanchi, Margaret	Principal	Carlsbad High			90				40	105	60		295	D10
D10	Tubbs, Richard	Principal	Hope ES				20		5					25	D10
														1,825	D10 Total
D11	Ahle, Steve	Principal	Poinsettia ES			140	210	120	135	20	125	45	315	1110	D11
D11	Armstrong, Tessie	Principal	Kelly						320	230	290	190	195	1225	D11
D11	Bloomquist, Tom	Asst. Principal	Carlsbad High	90		30	115	60	185	65	285	265		1095	D11
D11	Coelho, Megan	Interim Principal	Aviara Oaks MS										960	960	D11
D11	Devich, Robert	Principal	Pacific Rim ES		44	60		12	60	60	60	60	60	416	D11
D11	Giordani, Marjorie	Asst. Principal	Carlsbad High			190	120	50	240	240	90	30		960	D11
D11	Hancock, Catina	Principal	Calavera Hills MS	340	2580				180					3100	D11
D11	Harden, Leslie	Principal	Calavera Hills ES	120	95	420	60	90						785	D11
D11	Hartman, Jane	Principal	Jefferson ES							150			60	210	D11
D11	Hines, Jimmy	Principal	Magnolia ES							60		70	150	280	D11
D11	Holley, Keith	Director	CVA/CSA		465	160	370	380	140	315	300	330		2460	D11

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D11	Howard, Tina	Principal	Buena Vista ES		300				40					340	D11
D11	Huesing, Kimberly	Principal	Aviara Oaks ES	1400	545	1480		835	905	630	825	1070	1050	8740	D11
D11	Lord, Bill	Asst. Principal	Carlsbad High	105		15		30	300	510	30	60	60	1110	D11
D11	Milliken, Carolyn	Principal	Aviara Oaks MS	120	120	20	165	85	375	80	350	90		1405	D11
D11	Morales, J. Cesar	Principal	Valley MS		24	60	276	12	230	80	80	120		882	D11
D11	Stanchi, Margaret	Principal	Carlsbad High	90	30	60	180	260	115	60	155	180		1130	D11
D11	Tubbs, Richard	Principal	Hope ES	210	505	343	164	446	585	640	693	461	440	4487	D11
														30,695	D11 Total
D12	Ahle, Steve	Principal	Poinsettia ES							35	135	140	165	475	D12
D12	Armstrong, Tessie	Principal	Kelly						45	45		405		495	D12
D12	Bloomquist, Tom	Asst. Principal	Carlsbad High			225	180	45	85	250	45			830	D12
D12	Coelho, Megan	Interim Principal	Aviara Oaks MS										240	240	D12
D12	Giordani, Marjorie	Asst. Principal	Carlsbad High			400	90	70		60	210			830	D12
D12	Hancock, Catina	Principal	Calavera Hills MS		40	180	90			315	135	180		940	D12
D12	Harden, Leslie	Principal	Calavera Hills ES				120	165						285	D12
D12	Hartman, Jane	Principal	Jefferson ES										10	10	D12
D12	Holley, Keith	Director	CVA/CSA			165	80	60	150	100	180			735	D12
D12	Howard, Tina	Principal	Buena Vista ES				300		135	40	80	30		585	D12
D12	Huesing, Kimberly	Principal	Aviara Oaks ES						60		375	120		555	D12
D12	Lord, Bill	Asst. Principal	Carlsbad High			120	180		420		120		105	945	D12
D12	Milliken, Carolyn	Principal	Aviara Oaks MS			40	40	75	35	90	180	60		520	D12
D12	Morales, J. Cesar	Principal	Valley MS							210				210	D12
D12	Stanchi, Margaret	Principal	Carlsbad High			50	180		120	225			60	635	D12
D12	Tubbs, Richard	Principal	Hope ES				330		110	60				500	D12
														8,790	D12 Total
D13	Ahle, Steve	Principal	Poinsettia ES							10		20		30	D13
D13	Armstrong, Tessie	Principal	Kelly						30					30	D13

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Act Code	Last, First Name	Title	Site	8/10	9/10	10/10	11/10	12/10	1/11	2/11	3/11	4/11	5/11	Total	Sheet Code
D13	Bloomquist, Tom	Asst. Principal	Carlsbad High								10			10	D13
D13	Coelho, Megan	Interim Principal	Aviara Oaks MS										300	300	D13
D13	Giordani, Marjorie	Asst. Principal	Carlsbad High	45		130		10		40	120			345	D13
D13	Hancock, Catina	Principal	Calavera Hills MS			100	20		40	80	30	40		310	D13
D13	Harden, Leslie	Principal	Calavera Hills ES	30	35		5							70	D13
D13	Hartman, Jane	Principal	Jefferson ES							60			10	70	D13
D13	Holley, Keith	Director	CVA/CSA				20	30	40		30	60		180	D13
D13	Howard, Tina	Principal	Buena Vista ES						5	10	20			35	D13
D13	Huesing, Kimberly	Principal	Aviara Oaks ES				1620		15				65	1700	D13
D13	Lord, Bill	Asst. Principal	Carlsbad High						90		60		15	165	D13
D13	Milliken, Carolyn	Principal	Aviara Oaks MS			30		125	60		90			305	D13
D13	Morales, J. Cesar	Principal	Valley MS						130	80				210	D13
D13	Stanchi, Margaret	Principal	Carlsbad High			80			20				15	115	D13
D13	Tubbs, Richard	Principal	Hope ES				20		5					25	D13
														3,900	D13 Total
E14	Armstrong, Tessie	Principal	Kelly						30	30				60	E14
E14	Bloomquist, Tom	Asst. Principal	Carlsbad High									30		30	E14
E14	Coelho, Megan	Interim Principal	Aviara Oaks MS										180	180	E14
E14	Giordani, Marjorie	Asst. Principal	Carlsbad High			300		40		180	60	30		610	E14
E14	Hancock, Catina	Principal	Calavera Hills MS					60	30					90	E14
E14	Harden, Leslie	Principal	Calavera Hills ES				15	15						30	E14
E14	Hartman, Jane	Principal	Jefferson ES										10	10	E14
E14	Hines, Jimmy	Principal	Magnolia ES										60	60	E14
E14	Huesing, Kimberly	Principal	Aviara Oaks ES					40			15		155	210	E14
E14	Lord, Bill	Asst. Principal	Carlsbad High								120		120	240	E14
E14	Milliken, Carolyn	Principal	Aviara Oaks MS						135			30		165	E14
E14	Morales, J. Cesar	Principal	Valley MS								50			50	E14

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E14	Tubbs, Richard	Principal	Hope ES				90							90	E14
														1,825	E14 Total
F15	Ahle, Steve	Principal	Poinsettia ES							20	20			40	F15
F15	Bloomquist, Tom	Asst. Principal	Carlsbad High			20	20				10	60		110	F15
F15	Coelho, Megan	Interim Principal	Aviara Oaks MS										240	240	F15
F15	Giordani, Marjorie	Asst. Principal	Carlsbad High				60		30	20				110	F15
F15	Hancock, Catina	Principal	Calavera Hills MS		10	20	10			40	20	20		120	F15
F15	Hartman, Jane	Principal	Jefferson ES							60			10	70	F15
F15	Holley, Keith	Director	CVA/CSA				30	30						60	F15
F15	Howard, Tina	Principal	Buena Vista ES						40					40	F15
F15	Huesing, Kimberly	Principal	Aviara Oaks ES					20			15	45	15	95	F15
F15	Lord, Bill	Asst. Principal	Carlsbad High								60			60	F15
F15	Milliken, Carolyn	Principal	Aviara Oaks MS			30		110	50		120			310	F15
F15	Stanchi, Margaret	Principal	Carlsbad High			15	20							35	F15
F15	Tubbs, Richard	Principal	Hope ES				30	10	20	25				85	F15
														1,375	F15 Total
F16	Ahle, Steve	Principal	Poinsettia ES								110	135		245	F16
F16	Armstrong, Tessie	Principal	Kelly						30	30		180		240	F16
F16	Bloomquist, Tom	Asst. Principal	Carlsbad High			40	40		30	50			45	205	F16
F16	Coelho, Megan	Interim Principal	Aviara Oaks MS										540	540	F16
F16	Giordani, Marjorie	Asst. Principal	Carlsbad High			30	120	30	30	60	30	20		320	F16
F16	Hancock, Catina	Principal	Calavera Hills MS		25	80	40			160	80	80		465	F16
F16	Harden, Leslie	Principal	Calavera Hills ES				20	150						170	F16
F16	Hartman, Jane	Principal	Jefferson ES							60			20	80	F16
F16	Holley, Keith	Director	CVA/CSA				45	30	60		30			165	F16
F16	Howard, Tina	Principal	Buena Vista ES		15		135		60	30	30	15		285	F16
F16	Huesing, Kimberly	Principal	Aviara Oaks ES					50			30	45	40	165	F16

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F16	Lord, Bill	Asst. Principal	Carlsbad High			30		30	135				150	345	F16
F16	Milliken, Carolyn	Principal	Aviara Oaks MS								90	30		120	F16
F16	Morales, J. Cesar	Principal	Valley MS							90		30	40	160	F16
F16	Stanchi, Margaret	Principal	Carlsbad High			35	60		40		125	80		340	F16
F16	Tubbs, Richard	Principal	Hope ES				270	60	60	60				450	F16
														4,295	F16 Total
F17	Ahle, Steve	Principal	Poinsettia ES								20	10		30	F17
F17	Giordani, Marjorie	Asst. Principal	Carlsbad High						30			30		60	F17
F17	Hancock, Catina	Principal	Calavera Hills MS		5	20	10			40	20	25		120	F17
F17	Hartman, Jane	Principal	Jefferson ES							60			10	70	F17
F17	Howard, Tina	Principal	Buena Vista ES				15		30	20	10			75	F17
F17	Huesing, Kimberly	Principal	Aviara Oaks ES					20			15	45	5	85	F17
F17	Lord, Bill	Asst. Principal	Carlsbad High					30						30	F17
F17	Stanchi, Margaret	Principal	Carlsbad High			10								10	F17
F17	Tubbs, Richard	Principal	Hope ES				45	10	20	15				90	F17
														570	F17 Total
G18	Ahle, Steve	Principal	Poinsettia ES		80								900	980	G18
G18	Armstrong, Tessie	Principal	Kelly										330	330	G18
G18	Bloomquist, Tom	Asst. Principal	Carlsbad High						45			30	180	255	G18
G18	Coelho, Megan	Interim Principal	Aviara Oaks MS										240	240	G18
G18	Giordani, Marjorie	Asst. Principal	Carlsbad High							60	30	60	480	630	G18
G18	Hancock, Catina	Principal	Calavera Hills MS						45			2040		2085	G18
G18	Hartman, Jane	Principal	Jefferson ES										60	60	G18
G18	Hines, Jimmy	Principal	Magnolia ES										120	120	G18
G18	Holley, Keith	Director	CVA/CSA									880	390	1270	G18
G18	Howard, Tina	Principal	Buena Vista ES							110	70		540	720	G18
G18	Huesing, Kimberly	Principal	Aviara Oaks ES										120	120	G18

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Act Code	Last, First Name	Title	Site	8/10	9/10	10/10	11/10	12/10	1/11	2/11	3/11	4/11	5/11	Total	Sheet Code
G18	Lord, Bill	Asst. Principal	Carlsbad High						60					60	G18
G18	Milliken, Carolyn	Principal	Aviara Oaks MS									180		180	G18
G18	Morales, J. Cesar	Principal	Valley MS										180	180	G18
G18	Stanchi, Margaret	Principal	Carlsbad High						180	120	60			360	G18
G18	Tubbs, Richard	Principal	Hope ES										890	890	G18
														8,480	G18 Total
H19	Ahle, Steve	Principal	Poinsettia ES		20								1195	1215	H19
H19	Armstrong, Tessie	Principal	Kelly										330	330	H19
H19	Coelho, Megan	Interim Principal	Aviara Oaks MS										60	60	H19
H19	Giordani, Marjorie	Asst. Principal	Carlsbad High								40		60	100	H19
H19	Hancock, Catina	Principal	Calavera Hills MS									25	70	95	H19
H19	Hartman, Jane	Principal	Jefferson ES										60	60	H19
H19	Hines, Jimmy	Principal	Magnolia ES										120	120	H19
H19	Holley, Keith	Director	CVA/CSA									120	120	240	H19
H19	Howard, Tina	Principal	Buena Vista ES										390	390	H19
H19	Huesing, Kimberly	Principal	Aviara Oaks ES										15	15	H19
H19	Lord, Bill	Asst. Principal	Carlsbad High										60	60	H19
H19	Milliken, Carolyn	Principal	Aviara Oaks MS									240		240	H19
H19	Stanchi, Margaret	Principal	Carlsbad High										30	30	H19
														2,955	H19 Total
H20	Ahle, Steve	Principal	Poinsettia ES		15								1225	1240	H20
H20	Bloomquist, Tom	Asst. Principal	Carlsbad High										180	180	H20
H20	Coelho, Megan	Interim Principal	Aviara Oaks MS										540	540	H20
H20	Giordani, Marjorie	Asst. Principal	Carlsbad High								60		300	360	H20
H20	Hancock, Catina	Principal	Calavera Hills MS									75	195	270	H20
H20	Hartman, Jane	Principal	Jefferson ES										120	120	H20
H20	Hines, Jimmy	Principal	Magnolia ES										120	120	H20

Schedule A-2
 Carlsbad Unified School District
 498/83 The Stull Act - Teacher Evaluations
 (July 2010 to June 2011 Time Study Cycle)
 Time Conversion - Minutes to Hours
 Average Time per Evaluation

A. J. 18
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Act Code	Last, First Name	Title	Site	8/10	9/10	10/10	11/10	12/10	1/11	2/11	3/11	4/11	5/11	Total	Sheet Code
H20	Holley, Keith	Director	CVA/CSA									105	240	345	H20
H20	Huesing, Kimberly	Principal	Aviara Oaks ES										10	10	H20
H20	Lord, Bill	Asst. Principal	Carlsbad High										120	120	H20
H20	Milliken, Carolyn	Principal	Aviara Oaks MS						160			300		460	H20
H20	Stanchi, Margaret	Principal	Carlsbad High								40	20	40	100	H20
H20	Tubbs, Richard	Principal	Hope ES										380	380	H20
														4,245	H20 Total
H21	Ahle, Steve	Principal	Poinsettia ES		30								175	205	H21
H21	Coelho, Megan	Interim Principal	Aviara Oaks MS										180	180	H21
H21	Hancock, Catina	Principal	Calavera Hills MS									25	70	95	H21
H21	Hartman, Jane	Principal	Jefferson ES										60	60	H21
H21	Holley, Keith	Director	CVA/CSA									60		60	H21
H21	Huesing, Kimberly	Principal	Aviara Oaks ES										10	10	H21
														610	H21 Total
I22	Ahle, Steve	Principal	Poinsettia ES						200					200	I22
I22	Armstrong, Tessie	Principal	Kelly		60									60	I22
I22	Bloomquist, Tom	Asst. Principal	Carlsbad High	30										30	I22
I22	Coelho, Megan	Interim Principal	Aviara Oaks MS										180	180	I22
I22	Devich, Robert	Principal	Pacific Rim ES	30	2									32	I22
I22	Giordani, Marjorie	Asst. Principal	Carlsbad High								10			10	I22
I22	Hancock, Catina	Principal	Calavera Hills MS		65									65	I22
I22	Harden, Leslie	Principal	Calavera Hills ES	30	45	30								105	I22
I22	Hines, Jimmy	Principal	Magnolia ES			25					40			65	I22
I22	Howard, Tina	Principal	Buena Vista ES	120	120						120			360	I22
I22	Huesing, Kimberly	Principal	Aviara Oaks ES		60									60	I22
I22	Lord, Bill	Asst. Principal	Carlsbad High	30								120		150	I22
I22	Morales, J. Cesar	Principal	Valley MS		90									90	I22

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 Carlsbad Unified School District
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 Time Conversion - Minutes to Hours
 Average Time per Evaluation

A.5.18

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Act Code	Last, First Name	Title	Site	8/10	9/10	10/10	11/10	12/10	1/11	2/11	3/11	4/11	5/11	Total	Sheet Code
I22	Stanchi, Margaret	Principal	Carlsbad High	30	30									60	I22

1,467 I22 Total

90,140 Grand Total

*SCO Code	A.1.			
A1	A1	1,455	1,455	A.5
"	A.1. A2	2,562	2,562	
"	A.1. A3	1,065	1,065	
"	A.1. B4	2,750	2,750	
"	A.1. B5	5,004	5,004	
"	A.1. B6	1,692	1,692	
"	A.1. C7	720	1,440	
"	A.1. C8	3,325	6,650	
"	A.1. C9	535	1,070	
"	A.1. D10	1,825	3,650	
"	A.1. D11	30,695	30,695	
"	A.1. D12	8,790	17,580	
"	A.1. D13	3,900	7,800	
"	A.1. E14	1,825	3,650	
"	A.1. F15	1,375	2,750	
"	A.1. F16	4,295	8,590	
"	A.1. F17	570	1,140	
"	A.1. G18	8,480	8,480	
"	A.1. H19	2,955	2,955	
"	A.1. H20	4,245	4,245	
"	A.1. H21	610	610	
"	A.2. I22	1,467	1,467	
			90,140	117,300

Schedule A-2
 Carlsbad Unified School District
 498/83 The Stull Act - Teacher Evaluations
 (July 2010 to June 2011 Time Study Cycle)
 Time Conversion - Minutes to Hours
 Average Time per Evaluation

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Act Code	Last, First Name	Title	Site	8/10	9/10	10/10	11/10	12/10	1/11	2/11	3/11	4/11	5/11	Total	Sheet Code
				SCO Code A.1. Total:		115,833								Total Code A.1. (minutes)	115,833
				SCO Code A.2. Total:		1,467								Total Code A.1. (hours)	1,930.6
						<u>117,300</u>								Number of Evaluations in 2010/11 (SA 1.8 Line 2D)	184
														Average Hours per Evaluation - Code A.1.	10.492
														Total Code A.2. (minutes)	1,467
														Total Code A.2. (hours)	24.5
														Number of Evaluations in 2010/11 (SA 1.8 Line 2D)	184
														Average Hours per Evaluation - Code A.2.	0.133

*From *The Stull Act* (98-TC-25) Parameters and Guidelines

A.5.PS

Schedule A-3
 Carlsbad Unified School District
 498/83 The Stull Act - Teacher Evaluations
 (July 2010 to June 2011 Time Study Cycle)
 Classroom Observation Doubling

A.5.19

Act Code	Last, First Name	Title	Site	8/10	9/10	10/10	11/10	12/10	1/11	2/11	3/11	4/11	5/11	Total	Sheet Code	Activity
A1	Ahle, Steve	Principal	Poinsettia ES	x	x	60			75			25	40	200	A1	Preparing before training or planning meetings/conferences.
A1	Coelho, Megan	Interim Principal	Aviara Oaks MS	x	x								300	300	A1	Preparing before training or planning meetings/conferences.
A1	Hartman, Jane	Principal	Jefferson ES	x	x	240				45	50	40	30	403	A1	Preparing before training or planning meetings/conferences.
A1	Hines, Jimmy	Principal	Magnolia ES	x	x					70			65	135	A1	Preparing before training or planning meetings/conferences.
A1	Holley, Keith	Director	CVA/CSA	x	x	45	70	105			30			250	A1	Preparing before training or planning meetings/conferences.
A1	Huesing, Kimberly	Principal	Aviara Oaks ES	x	x				30	75	30			135	A1	Preparing before training or planning meetings/conferences.
A1	Lord, Bill	Asst. Principal	Carlsbad High	x	x						30			30	A1	Preparing before training or planning meetings/conferences.
														1,453	A1 Total	
A2	Ahle, Steve	Principal	Poinsettia ES	x	x	82			205			65	70	422	A2	Time spent training or in planning meetings/conferences.
A2	Coelho, Megan	Interim Principal	Aviara Oaks MS	x	x								240	240	A2	Time spent training or in planning meetings/conferences.
A2	Devich, Robert	Principal	Pacific Rim ES	x	x	30			30	30	30	30	30	180	A2	Time spent training or in planning meetings/conferences.
A2	Hartman, Jane	Principal	Jefferson ES	x	x	180				75	135	80		470	A2	Time spent training or in planning meetings/conferences.
A2	Hines, Jimmy	Principal	Magnolia ES	x	x	50				60				110	A2	Time spent training or in planning meetings/conferences.
A2	Holley, Keith	Director	CVA/CSA	x	x	30	80	75						185	A2	Time spent training or in planning meetings/conferences.
A2	Huesing, Kimberly	Principal	Aviara Oaks ES	x	x				135	345	270	150		900	A2	Time spent training or in planning meetings/conferences.
A2	Morales, J. Cesar	Principal	Valley MS	x	x	30								30	A2	Time spent training or in planning meetings/conferences.
A2	Stanchi, Margaret	Principal	Carlsbad High	x	x						15			15	A2	Time spent training or in planning meetings/conferences.
														2,562	A2 Total	
A3	Ahle, Steve	Principal	Poinsettia ES	x	x	20			35			20	60	133	A3	Preparing/organizing notes from training or planning meetings/conferences.
A3	Coelho, Megan	Interim Principal	Aviara Oaks MS	x	x								120	120	A3	Preparing/organizing notes from training or planning meetings/conferences.
A3	Devich, Robert	Principal	Pacific Rim ES	x	x	30			30	30	30	30	30	180	A3	Preparing/organizing notes from training or planning meetings/conferences.
A3	Hartman, Jane	Principal	Jefferson ES	x	x	60				45	50	40		195	A3	Preparing/organizing notes from training or planning meetings/conferences.
A3	Hines, Jimmy	Principal	Magnolia ES	x	x	15				20				35	A3	Preparing/organizing notes from training or planning meetings/conferences.
A3	Holley, Keith	Director	CVA/CSA	x	x		30	45			30			103	A3	Preparing/organizing notes from training or planning meetings/conferences.
A3	Huesing, Kimberly	Principal	Aviara Oaks ES	x	x				25	60	80	15	30	220	A3	Preparing/organizing notes from training or planning meetings/conferences.
A3	Lord, Bill	Asst. Principal	Carlsbad High	x	x			15			30			45	A3	Preparing/organizing notes from training or planning meetings/conferences.
A3	Morales, J. Cesar	Principal	Valley MS	x	x	30								30	A3	Preparing/organizing notes from training or planning meetings/conferences.
														1,065	A3 Total	
B4	Ahle, Steve	Principal	Poinsettia ES						20	60				80	B4	Time spent preparing before meeting with teachers.
B4	Armstrong, Tessie	Principal	Kelly				120							120	B4	Time spent preparing before meeting with teachers.
B4	Bloomquist, Tom	Asst. Principal	Carlsbad High											60	B4	Time spent preparing before meeting with teachers.
B4	Coelho, Megan	Interim Principal	Aviara Oaks MS		60								60	60	B4	Time spent preparing before meeting with teachers.
B4	Devich, Robert	Principal	Pacific Rim ES		60									60	B4	Time spent preparing before meeting with teachers.
B4	Giordani, Marjorie	Asst. Principal	Carlsbad High		60									60	B4	Time spent preparing before meeting with teachers.
B4	Hancock, Catina	Principal	Calavera Hills MS		45	65	55	20						185	B4	Time spent preparing before meeting with teachers.
B4	Harden, Leslie	Principal	Calavera Hills ES		30	15	60							105	B4	Time spent preparing before meeting with teachers.
B4	Hartman, Jane	Principal	Jefferson ES							45	30	20	30	125	B4	Time spent preparing before meeting with teachers.
B4	Hines, Jimmy	Principal	Magnolia ES		540					40	30			610	B4	Time spent preparing before meeting with teachers.
B4	Holley, Keith	Director	CVA/CSA			60	70	70			30			230	B4	Time spent preparing before meeting with teachers.
B4	Howard, Tina	Principal	Buena Vista ES			90								90	B4	Time spent preparing before meeting with teachers.
B4	Huesing, Kimberly	Principal	Aviara Oaks ES		60				30		15			105	B4	Time spent preparing before meeting with teachers.
B4	Lord, Bill	Asst. Principal	Carlsbad High		60			15						75	B4	Time spent preparing before meeting with teachers.
B4	Milliken, Carolyn	Principal	Aviara Oaks MS		90	450								540	B4	Time spent preparing before meeting with teachers.
B4	Morales, J. Cesar	Principal	Valley MS				75							75	B4	Time spent preparing before meeting with teachers.
B4	Stanchi, Margaret	Principal	Carlsbad High		60		40							100	B4	Time spent preparing before meeting with teachers.
B4	Tubbs, Richard	Principal	Hope ES		30		15	25						70	B4	Time spent preparing before meeting with teachers.
														2,750	B4 Total	
B5	Ahle, Steve	Principal	Poinsettia ES						220	720				940	B5	Time spent in actual conference with teachers.

Schedule A-3
 Carlsbad Unified School District
 498/83 The Stull Act - Teacher Evaluations
 (July 2010 to June 2011 Time Study Cycle)
 Classroom Observation Doubling

A.5.19

Act Code	Last, First Name	Title	Site	8/10	9/10	10/10	11/10	12/10	1/11	2/11	3/11	4/11	5/11	Total	Sheet Code	Activity
B5	Armstrong, Tessie	Principal	Kelly						30					30	B5	Time spent in actual conference with teachers.
B5	Coelho, Megan	Interim Principal	Aviara Oaks MS										480	480	B5	Time spent in actual conference with teachers.
B5	Devich, Robert	Principal	Pacific Rim ES	30	4									34	B5	Time spent in actual conference with teachers.
B5	Hancock, Catina	Principal	Calavera Hills MS		80	20	220	80						400	B5	Time spent in actual conference with teachers.
B5	Harden, Leslie	Principal	Calavera Hills ES		30	15	390							435	B5	Time spent in actual conference with teachers.
B5	Hartman, Jane	Principal	Jefferson ES							165	95	60	60	380	B5	Time spent in actual conference with teachers.
B5	Hines, Jimmy	Principal	Magnolia ES		300				30	35			30	395	B5	Time spent in actual conference with teachers.
B5	Holley, Keith	Director	CVA/CSA			65	210	90			120			485	B5	Time spent in actual conference with teachers.
B5	Howard, Tina	Principal	Buena Vista ES			180								180	B5	Time spent in actual conference with teachers.
B5	Huesing, Kimberly	Principal	Aviara Oaks ES		180				310		60			550	B5	Time spent in actual conference with teachers.
B5	Milliken, Carolyn	Principal	Aviara Oaks MS		60		60							120	B5	Time spent in actual conference with teachers.
B5	Morales, J. Cesar	Principal	Valley MS				375							375	B5	Time spent in actual conference with teachers.
B5	Stanchi, Margaret	Principal	Carlsbad High				80							80	B5	Time spent in actual conference with teachers.
B5	Tubbs, Richard	Principal	Hope ES	30		20	70							120	B5	Time spent in actual conference with teachers.
														5,004	B5 Total	
B6	Ahle, Steve	Principal	Poinsettia ES				660		15	40		20		735	B6	Time spent preparing or organizing notes from meetings with teachers.
B6	Coelho, Megan	Interim Principal	Aviara Oaks MS										60	60	B6	Time spent preparing or organizing notes from meetings with teachers.
B6	Devich, Robert	Principal	Pacific Rim ES	30	2			30						62	B6	Time spent preparing or organizing notes from meetings with teachers.
B6	Hancock, Catina	Principal	Calavera Hills MS		10	5	55	20						90	B6	Time spent preparing or organizing notes from meetings with teachers.
B6	Hartman, Jane	Principal	Jefferson ES				270			45	30	20	20	385	B6	Time spent preparing or organizing notes from meetings with teachers.
B6	Hines, Jimmy	Principal	Magnolia ES			20				20			20	60	B6	Time spent preparing or organizing notes from meetings with teachers.
B6	Holley, Keith	Director	CVA/CSA			30	30	30			30			120	B6	Time spent preparing or organizing notes from meetings with teachers.
B6	Huesing, Kimberly	Principal	Aviara Oaks ES	30					40		15		30	115	B6	Time spent preparing or organizing notes from meetings with teachers.
B6	Morales, J. Cesar	Principal	Valley MS					30						30	B6	Time spent preparing or organizing notes from meetings with teachers.
B6	Tubbs, Richard	Principal	Hope ES			10	25							35	B6	Time spent preparing or organizing notes from meetings with teachers.
														1,692	B6 Total	
C7	Ahle, Steve	Principal	Poinsettia ES									25		25	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
C7	Coelho, Megan	Interim Principal	Aviara Oaks MS										180	180	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
C7	Giordani, Marjorie	Asst. Principal	Carlsbad High			50								50	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
C7	Hancock, Catina	Principal	Calavera Hills MS		5									5	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
C7	Hartman, Jane	Principal	Jefferson ES							60			20	80	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
C7	Holley, Keith	Director	CVA/CSA			30		90		30				150	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
C7	Howard, Tina	Principal	Buena Vista ES					15						15	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
C7	Huesing, Kimberly	Principal	Aviara Oaks ES								60			60	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
C7	Lord, Bill	Asst. Principal	Carlsbad High										30	30	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
C7	Stanchi, Margaret	Principal	Carlsbad High			10		40						50	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
C7	Tubbs, Richard	Principal	Hope ES			10	50		10	5				75	C7	Time spent preparing before "Pre-Observation" conferences with teachers.
														720	C7 Total	
C8	Ahle, Steve	Principal	Poinsettia ES							15	50	95	60	220	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Armstrong, Tessie	Principal	Kelly					15	15		45			75	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Bloomquist, Tom	Asst. Principal	Carlsbad High			40	30							70	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Coelho, Megan	Interim Principal	Aviara Oaks MS										60	60	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Giordani, Marjorie	Asst. Principal	Carlsbad High			85		20						105	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Harden, Leslie	Principal	Calavera Hills ES				20	45						65	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Hartman, Jane	Principal	Jefferson ES			900				60			10	970	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Hines, Jimmy	Principal	Magnolia ES	30						30				60	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Holley, Keith	Director	CVA/CSA			75		20	115		30			240	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Howard, Tina	Principal	Buena Vista ES				75		55	20	40	15		205	C8	Time spent conducting "Pre-Observation" conference with teachers.

Schedule A-3
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A.S.19

Act Code	Last, First Name	Title	Site	8/10	9/10	10/10	11/10	12/10	1/11	2/11	3/11	4/11	5/11	Total	Sheet Code	Activity
C8	Huesing, Kimberly	Principal	Aviara Oaks ES					30			165			195	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Lord, Bill	Asst. Principal	Carlsbad High			90	30	30	45					195	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Milliken, Carolyn	Principal	Aviara Oaks MS			30	30	90	30	90	90	30		390	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Morales, J. Cesar	Principal	Valley MS									60		60	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Stanchi, Margaret	Principal	Carlsbad High			15	40							55	C8	Time spent conducting "Pre-Observation" conference with teachers.
C8	Tubbs, Richard	Principal	Hope ES			30	230		80	20				360	C8	Time spent conducting "Pre-Observation" conference with teachers.
														3,325	C8 Total	
C9	Ahle, Steve	Principal	Poinsettia ES								15			15	C9	Time spent preparing/organizing notes from "Pre-Observation" conferences with teachers.
C9	Coelho, Megan	Interim Principal	Aviara Oaks MS										120	120	C9	Time spent preparing/organizing notes from "Pre-Observation" conferences with teachers.
C9	Hartman, Jane	Principal	Jefferson ES			120				60				190	C9	Time spent preparing/organizing notes from "Pre-Observation" conferences with teachers.
C9	Holley, Keith	Director	CVA/CSA			25					30			55	C9	Time spent preparing/organizing notes from "Pre-Observation" conferences with teachers.
C9	Howard, Tina	Principal	Buena Vista ES								5			5	C9	Time spent preparing/organizing notes from "Pre-Observation" conferences with teachers.
C9	Huesing, Kimberly	Principal	Aviara Oaks ES			20					60			80	C9	Time spent preparing/organizing notes from "Pre-Observation" conferences with teachers.
C9	Stanchi, Margaret	Principal	Carlsbad High			10								10	C9	Time spent preparing/organizing notes from "Pre-Observation" conferences with teachers.
C9	Tubbs, Richard	Principal	Hope ES			5	35		15	5				60	C9	Time spent preparing/organizing notes from "Pre-Observation" conferences with teachers.
														535	C9 Total	
D10	Bloomquist, Tom	Asst. Principal	Carlsbad High										205	205	D10	Time spent preparing before classroom observations of teachers.
D10	Giordani, Marjorie	Asst. Principal	Carlsbad High			60			20	65				145	D10	Time spent preparing before classroom observations of teachers.
D10	Hancock, Catina	Principal	Calavera Hills MS			5	40	20	40	70	30	40		245	D10	Time spent preparing before classroom observations of teachers.
D10	Hines, Jimmy	Principal	Magnolia ES	30							230	110	30	400	D10	Time spent preparing before classroom observations of teachers.
D10	Holley, Keith	Director	CVA/CSA					30	60					90	D10	Time spent preparing before classroom observations of teachers.
D10	Howard, Tina	Principal	Buena Vista ES								10			10	D10	Time spent preparing before classroom observations of teachers.
D10	Huesing, Kimberly	Principal	Aviara Oaks ES					120						120	D10	Time spent preparing before classroom observations of teachers.
D10	Lord, Bill	Asst. Principal	Carlsbad High									30	60	90	D10	Time spent preparing before classroom observations of teachers.
D10	Morales, J. Cesar	Principal	Valley MS			60						140		200	D10	Time spent preparing before classroom observations of teachers.
D10	Stanchi, Margaret	Principal	Carlsbad High			90				40	105	60		295	D10	Time spent preparing before classroom observations of teachers.
D10	Tubbs, Richard	Principal	Hope ES				20		5					25	D10	Time spent preparing before classroom observations of teachers.
														1,825	D10 Total	
D11	Ahle, Steve	Principal	Poinsettia ES			140	210	120	135	20	125	45	315	1110	D11	Time spent in "informal" classroom observations.
D11	Armstrong, Tessie	Principal	Kelly						320	230	290	190	195	1225	D11	Time spent in "informal" classroom observations.
D11	Bloomquist, Tom	Asst. Principal	Carlsbad High	90		30	115	60	185	65	285	265		1095	D11	Time spent in "informal" classroom observations.
D11	Coelho, Megan	Interim Principal	Aviara Oaks MS										960	960	D11	Time spent in "informal" classroom observations.
D11	Devich, Robert	Principal	Pacific Rim ES			44	60		12	60	60	60	60	416	D11	Time spent in "informal" classroom observations.
D11	Giordani, Marjorie	Asst. Principal	Carlsbad High				190	120	50	240	240	90	30	960	D11	Time spent in "informal" classroom observations.
D11	Hancock, Catina	Principal	Calavera Hills MS	340	2580				180					3100	D11	Time spent in "informal" classroom observations.
D11	Harden, Leslie	Principal	Calavera Hills ES	120	95	420	60	90						785	D11	Time spent in "informal" classroom observations.
D11	Hartman, Jane	Principal	Jefferson ES							150			60	210	D11	Time spent in "informal" classroom observations.
D11	Hines, Jimmy	Principal	Magnolia ES							60	70	150		280	D11	Time spent in "informal" classroom observations.
D11	Holley, Keith	Director	CVA/CSA			465	160	370	380	140	315	300	330	2460	D11	Time spent in "informal" classroom observations.
D11	Howard, Tina	Principal	Buena Vista ES			300			40					340	D11	Time spent in "informal" classroom observations.
D11	Huesing, Kimberly	Principal	Aviara Oaks ES	1400	545	1480		835	905	630	825	1070	1050	8740	D11	Time spent in "informal" classroom observations.
D11	Lord, Bill	Asst. Principal	Carlsbad High	105		15		30	300	510	30	60	60	1110	D11	Time spent in "informal" classroom observations.
D11	Milliken, Carolyn	Principal	Aviara Oaks MS	120	120	20	165	85	375	80	350	90		1405	D11	Time spent in "informal" classroom observations.
D11	Morales, J. Cesar	Principal	Valley MS		24	60	276	12	230	80	80	120		882	D11	Time spent in "informal" classroom observations.
D11	Stanchi, Margaret	Principal	Carlsbad High	90	30	60	180	260	115	60	155	180		1130	D11	Time spent in "informal" classroom observations.
D11	Tubbs, Richard	Principal	Hope ES	210	505	343	164	446	585	640	693	461	440	4487	D11	Time spent in "informal" classroom observations.
														30,695	D11 Total	
D12	Ahle, Steve	Principal	Poinsettia ES							35	135	140	165	475	D12	Time spent in "formal" classroom observations and initial preparation of Collect Data forms.

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Act Code	Last, First Name	Title	Site	8/10	9/10	10/10	11/10	12/10	1/11	2/11	3/11	4/11	5/11	Total	Sheet Code	Activity
D12	Armstrong, Tessie	Principal	Kelly						45	45		405		495	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Bloomquist, Tom	Asst. Principal	Carlsbad High			225	180	45	85	250	45			830	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Coelho, Megan	Interim Principal	Aviara Oaks MS										240	240	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Giordani, Marjorie	Asst. Principal	Carlsbad High			400	90	70		60	210			830	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Hancock, Catina	Principal	Calavera Hills MS	40	180	90				315	135	180		940	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Harden, Leslie	Principal	Calavera Hills ES				120	165						285	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Hartman, Jane	Principal	Jefferson ES										10	10	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Holley, Keith	Director	CVA/CSA			165	80	60	150	100	180			735	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Howard, Tina	Principal	Buena Vista ES				300		135	40	80	30		585	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Huesing, Kimberly	Principal	Aviara Oaks ES						60		375	120		555	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Lord, Bill	Asst. Principal	Carlsbad High			120	180		420		120		105	945	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Milliken, Carolyn	Principal	Aviara Oaks MS			40	40	75	35	90	180	60		520	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Morales, J. Cesar	Principal	Valley MS							210				210	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Stanchi, Margaret	Principal	Carlsbad High			50	180		120	225			60	635	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
D12	Tubbs, Richard	Principal	Hope ES				330		110	60				500	D12	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
														8,790	D12 Total	
D13	Ahle, Steve	Principal	Poinsettia ES							10		20		30	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Armstrong, Tessie	Principal	Kelly						30					30	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Bloomquist, Tom	Asst. Principal	Carlsbad High								10			10	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Coelho, Megan	Interim Principal	Aviara Oaks MS										300	300	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Giordani, Marjorie	Asst. Principal	Carlsbad High	45		130		10		40	120			345	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Hancock, Catina	Principal	Calavera Hills MS			100	20		40	80	30	40		310	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Harden, Leslie	Principal	Calavera Hills ES	30	35		5							70	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Hartman, Jane	Principal	Jefferson ES							60			10	70	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Holley, Keith	Director	CVA/CSA				20	30	40		30	60		180	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Howard, Tina	Principal	Buena Vista ES						5	10	20			35	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Huesing, Kimberly	Principal	Aviara Oaks ES				1620		15				65	1700	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Lord, Bill	Asst. Principal	Carlsbad High						90		60		15	165	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Milliken, Carolyn	Principal	Aviara Oaks MS			30		125	60		90			305	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Morales, J. Cesar	Principal	Valley MS						130	80				210	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Stanchi, Margaret	Principal	Carlsbad High			80			20				15	115	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
D13	Tubbs, Richard	Principal	Hope ES				20		5					25	D13	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
														3,900	D13 Total	
E14	Armstrong, Tessie	Principal	Kelly						30	30				60	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Bloomquist, Tom	Asst. Principal	Carlsbad High									30		30	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Coelho, Megan	Interim Principal	Aviara Oaks MS										180	180	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Giordani, Marjorie	Asst. Principal	Carlsbad High			300		40		180	60	30		610	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Hancock, Catina	Principal	Calavera Hills MS					60	30					90	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Harden, Leslie	Principal	Calavera Hills ES				15	15						30	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Hartman, Jane	Principal	Jefferson ES										10	10	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Hines, Jimmy	Principal	Magnolia ES										60	60	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Huesing, Kimberly	Principal	Aviara Oaks ES				40			15		155	210	210	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Lord, Bill	Asst. Principal	Carlsbad High							120		120	240	240	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Milliken, Carolyn	Principal	Aviara Oaks MS						135		30			165	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Morales, J. Cesar	Principal	Valley MS							50				50	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
E14	Tubbs, Richard	Principal	Hope ES				90							90	E14	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
														1,825	E14 Total	
F15	Ahle, Steve	Principal	Poinsettia ES							20	20			40	F15	Time spent preparing before "Post-Observation" conferences with teachers.

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F15	Bloomquist, Tom	Asst. Principal	Carlsbad High			20	20					10	60	110	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Coelho, Megan	Interim Principal	Aviara Oaks MS										240	240	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Giordani, Marjorie	Asst. Principal	Carlsbad High				60		30	20				110	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Hancock, Catina	Principal	Calavera Hills MS		10	20	10				40	20	20	120	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Hartman, Jane	Principal	Jefferson ES							60				10	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Holley, Keith	Director	CVA/CSA				30	30						60	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Howard, Tina	Principal	Buena Vista ES						40					40	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Huesing, Kimberly	Principal	Aviara Oaks ES					20			15	45	15	95	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Lord, Bill	Asst. Principal	Carlsbad High								60			60	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Milliken, Carolyn	Principal	Aviara Oaks MS			30		110	50		120			310	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Stanchi, Margaret	Principal	Carlsbad High			15	20							35	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
F15	Tubbs, Richard	Principal	Hope ES				30	10	20	25				85	F15	Time spent preparing before "Post-Observation" conferences with teachers.	
														1,375	F15 Total		
F16	Ahle, Steve	Principal	Poinsettia ES								110	135		245	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Armstrong, Tessie	Principal	Kelly						30	30		180		240	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Bloomquist, Tom	Asst. Principal	Carlsbad High			40	40		30	50				45	205	F16	Time spent conducting "Post-Observation" conference with teachers.
F16	Coelho, Megan	Interim Principal	Aviara Oaks MS										540	540	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Giordani, Marjorie	Asst. Principal	Carlsbad High			30	120	30	30	60	30	20		320	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Hancock, Catina	Principal	Calavera Hills MS		25	80	40			160	80	80		465	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Harden, Leslie	Principal	Calavera Hills ES				20	150						170	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Hartman, Jane	Principal	Jefferson ES							60			20	80	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Holley, Keith	Director	CVA/CSA				45	30	60		30			165	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Howard, Tina	Principal	Buena Vista ES		15		135		60	30	30	15		285	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Huesing, Kimberly	Principal	Aviara Oaks ES					50			30	45	40	165	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Lord, Bill	Asst. Principal	Carlsbad High			30		30	135				150	345	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Milliken, Carolyn	Principal	Aviara Oaks MS								90	30		120	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Morales, J. Cesar	Principal	Valley MS							90			40	160	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Stanchi, Margaret	Principal	Carlsbad High			35	60		40		125	80		340	F16	Time spent conducting "Post-Observation" conference with teachers.	
F16	Tubbs, Richard	Principal	Hope ES				270	60	60	60				450	F16	Time spent conducting "Post-Observation" conference with teachers.	
														4,295	F16 Total		
F17	Ahle, Steve	Principal	Poinsettia ES								20	10		30	F17	Notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets.	
F17	Giordani, Marjorie	Asst. Principal	Carlsbad High						30			30		60	F17	Notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets.	
F17	Hancock, Catina	Principal	Calavera Hills MS		5	20	10			40	20	25		120	F17	Notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets.	
F17	Hartman, Jane	Principal	Jefferson ES							60			10	70	F17	Notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets.	
F17	Howard, Tina	Principal	Buena Vista ES				15		30	20	10			75	F17	Notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets.	
F17	Huesing, Kimberly	Principal	Aviara Oaks ES					20			15	45	5	85	F17	Notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets.	
F17	Lord, Bill	Asst. Principal	Carlsbad High					30						30	F17	Notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets.	
F17	Stanchi, Margaret	Principal	Carlsbad High			10								10	F17	Notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets.	
F17	Tubbs, Richard	Principal	Hope ES				45	10	20	15				90	F17	Notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets.	
														570	F17 Total		
G18	Ahle, Steve	Principal	Poinsettia ES		80									900	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Armstrong, Tessie	Principal	Kelly											330	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Bloomquist, Tom	Asst. Principal	Carlsbad High						45			30	180	255	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Coelho, Megan	Interim Principal	Aviara Oaks MS											240	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Giordani, Marjorie	Asst. Principal	Carlsbad High							60	30	60	480	630	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Hancock, Catina	Principal	Calavera Hills MS						45				2040	2085	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Hartman, Jane	Principal	Jefferson ES											60	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Hines, Jimmy	Principal	Magnolia ES											120	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	

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G18	Holley, Keith	Director	CVA/CSA									880	390	1270	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Howard, Tina	Principal	Buena Vista ES							110	70		540	720	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Huesing, Kimberly	Principal	Aviara Oaks ES										120	120	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Lord, Bill	Asst. Principal	Carlsbad High						60					60	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Milliken, Carolyn	Principal	Aviara Oaks MS									180		180	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Morales, J. Cesar	Principal	Valley MS										180	180	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Stanchi, Margaret	Principal	Carlsbad High							180	120	60		360	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
G18	Tubbs, Richard	Principal	Hope ES										890	890	G18	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.	
														8,480	G18 Total		
H19	Ahle, Steve	Principal	Poinsettia ES		20									1195	1215	H19	Time spent preparing before Final Evaluation conferences with teachers.
H19	Armstrong, Tessie	Principal	Kelly											330	330	H19	Time spent preparing before Final Evaluation conferences with teachers.
H19	Coelho, Megan	Interim Principal	Aviara Oaks MS											60	60	H19	Time spent preparing before Final Evaluation conferences with teachers.
H19	Giordani, Marjorie	Asst. Principal	Carlsbad High								40			60	100	H19	Time spent preparing before Final Evaluation conferences with teachers.
H19	Hancock, Catina	Principal	Calavera Hills MS									25	70	95	H19	Time spent preparing before Final Evaluation conferences with teachers.	
H19	Hartman, Jane	Principal	Jefferson ES											60	60	H19	Time spent preparing before Final Evaluation conferences with teachers.
H19	Hines, Jimmy	Principal	Magnolia ES											120	120	H19	Time spent preparing before Final Evaluation conferences with teachers.
H19	Holley, Keith	Director	CVA/CSA									120	120	240	H19	Time spent preparing before Final Evaluation conferences with teachers.	
H19	Howard, Tina	Principal	Buena Vista ES											390	390	H19	Time spent preparing before Final Evaluation conferences with teachers.
H19	Huesing, Kimberly	Principal	Aviara Oaks ES											15	15	H19	Time spent preparing before Final Evaluation conferences with teachers.
H19	Lord, Bill	Asst. Principal	Carlsbad High											60	60	H19	Time spent preparing before Final Evaluation conferences with teachers.
H19	Milliken, Carolyn	Principal	Aviara Oaks MS										240	240	H19	Time spent preparing before Final Evaluation conferences with teachers.	
H19	Stanchi, Margaret	Principal	Carlsbad High											30	30	H19	Time spent preparing before Final Evaluation conferences with teachers.
														2,955	H19 Total		
H20	Ahle, Steve	Principal	Poinsettia ES		15									1225	1240	H20	Time spent conducting Final Evaluation conferences with teachers.
H20	Bloomquist, Tom	Asst. Principal	Carlsbad High											180	180	H20	Time spent conducting Final Evaluation conferences with teachers.
H20	Coelho, Megan	Interim Principal	Aviara Oaks MS											540	540	H20	Time spent conducting Final Evaluation conferences with teachers.
H20	Giordani, Marjorie	Asst. Principal	Carlsbad High								60			300	360	H20	Time spent conducting Final Evaluation conferences with teachers.
H20	Hancock, Catina	Principal	Calavera Hills MS									75	195	270	H20	Time spent conducting Final Evaluation conferences with teachers.	
H20	Hartman, Jane	Principal	Jefferson ES											120	120	H20	Time spent conducting Final Evaluation conferences with teachers.
H20	Hines, Jimmy	Principal	Magnolia ES											120	120	H20	Time spent conducting Final Evaluation conferences with teachers.
H20	Holley, Keith	Director	CVA/CSA									105	240	345	H20	Time spent conducting Final Evaluation conferences with teachers.	
H20	Huesing, Kimberly	Principal	Aviara Oaks ES											10	10	H20	Time spent conducting Final Evaluation conferences with teachers.
H20	Lord, Bill	Asst. Principal	Carlsbad High											120	120	H20	Time spent conducting Final Evaluation conferences with teachers.
H20	Milliken, Carolyn	Principal	Aviara Oaks MS						160					300	460	H20	Time spent conducting Final Evaluation conferences with teachers.
H20	Stanchi, Margaret	Principal	Carlsbad High								40	20	40	100	H20	Time spent conducting Final Evaluation conferences with teachers.	
H20	Tubbs, Richard	Principal	Hope ES											380	380	H20	Time spent conducting Final Evaluation conferences with teachers.
														4,245	H20 Total		
H21	Ahle, Steve	Principal	Poinsettia ES		30									175	205	H21	Time spent preparing/organizing notes from Final Evaluation conferences with teachers.
H21	Coelho, Megan	Interim Principal	Aviara Oaks MS											180	180	H21	Time spent preparing/organizing notes from Final Evaluation conferences with teachers.
H21	Hancock, Catina	Principal	Calavera Hills MS									25	70	95	H21	Time spent preparing/organizing notes from Final Evaluation conferences with teachers.	
H21	Hartman, Jane	Principal	Jefferson ES											60	60	H21	Time spent preparing/organizing notes from Final Evaluation conferences with teachers.
H21	Holley, Keith	Director	CVA/CSA										60	60	H21	Time spent preparing/organizing notes from Final Evaluation conferences with teachers.	
H21	Huesing, Kimberly	Principal	Aviara Oaks ES											10	10	H21	Time spent preparing/organizing notes from Final Evaluation conferences with teachers.
														610	H21 Total		
I22	Ahle, Steve	Principal	Poinsettia ES						200					200	I22	Discussing the STAR results, with teachers , and how to improve instructional abilities.	
I22	Armstrong, Tessie	Principal	Kelly		60									60	I22	Discussing the STAR results, with teachers , and how to improve instructional abilities.	
I22	Bloomquist, Tom	Asst. Principal	Carlsbad High	30										30	I22	Discussing the STAR results, with teachers , and how to improve instructional abilities.	
I22	Coelho, Megan	Interim Principal	Aviara Oaks MS										180	180	I22	Discussing the STAR results, with teachers , and how to improve instructional abilities.	

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I22	Devich, Robert	Principal	Pacific Rim ES	30	2									32	I22	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
I22	Giordani, Marjorie	Asst. Principal	Carlsbad High								10			10	I22	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
I22	Hancock, Catina	Principal	Calavera Hills MS		65									65	I22	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
I22	Harden, Leslie	Principal	Calavera Hills ES	30	45	30								105	I22	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
I22	Hines, Jimmy	Principal	Magnolia ES			25					40			65	I22	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
I22	Howard, Tina	Principal	Buena Vista ES	120	120						120			360	I22	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
I22	Huesing, Kimberly	Principal	Aviara Oaks ES		60									60	I22	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
I22	Lord, Bill	Asst. Principal	Carlsbad High	30								120		150	I22	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
I22	Morales, J. Cesar	Principal	Valley MS		90									90	I22	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
I22	Stanchi, Margaret	Principal	Carlsbad High	30	30									60	I22	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
														1,467	I22 Total	
														90,140	Grand Total	
												A	A1	1,455	1,455	Preparing before training or planning meetings/conferences.
												A	A2	2,562	2,562	Time spent training or in planning meetings/conferences.
												A	A3	1,065	1,065	Preparing/organizing notes from training or planning meetings/conferences.
												A	B4	2,750	2,750	Time spent preparing before meeting with teachers.
												A	B5	5,004	5,004	Time spent in actual conference with teachers.
												A	B6	1,692	1,692	Time spent preparing or organizing notes from meetings with teachers.
												A	C7	720	1,440	Time spent preparing before "Pre-Observation" conferences with teachers.
												A	C8	3,325	6,650	Time spent conducting "Pre-Observation" conference with teachers.
												A	C9	535	1,070	Time spent preparing/organizing notes from "Pre-Observation" conferences with teachers.
												A	D10	1,825	3,650	Time spent preparing before classroom observations of teachers.
												A	D11	30,695	30,695	Time spent in "informal" classroom observations.
												A	D12	8,790	17,580	Time spent in "formal" classroom observations and initial preparation of <i>Collect Data</i> forms.
												A	D13	3,900	7,800	Preparing/organizing notes from classroom observations, finalizing " <i>Collect Data</i> " forms.
												A	E14	1,825	3,650	Reports on observations, preparing the <i>Standards for Excellence in Teaching</i> observation checklists.
												A	F15	1,375	2,750	Time spent preparing before "Post-Observation" conferences with teachers.
												A	F16	4,295	8,590	Time spent conducting "Post-Observation" conference with teachers.
												A	F17	570	1,140	Notes from "Post-Observation" conferences and preparing Reflecting Conference worksheets.
												A	G18	8,480	8,480	Writing Final Evaluation Reports and/or preparing the Teacher Evaluation Report.
												A	H19	2,955	2,955	Time spent preparing before Final Evaluation conferences with teachers.
												A	H20	4,245	4,245	Time spent conducting Final Evaluation conferences with teachers.
												A	H21	610	610	Time spent preparing/organizing notes from Final Evaluation conferences with teachers.
												B	I22	1,467	1,467	Discussing the STAR results, <i>with teachers</i> , and how to improve instructional abilities.
														90,140	117,300	

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Carlsbad Unified School District
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												Perm	Prob	Temp	Total		
Barrie	Jennifer (Peck)	AOE	4			8/26/02		Perm			6/6/06	1					
Boggs	Martha	AOE	3			8/27/04	Prob 2				6/6/06		1				
Burda	Jan	AOE	1			9/2/97		Perm	X/05		8/17/2002; 4/23/04						0 No evaluation completed. Date of last eval was 4/23/04.
Foster	Jeff	AOE	2			9/8/94		Perm	X/09		8/17/2002; 5/21/04						0 No evaluation completed. Date of last eval was 5/21/04.
Fuller	Jessica	AOE	5			9/10/03		Perm			6/6/06	1					
Garcia	Gina	AOE	3 -			8/27/04	Prob 2				2/3/06; 6/8/06		1				
Georgopoulos	John	AOE	5			8/26/05	Temp 1			S. Maddox	6/14/06			1			
Gilmore	Kathleen	AOE	3			8/28/00		Perm			5/31/06	1					
Hasty	Sarah	AOE	5			8/24/05	Temp 1			T. Howard	1/31/06; 6/8/06			1			
Hogg	Gayle	AOE	1			1/27/97		Perm			6/12/06	1					
Johnson	Erin	AOE	4			9/1/00		Perm			5/6/06	1					
Kirsch	Donna	AOE	KDG			8/27/05	Prob 2			S. Maddox	2/27/06; 6/8/06		1				
Matula	Alice	AOE	1			8/29/96		Perm			6/9/06	1					
Moschner-Arganda	Angelika	AOE	1			8/26/05	Prob 2			T. Howard	3/1/06			1			
Rushing	Jami	AOE	3			8/26/05	Prob 2			S. Maddox	2/7/06; 6/2/06			1			
Sauritch	Judy	AOE	2			8/29/96		Perm			6/8/06	1					
Slamon	Patricia	AOE	1			9/3/87		Perm	X/11		10/24/03; 4/23/04;						
Thomason	Bethany	AOE	K			8/28/00		Perm			5/24/06	1					
Vasquez	Cynthia	PR	2			9/5/90		Perm			5/3/06	1					
Ward	Jill M.	AOE	2			8/26/05	Prob 2			S. Ahle	10/3/05 5/15/06	1					
Weatherall	Ellen	AOE	1			9/18/84		Perm	X/09		5/6/06						0 No evaluation completed. Date of last eval was 4/23/04.
Cobb	Emma	AOE	SE - SDC - Intermediate			8/26/02		Perm			5/6/06	1					
Ishibashi	Nobi	AOE	Special Education -			9/8/82		Perm			5/1/03; 5/24/06	1					
Stovin	Sue	AOE	DIS/Spch/Lang (K-2 Elem)			9/8/76		Perm	X/07		5/1/99						0 No evaluation completed. Date of last eval was 5/1/99.
Ashton	Brian	AOM	Counselor Science Wheel (Gr 6 Earth Science?)			8/28/00		Perm / 196 Days			5/1/06						0 Counselors not eligible for reimbursement
Burns	Bob	AOM	Science Wheel (Gr 6 Earth Science?)			8/28/97		Perm			5/6/06	1					
Covington	Robert	AOM	Eng 7 / Spanish			8/27/01		Perm			6/12/06	1					
Cowan	Valerie	AOM	Gr 7 Science			8/28/00		Perm			4/20/06	1					
Decosmo	Lynne	AOM	Art			9/2/93		Perm			5/11/06	1					
Dodaro	Mark	AOM	Science/math			9/6/84		Perm			5/6/06	1					
Hauck-Wood	Whitney	AOM	Eng 8 / AVID			8/27/01		Perm			5/16/06	1					
Jaynes	Julie	AOM	Gr 8 Math			8/27/01		Perm			6/2/06	1					
Koepfing	Suzi	AOM	Library Media Spclst			9/2/93		Perm 196 Days			5/18/06						0 Library Media Specialists not eligible for reimbursement
Martin	Mary	AOM	Gr 7 English/Social Studies			8/27/01		Perm			6/12/06	1					
McGinnis	Todd	AOM	PE			10/11/00		Perm			5/10/06	1					
Momeyer	Kelly L.	AOM	Gr 8 English - Humanities EL Student(s)			8/26/05	Temp 1			M. Watson	4/29/06			1			
Moreno	John	AOM	Gr 7 Math			8/26/05	Prob 1			M. Watson	6/16/06			1			
Murray	Frederick	AOM	Math 7, Math 7/B			8/25/03		Perm			5/1/06	1					
O'Neill	Michelle	AOM	Gr 7 History - Soc Studies			8/25/03		Perm			5/8/06	1					
Pier	David	AOM	Gr 6 Math / PE			9/2/99		Perm			5/6/06	1					
Pierce	Robert	AOM	PE			9/2/99		Perm			5/1/06	1					
Riis	Elizabeth	AOM	Gr 6 Science - Earth Science			9/2/99		Perm			4/29/06	1					
Rodak (Oakes)	Sharon	AOM	Gr 6 Humanities			8/27/01		Perm			5/6/06	1					
Rogo	Greg	AOM	Gr 8 Science - Physical Science / PE			8/29/96		Perm			5/10/06	1					
Ruppert	Michael	AOM	Gr 8 Social Studies			6/18/05		Perm			5/31/06	1					
Schuck	Andrea	AOM	Drama			9/11/97		Perm			5/1/06	1					
Schweizer	Susan	AOM	Gr 6/7 Social Science			9/5/90		Perm			5/6/06	1					
Standley	Cynthia	AOM	Gr 6 Humanities: English & Social Studies / Yr. Bk.	0.60		9/2/99		Perm			6/13/06	1					
Visnjic	Branislav	AOM	Gr 7 Science , PE			8/27/04	Prob 2			M. Watson	5/1/06			1			
Yager	Deborah	AOM	Gr 8 Soc Studies			2/2/87		Perm			6/17/06	1					
Anez	Kristin	AOM	SE - English / Study Skills			8/26/05	Prob 2				5/6/06			1			
Grace	Jacqueline	AOM	SE - Grade 6			8/27/04	Prob 2				5/6/06			1			
Enquist	Carol	BV	Speech / Language Pathologist - PreSchool			8/26/05	Prob 2			DeAnda	6/16/06						0 Preschool teachers not eligible for reimbursement
Kim	Gina	BV	SE - Pre-School / SDC			8/27/04	Prob 2			DeAnda	6/16/06						0 Preschool teachers not eligible for reimbursement
Scott	Stacie (Anastacia)	BV	SE - PreSchool - SDC			10/3/02		Perm		DeAnda	6/16/06						0 Preschool teachers not eligible for reimbursement
Cook	Joanne	CVA	Home Education - Grade(s) K-6			8/25/03		Perm			6/1/06	1					

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											Perm	Prob	Temp	Total	
Crosby	Michelle	CVA	Home Education - Grade(s) 9 - 12 Opportunity, Grade(s) 7/8 (labeled Elementary)		9/2/99		Perm	6/14/2011	K Holley	4/18/06				0	Evaluation already counted under Site - CVA; Subject - English 3, Loc/Tech CSA
Williford	Wade	CVA			1/7/02		Perm		K Holley	4/21/06		1		1	
Baima	Lane	CHE	1		8/26/05	Temp 1			D Vocicka	5/17/06			1	1	
Bwari	Norma	CHE	2		8/27/01		Perm		D Vocicka	5/13/06		1		1	
Dooly	Jessica	CHE	1		8/26/05	Temp 1			D Vocicka	5/17/06			1	1	
Duman	Christie	CHE	1		9/3/96		Perm		D Vocicka	5/18/06		1		1	
Hejny	Kristine	CHE	3		8/27/01		Perm		D Vocicka	2/16/06 5/17/06		1		1	
Hemmings	Joanne	CHE	5		8/26/05	Temp 1			D Vocicka	5/17/06			1	1	
Lyon	Rod	CHE	4		8/27/04		Perm		D Vocicka	5/17/06		1		1	
Norton	Gabie	CHE	4		8/27/04	Prob 1			D Vocicka	5/17/06			1	1	
Phillips	Mary	CHE	2		8/27/01		Perm		D Vocicka	6/9/06		1		1	
Phillips	Paulette	CHE	1		9/3/98		Perm		D Vocicka	6/8/06		1		1	
Smith	Aimee	CHE	3		9/3/98		Perm		D Vocicka	5/6/06		1		1	
Stough	Lindsay	CHE	1		8/27/01		Perm		D Vocicka	5/18/06		1		1	
Thompson	Kristi	CHE	K		9/5/90		Perm		D Vocicka	6/7/06		1		1	
Thorne	Kimberly	CHE	2		8/26/05	Temp 1			D Vocicka	5/17/06			1	1	
Wilson	Erin	CHE	4		9/9/04	Temp 2				1/25/06			1	1	
Adams	Patricia	CHM	Gr 8 English , Chorus		9/3/98		Perm		E. Trogden	5/13/2006 6/11/06		1		1	
Adelgais	Sharon	CHM	Tech Dev/1, Math/1, Pre Alg/2, Math/1		8/28/97		Perm		E. Trogden	6/11/06		1		1	
Bowen	Laura	CHM	Gr 6 Eng/2, Soc Stu/1, Gr 6 Eng/1, Soc Stud/1	0.20	9/18/84		Perm			5/31/06		1		1	
Cooper	Corinne	CHM	Intro Broadcast/1, Inter Broadcast/1, Gr 7 Math/2, Intro Broadcast/1		9/5/95		Perm		E. Trogden	6/11/06		1		1	
Embrey	Heather	CHM	Gr 7 English/2, Gr 7 English/2, Gr 7 Soc Stud/2		8/26/05	Prob 2			E. Trogden	6/14/06			1	1	
Evans	Teanna	CHM	Gr 8 Social Studies		8/26/05	Prob 2			E. Trogden	6/14/06			1	1	
Peterson	Robert	CHM	Gr 6 Gen'l Sci:		8/27/01		Perm		E. Trogden	6/11/06		1		1	
Roberts	Susan	CHM	Gr 6 Math		8/28/97		Perm		E. Trogden	6/15/2001 6/11/06		1		1	
Robusto	AnnaLisa	CHM	Algebra I/2, Alg Found/2, Geom Honors		8/26/05	Prob 2			E. Trogden	6/14/06			1	1	
Sandoval	Esmeralda	CHM	Art/1, Gr 7 PE/3, Gr 6 PE/1		8/31/95		Perm		E. Trogden	6/11/06				0	No evaluation received by the district.
Sottile	Aaron	CHM	Gr 8 Science: Gen'l		8/24/05	Prob 1			E. Trogden	6/14/06			1	1	
Stapleton	Judi	CHM	Drama, Avid/1, Drama/1		9/8/94		Perm		E. Trogden	6/15/2001 6/11/06		1		1	
Stipe	Holly	CHM	Gr. 7 English/1, Gr 6 English/2		8/26/05	Prob 1			E. Trogden	6/14/06			1	1	
Tatar	Marisa	CHM	Spanish III/1, Gr 8 Eng/2, Spanish I/2		10/11/04	Prob 2			E. Trogden	6/14/06			1	1	
Leong	Marissa	CHM	SE - Gr 6, 7, 8		8/26/05	Prob 1			E. Trogden	6/14/06			1	1	
Perrelli	Douglas	CHM	SE - SDC: M/M		8/25/04	Prob 1			E. Trogden	6/14/06			1	1	
Walsh	Sharon	CHM	Special Education		8/27/04	Prob 1			E. Trogden	6/14/06			1	1	
Akerson	Deeanne	CHS	Algebra 2 & 2H		8/27/04	Prob 2			T Bloomquist	6/16/06			1	1	
Blackburn	Daniel *Jake*	CHS	Counselor		8/22/05	Prob 2			M Stanchi	6/6/06				0	Counselors not eligible for reimbursement
Blake	Maria Gomez	CHS	Spanish 1		8/27/04	Prob 2			M Stanchi	6/15/06			1	1	
Curry	Lisa	CHS	Counselor		8/22/05	Prob 2			M Stanchi	6/16/06				0	Counselors not eligible for reimbursement
Dendy	Katherine *Kate*	CHS	Counseling	1.00	9/23/05	Temp 1			M Stanchi	6/19/06				0	Counselors not eligible for reimbursement
Di Benedetto	Christine	CHS	Counselor	SLC grant	2/12/07	Temp 1			M Stanchi	6/19/06				0	Counselors not eligible for reimbursement
Gutilla	Natalie	CHS	English, Trans English 1-A, School Success		8/26/05	Prob 2			T Bloomquist	2/28/06 6/16/2006			1	1	
Hachigian	Elena (Medina)	CHS	Social Science: World History-Culture, Art History-AP	0.00	8/27/01		Perm		B Lord	6/15/06			1	1	
Hoyman	Lisa	CHS	English 2		8/27/01		Perm		B Lord	6/15/06			1	1	
Keenan	Laelitia	CHS	French 2, 4 / German 1		8/25/04	Prob 1				1/20/06			1	1	
Kistler	Joyce	CHS	Adv Communications, Peer Advocate, Psychology A		9/10/70		Perm			6/6/96				0	No evaluation completed. Date of last eval was 6/6/96.
Knudsen	Tobin	CHS	PE: Beach Volleyball, PE 1		8/28/97		Perm		B Lord	6/14/06			1	1	
Livingstone	Alexa	CHS	English 1		10/2/00		Perm		T Bloomquist	6/16/06			1	1	
Livingstone	Roderic	CHS	English 1		9/2/99		Perm		M Stanchi	6/14/06			1	1	
Thompson	Elske	CHS	Counselor	1.00		Temp 1			M Stanchi	6/16/06				0	Counselors not eligible for reimbursement
Mosier	Amber	CHS	Foundations of Geometry, Algebra 2		8/25/03	Prob 2			S Wright	6/12/06			1	1	

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											Perm	Prob	Temp	Total	
Munn	Susan	CHS	Science: Biology 1, ROP Bio Tech Sk	0.20	8/26/02		Perm		M Stanchi	6/18/06	1			1	
Nasser	Stephanie	CHS	English 2 / Sr. English		8/26/05	Prob 2			T. Bloomquist	6/12/2006 11/3/06		1		1	
O'Briant	Ross	CHS	PE: Wt Trng, PE 2, Wrestling		8/22/04	Prob 2			T Bloomquist	6/16/06			1	1	
Owen	Christy	CHS	Vocal Music: Lancer Choir, Chamber Singers, Sound Exp Fine Arts, Sound Express PE, Adv Ensemble		8/27/04	Prob 2			T Bloomquist	6/16/06			1	1	
Philippe	Armanda	CHS	English 2 / English 2-H		8/26/05	Prob 2			M Stanchi	6/16/06			1	1	
Simon	Jeffrey	CHS	Math		11/29/04	Prob 2			B Lord	6/14/06			1	1	
Woolley	Susan	CHS	Math: Algebra 1-B & 2 / Geometry		8/24/05	Temp 1			MGiordani	6/14/06				1	1
Tomkinson	Andrew	CHS	Health, PE 1, Adv Bsktball-F		8/27/04	Prob 2			M Stanchi	6/6/06			1	1	
Fuentes	Kimberly	MAG	4		8/26/05	Temp 1			KWhisnant	5/26/06				1	1
DeKosky	Sheila	CHS	SE - English Sk / Study Sk / School Success Sk		8/28/00		Perm		B Lord	6/16/06			1	1	
Co	Brian	CVA	World History-Cult / US History/ Psychology		9/8/04	Prob 2			K Holley	6/16/06				1	1
Cordell	Ron	CVA	Counselor		9/21/95		Perm		K Holley	12/8/06					0 Counselors not eligible for reimbursement
Crosby	Michelle	CVA	English 3, Voc/Tech CSA		9/2/99		Perm	1/20/1900	K Holley	6/19/01 4/18/06			1	1	
Dunn	Joseph	CVA	Environmental Science / US History / Photography		11/19/03		Perm		K Holley	4/17/06			1	1	
Ezeir	Eric	CVA	Health / Human Biology / Student Services / PE / PE Tchr Ass't		3/1/02		Perm		K Holley	4/7/06			1	1	
Hobart	Craig	CVA	English, Human Biology, Health, School Success		8/27/04	Prob 2			K Holley	5/15/06				1	1
Straussner	Heidi	CVA	Sr. Eng / Eng 2 / Music Appreciation		8/27/04	Prob 1			K Holley	6/6/06				1	1
Bussey	Susan	HOPE	K		9/11/78		Perm	Feb-09	C. Murray M. Watson	5/17/2000 4/8/02 2/1/04					0 No evaluation completed. Date of last eval was 2/1/04.
Hill	Holly	HOPE	1/2 combo		9/5/90		Perm	5/14/2009	C. Murray M. Watson B. Chrisman	5/22/2000 4/8/02 5/14/04					0 No evaluation completed. Date of last eval was 5/14/04.
Olson	Linda	HOPE	1		9/9/82		Perm	5/14/2009	C. Murray B. Chrisman	6/15/2000 5/14/04					0 No evaluation completed. Date of last eval was 5/14/04.
Woods	Nicola	HOPE	SE - SDC		8/26/05	Prob 1			B. Chrisman	1/25/06				1	1
Amezcu	Irma	JEFF	1		9/3/98		Perm		C. VanVooren	6/14/06			1	1	
Horrell	Eudocia	JEFF	1		9/9/89		Perm		C. VanVooren	6/14/06			1	1	
Jinich	Elizabeth	JEFF	K		1/6/97		Perm		C. VanVooren	6/14/06			1	1	
Langarica	Maria Laura	JEFF	K		8/27/01		Perm		C. VanVooren	6/14/06			1	1	
Nevarez	Karl	JEFF	3		9/6/84		Perm		C. VanVooren	6/14/06			1	1	
Peabody	Janet	JEFF	PE Specialist	0.60	2/3/97		Perm		C. VanVooren	6/14/06			1	1	
Ponce	Luis	JEFF	5		8/31/95		Perm		C. VanVooren	6/14/06			1	1	
Tatum	Yolanda	JEFF	K		9/27/01		Perm		C. VanVooren	6/14/06			1	1	
Teran-Cruz	Maria	JEFF	2		9/3/98		Perm		C. VanVooren	6/14/06			1	1	
Bentley	Stephanie	KELLY	5		8/27/01		Perm			6/5/06			1	1	
Chang	Susan	KELLY	1		9/26/83		Perm			6/21/06			1	1	
Granich	Noelle	KELLY	1		8/28/97		Perm			6/16/06			1	1	
Kelleher	Lorelei	KELLY	5		8/27/04	Prob 2				6/15/06				1	1
LaMontagne	Leslie	KELLY	1		1/28/02		Perm			6/15/06			1	1	
Mulvey	Janis	KELLY	K-2		9/7/77		Perm			5/30/06			1	1	
Parrish	Peggy	KELLY	K-1		9/6/84		Perm			5/30/06			1	1	
Schofield	Roberta (Ewing)	KELLY	1		8/27/01		Perm			6/3/03; 6/16/06			1	1	
Shuck	Triesta (Reddick)	KELLY	1		11/7/05	Prob 1				6/16/06				1	1
Becker	Lynelle	MAG	1		9/5/85		Perm	X (next eval 2007/08)	J Boone	5/18/03					0 No evaluation completed. Date of last eval was 5/16/03.
Clark	Lisa	MAG	5		10/28/92		Perm	X (next eval 2007/08)	J Boone	5/22/03					0 No evaluation completed. Date of last eval was 5/22/03.
Collins-Cripe	Juanita	MAG	1		8/29/96		Perm	X (next eval 2007/08)	J Boone	5/16/03					0 No evaluation completed. Date of last eval was 5/16/03.
Hall	Julia	MAG	SE - DHH Gr. 1/2		8/27/05	Temp 1				6/19/06				1	1

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											Perm	Prob	Temp	Total	
Hein	Wendy	MAG	3		9/1/88		Perm	X (next eval 2007/08)	J Boone	9/1/98; 5/22/03					0 No evaluation completed. Date of last eval was 5/22/03.
Lamb	Elizabeth	MAG	3		9/2/93		Perm	X (next eval 2007/08)	J Boone	6/1/99; 5/22/03					0 No evaluation completed. Date of last eval was 5/22/03.
Libertino	Sandra	MAG	2		8/31/95		Perm	X (next eval 2007/08)	J Boone	6/1/98; 5/22/03					0 No evaluation completed. Date of last eval was 5/22/03.
Roth	Francisca	MAG	3		9/5/90		Perm	X (next eval 2007/08)	J Boone	6/1/98; 5/22/03					0 No evaluation completed. Date of last eval was 5/22/03.
Seelig	Bobette	MAG	3		9/5/85		Perm	X (next eval 2007/08)	J Boone	5/1/97; 5/22/03					0 No evaluation completed. Date of last eval was 5/22/03.
Sewell	Jackie	MAG	2		9/2/93		Perm	X (next eval 2007/08)	J Boone	6/1/98; 5/22/03					0 No evaluation completed. Date of last eval was 5/22/03.
Sturiale	Diana	MAG	4/5		9/6/84		Perm	X (next eval 2007/08)	J Boone	6/1/99; 5/16/03					0 No evaluation completed. Date of last eval was 5/16/03.
Arnold	Thalia	MAG	SE-DHH K		12/10/87		Perm		M. Watson	6/7/06		1			
Cooney	Alice	PR	2		8/26/05	Temp 1			S. Ahle	1/30/06; 5/26/06			1	1	
Olsen	Gwyn	MAG	SDC - Preschool		9/9/98		Perm			6/7/06					0 Preschool teachers not eligible for reimbursement
Billingsley	Donna	PR	2		9/2/99		Perm		S Ahle	5/26/06			1	1	
Bloomquist	Shauna	PR	1		8/28/97		Perm		S Ahle	5/15/06			1	1	
Chandler	Tammy	PR	4		9/2/99		Perm			5/15/06			1	1	
Hebert	Lillian	PR	1		8/26/05	Temp 1			S. Ahle	1/31/06; 5/15/06				1	1
Cotter	Ashley	PR	5		8/26/05	Prob 2			S. Ahle	1/30/06; 5/23/06			1	1	
Cozens	Jamie	PR	3		8/27/01		Perm			5/24/06			1	1	
Dow (Egerstrom)	Kelli	PR	1		8/25/03		Perm			5/26/06			1	1	
Firth	Ray	PR	3		3/27/00		Perm			5/15/06			1	1	
Fogarty	Gina	PR	1		8/27/04	Prob 2			S. Ahle	1/10/06; 5/24/06			1	1	
Fox	Kathleen	PR	1		2/1/99		Perm			5/23/06			1	1	
Gallego	Luisa	PR	K - AM		9/5/85		Perm			5/26/06			1	1	
Hampton	Anne	PR	3		1/3/00		Perm			5/24/06			1	1	
Houser	Ashley	PR	5		4/1/04	Prob 2				5/15/06			1	1	
Hughes	Denise	PR	1		8/28/97		Perm			5/23/06			1	1	
VanHollebeke	Anne	PR	K-PM		8/26/05	Temp 1			S. Ahle	1/30/06; 5/23/06				1	1
Jordan	Katie (Euckert)	PR	4		3/27/00		Perm			5/15/06			1	1	
Kim	Henry	PR	4		12/2/02		Perm			5/30/06			1	1	
McCann	Corey	PR	3		8/27/04		Perm			1/31/06; 5/23/06			1	1	
McGowan	Margaret	PR	2/3		8/29/96		Perm			5/24/06			1	1	
Meyer	Tamara	PR	1		8/26/02		Perm			5/26/06			1	1	
Moore	Kathleen	PR	3		9/1/00		Perm			5/26/06			1	1	
Nielsen	Jane	PR	1		9/2/99		Perm			6/15/01; 4/22/04; 5/26/06			1	1	
Parks	Meagan	PR	2		8/26/05	Prob 2			S. Ahle	1/30/06; 5/15/06			1	1	
Roberts	Jessica (Hamabe)	PR	3		8/27/01		Perm			5/24/06			1	1	
Rowe	Patricia	PR	2		9/7/83		Perm			5/30/06			1	1	
Southerland	Scott	PR	5		8/26/05	Prob 2				1/31/06; 5/24/06			1	1	
McDonnell	Paul	VMS	SE - SDC/DHH LA, DHH Read, DHH Math, DHH Sci, Band: Beg / Inter / Adv Orchestra/ Music Appreciation		8/26/05	Temp 1			R Tubbs	5/1/06			1	1	
Allard	Arah (Fogel)	VMS			8/27/04		Perm		Millikin	1/17/06; 5/4/06			1	1	
Burns	Kelley	VMS	Gr 6 & 8 PE *EL Student(s)*		3/12/86		Perm	X 08/09		1/27/04					0 No evaluation completed. Date of last eval was 1/27/04.
Byrne	Arlette	VMS	Alg 1 / Foundations Alg		9/30/92		Perm	X 08/09	Armstrong	2/10/04					0 No evaluation completed. Date of last eval was 2/10/04.
Congleton	Suzanne (Eggert)	VMS	Gr 7 English - Gr 7 Adv English		8/26/02		Perm		Millikin	5/10/06			1	1	
de Julien	Donna	VMS	GR 6 English		9/6/84		Perm	X 08/09	Millikin	9/9/04					0 No evaluation completed. Date of last eval was 9/9/04.
De Wulf	Sue	VMS	Art / Adv Art / Wheel 6th (Art)		8/28/00		Perm		Millikin	5/12/06			1	1	

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Allowable Evaluations

Last Name	First Name	SITE	SUBJECT / GRADE LEVEL	Date of Hire	Status	10 yrs exp/Eval every 5 yrs Next Eval Due Date	Evaluator	Date of Last Eval	Perm	Prob	Temp	Total	Comments
Nicholas	Susan	AOE	3	9/3/92	Perm		S. Maddox	5/29/07	1			1	
Saracino	Deirdre	AOE	SE- Teacher	12/9/93	Perm	2011/12	T. Howard	6/15/07	1			1	
Siamon	Patricia	AOE	1	9/3/87	Perm	2010/11	T. Howard	5/24/06				0	No evaluation completed. Date of last eval was 5/24/06. Reimbursed in FY 2005-06.
Severino	Julie	AOE	K	8/27/01	Perm		S. Maddox	5/24/07	1			1	
Slovin	Sue	AOE	DIS/Spch/Lang (K-2 Elem)	9/8/76	Perm	2011/12	T. Howard	6/7/07	1			1	
Guillen	Kimberly	AOE	4	8/27/01	Perm		S. Maddox	6/8/07	1			1	
Irwin	Cynthia	AOE	2/3 combo	8/29/01	Perm		T. Howard	6/11/07	1			1	
Michaels	Laura	AOE	1	8/28/97	Perm	2011/12	S. Maddox	6/11/07	1			1	
Russell	Monique	AOE	2	8/28/00	Perm		T. Howard	6/11/07	1			1	
Hogg	Gayle	AOE	1	1/27/97	Perm	2010/11	S. Maddox	6/12/06				0	No evaluation completed. Date of last eval was 6/12/06. Reimbursed in FY 2005-06.
Carlson	Barbara	AOE	1	8/27/01	Perm		T. Howard	6/16/07	1			1	
Cordell	Ron	AOM	Counselor	9/21/95	Perm		M. Watson	6/18/07				0	Counselors not eligible for reimbursement
Visnjic	Branislav	AOM	Gr 7 Science , PE	8/27/04	Perm		M. Watson	6/8/07	1			1	
Hodge	Margaret	AOM	Library Media Specialist	9/29/94	Perm		M. Watson	6/4/07				0	Library Media Specialists not eligible for reimbursement
Moreno	John	AOM	Gr 7 Math	8/26/05	Perm		M. Watson	6/7/07	1			1	
Anez	Kristin	AOM	SE - English / Study Skills	8/26/05	Perm		M. Watson	6/8/07	1			1	
Peabody	Janet	AOM	PE Specialist	2/3/97	Perm		M. Watson	5/16/07				0	Biannual teacher, not eligible for reimbursement. Reimbursed in FY 2005-06.
Hovis	Christi	AOM	SE - Math / Study Skills	9/8/94	Perm		M. Watson	6/19/07	1			1	
Frazee	Leslie	AOM	Gr. 6 - Soc. Studies	8/29/96	Perm		M. Watson	6/6/07	1			1	
Brisebois	Beth (Francis)	BV	2	9/7/83	Perm		J. DeAnda	6/14/07	1			1	
Castillo	Susan	BV	1	2/6/84	Perm		J. DeAnda	6/13/07	1			1	
Enquist	Carol	BV	Speech / Language Pathologist - PreSchool	8/26/05	Perm			6/13/07				0	Preschool not eligible for reimbursement
Fitzpatrick	Joanna	BV		9/1/96	Perm		J. DeAnda	10/7/07	1			1	
Jacobs	Nancy	BV	SE - Spch & Lang Therapist (Preschool intake, Preschool DIS, Regional SH preschool)	9/2/99	Perm			6/1/07	1			1	
Larios	Ana	BV	3	8/27/01	Perm		J. DeAnda	6/14/07	1			1	
Laski	Linda J.	BV	K	9/2/93	Perm		J. DeAnda	6/14/07	1			1	
Little	Shane	BV	General Education	9/5/85	Perm		J. DeAnda	6/14/07	1			1	
MacPherson	Margaret	BV	1	11/23/92	Perm		J. DeAnda	6/13/07	1			1	
Northridge	Mary	BV	2	9/6/00	Perm		J. DeAnda	6/14/07	1			1	
Taylor	Kevin	BV	3	8/29/96	Perm		J. DeAnda	6/14/07	1			1	
Backensto	Karen	CHE	4	8/29/96	Perm		L. Harden	6/14/07	1			1	
Estep	Sally	CHE	5	8/28/97	Perm		L. Harden	6/18/07	1			1	
Koopsen	Michelle	CHE	2	8/28/97	Perm	2011/2012	L. Harden	6/7/07	1			1	
Marnier	Rory	CHE	SE - SDC - Primary	9/8/94	Perm		L. Harden	5/28/07	1			1	
L	Karissa	CHE	SE - SDC - Primary	9/8/94	Temp 2		L. Harden	5/28/07			1	1	
Gaccetta	Judith	CHM	SE - Gr 6 & 7, Study Skills/ GR7 SS/ GR7 English	9/2/93	Perm		E. Trogden	6/6/07	1			1	
LaBreche	Carol	CHM	ASB/1, core Eng/Soc.Studies	8/26/02	Perm		E. Trogden	6/13/07	1			1	
Mitchell	Chad	CHM	Science	2/26/98	Perm		E. Trogden	6/13/07	1			1	
Norton	Gabie	CHM	English	8/27/04	Perm		E. Trogden	6/1/07	1			1	
Palenscar	Tom	CHM	Math/Science Core	9/9/82	Perm	2009/10		9/24/04				0	No evaluation completed. Date of last eval was 9/24/04.
Roberts	Susan	CHM	Gr 6 Math	8/28/97	Perm	2010/11		6/11/06				0	No evaluation completed. Date of last eval was 6/11/06. Reimbursed in FY 2005-06.
Sandoval	Esmeralda	CHM	Art/1, Gr 7 PE/3, Gr 6 PE/1	8/31/95	Perm		E. Trogden	6/11/07	1			1	
Blackburn	Daniel "Jake"	CHS	Counselor	8/22/05	Perm		M. Stanchi	6/11/07				0	Counselors not eligible for reimbursement
Chamberlain	Heather	CHS	Special Education	8/27/04	Perm		T. Bloomquist	2/1/07	1			1	
Dubicz	Robert	CHS	SE - Sr. English Sk, Study Sk	8/27/04	Perm		B. Lord	2/5/07	1			1	
Gaitan	Judy	CHS	SE - SDC: Reading Sk 1 / Study Sk	9/9/82	Perm		M. Giordani	2/20/07	1			1	
Greene	Christopher "Chris"	CHS	Athletic Director / World History/Culture	8/26/05	Perm		M. Stanchi	6/15/07	1			1	

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									Perm	Prob	Temp	Total	
Hanski	Lisa	CHS	SE - SDC: Life Skills only	8/25/06	Prob 2		T. Bloomquist	6/12/07		1		1	
Isbell	Paul	CHS	Soc Studies: US History	4/25/96	Perm		B. Lord	6/15/07	1			1	
Jones	Valane	CHS	Health	9/5/90	Perm		M. Giordani	6/11/07	1			1	
Kross	Norman	CHS	SE - SDC: Gen Math Sk 2 / US History Sk / Study Sk	8/28/00	Perm			2/20/07	1			1	
Marsh	Camille	CHS	SE - SDC: Core Social Studies & Health / Voc Train Sk / Functional Sk-A	8/28/00	Perm			2/20/07	1			1	
Martinez	Phillip	CHS	English	8/25/06	Perm		B. Lord	6/15/07	1			1	
May	John	CHS	Algebra 1, Statistics AP	9/4/86	Perm		M. Giordani	5/18/07	1			1	
Nasser	Stephanie	CHS	English 2 / Sr. English	8/26/05	Perm		M. Stanchi	6/6/07	1			1	
Padilla	Doris	CHS	English 2 & 3	8/29/96	Perm		T. Bloomquist	6/20/07	1			1	
Penrod	Susan	CHS	Social Science	8/25/06	Perm		B. Lord	2/5/07	1			1	
Phillippe	Amanda	CHS	English 2 / English 2-H	8/26/05	Perm		M. Giordani	6/15/07	1			1	
Pierini	Karissa	CHS	World Languages: Spanish	8/25/06	Perm		M. Stanchi	6/4/07	1			1	
Purciel	Mark	CHS	Algebra 1-A, Geometry H	9/2/93	Perm		T. Bloomquist	5/16/07	1			1	
Sakamoto	Gary	CHS	Algebra 1B	8/31/95	Perm	2011/12	T. Bloomquist	1/11/07	1			1	
Spanier	Julia	CHS	SE - Study Skills	8/30/05	Perm			5/9/07	1			1	
Tessier	Margaret	CHS	Physics	8/25/06	Perm		B. Lord	6/19/07	1			1	
Tomkinson	Kristin	CHS	Math	8/25/06	Perm		M. Giordani	5/22/07	1			1	
Heritage	Kathleen	CSA	Independent Studies Gr 9-12	3/5/92	Perm		M. Stanchi	6/5/07	1			1	
Holley	Keith	CVA	Dir., Alternative Educ. Programs	8/9/01								0	Directors not eligible for reimbursement
Anderson	Ron	CVA	Fund of Geometry / Algebra 1A	1/28/03	Perm		T. Bloomquist	6/1/07	1			1	
Castro	Anthony	CVA	Humanities	11/3/03	Perm		B. Lord	6/7/07	1			1	
Co	Brian	CVA	World History-Cult / US History/ Psychology	9/8/04	Perm		M. Giordani	6/8/07	1			1	
Crosby	Michelle	CVA	English 3, Voc/Tech CSA	9/2/99	Perm	2010/11		4/18/06				0	No evaluation completed. Date of last eval was 4/18/06. Reimbursed in FY 2005-06.
Metcalfe	Lacy	DO	Lang. Arts Resource Tchr	12/9/93	Perm			6/19/07	1			1	
Vallone	Joyce	DO	TOSA	9/5/90	Perm			6/19/07	1			1	
Bass	Juanita	HOPE	SE - SDC	8/27/01	Perm			6/15/07	1			1	
Brady	Phyllis	HOPE	1	9/2/99	Perm		R. Tubbs	6/15/07	1			1	
Bussey	Susan	HOPE	K	9/11/78	Perm	2008/09		2/1/04				0	No evaluation completed. Date of last eval was 2/1/04.
Hill	Holly	HOPE	1/2 combo	9/5/90	Perm	2008/09		5/14/04				0	No evaluation completed. Date of last eval was 5/14/04.
Nielsen	Janet	HOPE	2	8/28/97	Perm		R. Tubbs	5/7/07	1			1	
Olson	Linda	HOPE	1	9/9/82	Perm	2008/09		5/14/04				0	No evaluation completed. Date of last eval was 5/14/04.
Chavez	Yvonne	JEFF	K	8/28/00	Perm		C. VanVooren	4/25/07	1			1	
Doncouse	Estella	JEFF	4	9/8/94	Perm		C. VanVooren	4/21/07	1			1	
Faure-Gault	Livia	JEFF	4	8/29/96	Perm		C. VanVooren	6/20/07	1			1	
Gnade	Arlene	JEFF	1	1/25/95	Perm		C. VanVooren	5/28/07	1			1	
Heberer	Teresa	JEFF	2	1/2/01	Perm		C. VanVooren	2/7/07	1			1	
Kopp	Christine	JEFF	5	8/27/01	Perm		C. VanVooren	5/10/07	1			1	
McCabe	Eileen	JEFF	2	8/29/96	Perm		C. VanVooren	5/28/07	1			1	
Merritt	Rae	JEFF	2	8/29/96	Perm		C. VanVooren	5/25/07	1			1	
Nugent	Therese	JEFF	Special Education	12/13/00	Perm		C. VanVooren	5/27/07	1			1	
Serafin	Jason	JEFF	5	8/27/01	Perm		C. VanVooren	6/11/07	1			1	
Shepard	Marilyn	JEFF	Music	9/4/86	Perm		C. VanVooren	5/10/07	1			1	
Smith	Anne	JEFF	3	9/7/99	Perm		C. VanVooren	5/15/07	1			1	
Stencil	Karen	JEFF	Music	9/3/87	Perm		C. VanVooren	5/28/07	1			1	
Sterett (Casares)	Norma	JEFF	4	8/29/96	Perm		C. VanVooren	5/10/07	1			1	
Thomas	Shelley	JEFF	Literacy	9/2/99	Perm		C. VanVooren	5/27/07	1			1	
Kramer	Dawn	KELLY	5	8/25/06	Perm		R. Devich	6/15/07	1			1	
Lalana	Sheila	KELLY	3	12/1/90	Perm		R. Devich	6/1/07	1			1	

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									Perm	Prob	Temp	Total	
Limjoco (Hyman)	Gail	KELLY	SE - SDC: Life Skills only	8/25/06	Perm		R. Devich	5/9/07	1			1	
Nichols	Cynthia	KELLY	4	10/21/97	Perm		R. Devich	6/15/07	1			1	
Rogoff	Diane	KELLY	3	8/28/97	Perm		R. Devich	6/14/07	1			1	
Stone	Deborah	KELLY	3	9/4/86	Perm		R. Devich	6/15/07	1			1	
Taylor	Elizabeth	KELLY	3	2/4/85	Perm		R. Devich	6/15/07	1			1	
Woods	Nicola	KELLY	SE - SDC	8/26/05	Perm		R. Devich	5/9/07	1			1	
Gross	Erica	Kelly	3	9/1/00	Perm		Armstrong	6/14/07	1			1	
Hirshkoff	Heather	KELLY	5	8/25/06	Temp		R. Devich	6/12/07			1	1	
Arnold	Thalia	MAG	SE-DHH K	12/10/87	Perm		K. Whisnant	6/15/07	1			1	
Burns	Daniel	MAG	Gr 6 & 8 PE *EL Student(s)*	9/5/85	Perm		K. Whisnant	6/8/07	1			1	
Cooper	Mary	MAG	K	9/3/98	Perm		K. Whisnant	6/15/07	1			1	
Henken	Laura	MAG	K	9/30/98	Perm		K. Whisnant	6/15/07	1			1	
Lee	Karol	MAG	2	8/29/96	Perm	2007/08		5/16/03				0	No evaluation completed. Date of last eval was 5/16/03.
Pope	Carol	MAG	SE - DIS Spch & Lang (HH caseload)	9/7/90	Perm	2006/07		6/1/02				0	No evaluation completed. Date of last eval was 6/1/02.
Cotter	Ashley	PR	5	8/26/05	Perm		S. Ahle	5/30/07	1			1	
Fogarty	Gina	PR	5	8/27/04	Perm		S. Ahle	5/30/07	1			1	
Pounds	Judith	PR	2	11/1/05	Perm		S. Ahle	6/18/07	1			1	
Slattery	Patricia	PR	2	8/28/00	Perm		S. Ahle	6/14/07	1			1	
Southerland	Scott	PR	5	8/26/05	Perm		S. Ahle	5/30/07	1			1	
Douglass	Debra	VMS	SE - Study Skills/ GR 8 English, GR 8 SS (PER SDCOE)	1/31/00	Perm			6/6/07	1			1	
Allen	Terry	VMS	Gr 7 Social Studies	8/30/96	Perm	2008/09		5/9/04				0	No evaluation completed. Date of last eval was 5/9/04.
Bingham	Ronda	VMS	Grade 6 Science: Earth Science	8/28/97	Perm		Millikin	6/8/07	1			1	
Browne	Lori	VMS	Gr 8 Sci - Physical Science	8/27/01	Perm		Millikin	6/11/07	1			1	
Burns	Kelley	VMS	Gr 6 & 8 PE *EL Student(s)*	3/12/86	Perm	2008/09		1/27/04				0	No evaluation completed. Date of late eval was 1/27/04.
Byrne	Arlette	VMS	Alg 1 / Foundations Alg	9/30/92	Perm	2008/09		2/10/04				0	No evaluation completed. Date of late eval was 2/10/04.
Davila	Randy	VMS	Gr 6, 7, & 8 PE	8/28/97	Perm		C. Morales	6/8/07	1			1	
DeAnda	Corey	VMS	Assessment Center	9/2/03	Temp		T. Armstrong	6/7/07			1	1	
Dre	Dana	VMS	AVID	8/28/97	Perm		C. Millikin	6/12/07	1			1	
Hepburn	Kristina	VMS	Social Studies 7	8/31/95	Perm		C. Morales	6/11/07	1			1	
Kimball	Marianne	VMS	SE - Math / Study Skills/ GR 6 English/ Gr 6 SS	9/8/94	Perm		T. Armstrong	6/22/07	1			1	
Mulvey	Arthur	VMS	Core math and SS	9/2/99	Perm		C. Millikin	6/13/07	1			1	
Parker	William	VMS	SE - LH/SDC: Math 8 Func Skills Academic Core / English 8 / Gr 6, 7 & 8 Science / Gr 8 Social Studies / CORE Reading	9/5/85	Perm		C. Millikin	6/8/07	1			1	
Proctor	Carleen	VMS	Math 6 / Adv Math 6	8/26/02	Perm		T. Armstrong	6/6/07	1			1	
Sabala	Kelly	VMS	ELD Math	8/25/03	Perm		C. Morales	6/13/07	1			1	
Smith	BreeAnn	VMS	Gr 8 Science / ASB	8/26/05	Perm		C. Millikin	6/8/07	1			1	
Smith	Ruthie	VMS	Gr 8 English / Gr 8 Adv English	9/3/98	Perm		T. Armstrong	6/4/07	1			1	
Tibbels	Mary J.	VMS	Gr 8 English / Gr 8 Adv English	10/3/83	Perm	2008/09		4/20/04				0	No evaluation completed. Date of late eval was 4/20/04.
									108	1	3	112	A.6.5
Less number of Categorical/Grant teachers identified by the district									(6)				
									106				

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Carlsbad Unified School District
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Last Name	First Name	SITE	SUBJECT / GRADE LEVEL	Date of Hire	Status	10 yrs exp/Eval every 5 yrs Next Eval Due Date	Evaluator	Date of Last Eval	Allowable Evaluations				Comments	
									Perm	Prob	Temp	Total		
Huesing	Kimberly	AOE	Principal	7/1/07									0	Principals not eligible for reimbursement
Weatherall	Ellen	AOE	1	9/18/84	Perm	2008/09		4/1/04					0	No evaluation completed. Date of late eval was 4/1/04.
Burda	Jan	AOE	1	9/3/87	Perm	2008/09		4/28/04					0	No evaluation completed. Date of late eval was 4/28/04.
Foster	Jeff	AOE	2	9/8/94	Perm	2008/09		5/21/04					0	No evaluation completed. Date of late eval was 5/21/04.
Saracino	Deirdre	AOE	SE- Teacher	12/9/93	Perm	2011/12		6/15/07					0	No evaluation completed. Date of late eval was 6/15/07. Reimbursed in FY 2006-07
Barrie	Jennifer (Peck)	AOE	4	8/26/02	Perm		Huesing	4/29/08	1				1	
Cobb	Emma	AOE	SE - SDC - Intermediate	8/26/02	Perm		Huesing	4/29/08	1				1	
Garcia	Gina	AOE	3	8/27/04	Perm		Huesing	4/29/08	1				1	
Moschner-Arganda	Angelika	AOE	1	8/26/05	Perm		Huesing	4/29/08	1				1	
Hasty	Sarah	AOE	5	8/24/05	Perm		Huesing	5/5/08	1				1	
Rushing	Jami	AOE	3	8/26/05	Perm		Huesing	5/5/08	1				1	
Ward	Jill M.	AOE	2	8/26/05	Perm		Huesing	5/5/08	1				1	
Koldenn	Rosemary	AOE	Special Day Class	8/23/2007	Prob		Huesing	5/6/08		1			1	
McCabe	Kelly	AOE	3	8/25/06	Perm		Huesing	5/7/08	1				1	
Lyon	Syndi	AOE	5	8/25/06	Perm		Huesing	5/8/08	1				1	
Thomason	Bethany	AOE	K	8/28/00	Perm		Huesing	5/8/08	1				1	
Johnson	Erin	AOE	4	9/1/00	Perm		Huesing	5/12/08	1				1	
Pappas	John	AOE	Psychologist	8/16/2007	Temp 1		Huesing	5/12/08					0	Psychologists not eligible for reimbursement
Gilmore	Kathleen	AOE	3	8/28/00	Perm		Huesing	5/13/08	1				1	
Kirsch	Donna	AOE	KDG	8/27/05	Perm		Huesing	5/13/08	1				1	
Slamon	Patricia	AOE	1	9/3/87	Perm	2010/11		5/24/06					0	No evaluation completed. Date of last eval was 5/24/06. Reimbursed in FY 2005-06.
Michaels	Laura	AOE	1	8/28/97	Perm	2011/12		6/11/07					0	No evaluation completed. Date of last eval was 6/11/07. Reimbursed in FY 2006-07.
Hogg	Gayle	AOE	1	1/27/97	Perm	2010/11		6/12/06					0	No evaluation completed. Date of last eval was 6/12/06. Reimbursed in FY 2005-06.
Sauritch	Judy	AOE	2	8/29/96	Perm	2010/11		6/8/06					0	No evaluation completed. Date of last eval was 6/8/06. Reimbursed in FY 2005-06.
Matula	Alice	AOE	1	8/29/96	Perm	2010/11		6/9/06					0	No evaluation completed. Date of last eval was 6/9/06. Reimbursed in FY 2005-06.
Millikin	Carolyn	AOM	Principal	7/28/01									0	Principals not eligible for reimbursement
Kalk	David	AOM	Assistant Principal	9/3/98									0	Assistant Principals not eligible for reimbursement
Hall	Marina	AOM	Music: Strings	8/25/06	Prob 2		Millikin	4/29/08		1			1	
Knoll	Kevin	AOM	Gr. 6 math	11/1/01	Perm		Kalk	4/29/08	1				1	
Browne	Kathryn	AOM	Band, English	8/25/06	Perm		Millikin	4/30/08	1				1	
Moser-Kohn	Christine	AOM	Humanities - PE	9/6/06	Perm		Kalk	5/1/08	1				1	
Pierce	Robert	AOM	PE	9/2/99	Perm		Millikin	5/6/08	1				1	
Sherman -Ploski	Tessa	AOM	PE/ASB	8/28/00	Perm		Kalk	5/6/08	1				1	
Jaynes	Julie	AOM	Gr 8 Math	8/27/01	Perm		Millikin	5/7/08	1				1	
Momeyer	Kelly L.	AOM	Gr 8 English - Social Studies	8/26/05	Perm		Kalk	5/7/08	1				1	
Rodak	Sharon	AOM	Gr 6 Eng./Soc. Studies	8/27/01	Perm		Millikin	5/7/08	1				1	
Borders	Natasha	AOM	Gr 8 English, PE: Dance	8/25/03	Perm		Kalk	5/8/08	1				1	
Covington	Robert	AOM	Eng 7 / Spanish	8/27/01	Perm		Millikin	5/8/08	1				1	
Cowan	Valerie	AOM	Gr 7 Science	8/28/00	Perm		Kalk	5/8/08	1				1	
Hauck-Wood	Whitney	AOM	Eng 8 / AVID	8/27/01	Perm		Millikin	5/8/08	1				1	
Martin	Mary	AOM	Gr 7 English/Social Studies	8/27/01	Perm		Kalk	5/8/08	1				1	
McGinnis	Todd	AOM	PE	10/11/00	Perm		Millikin	5/8/08	1				1	
Murray	Frederick	AOM	Math 7, Math 7/8	8/25/03	Perm		Kalk	5/8/08	1				1	
Pier	David	AOM	Gr 6 Math / PE	9/2/99	Perm		Millikin	5/8/08	1				1	
Pujji	Anjali	AOM	Math	8/25/06	Perm		Kalk	5/8/08	1				1	
Riis	Elizabeth	AOM	core math and science	9/2/99	Perm		Millikin	5/8/08	1				1	
Ruppert	Michael	AOM	Gr 8 Social Studies	8/28/00	Perm		Kalk	5/8/08	1				1	
Spineto	Eric	AOM	Algebra 1A & 1B	8/27/01	Perm		Millikin	5/8/08	1				1	
Burns	Bob	AOM	(Gr 6 Earth Science?)	8/28/97	Perm		Kalk	5/9/08	1				1	
Grace	Jacqueline	AOM	SE - Grade 6	8/27/04	Perm		Millikin	5/9/08	1				1	
Pappas	John	AOM	Psychologist	8/16/2007	Temp 2		Kalk	5/12/08					0	Psychologists not eligible for reimbursement
Rogo	Greg	AOM	Gr 8 Science - Physical Science / PE	8/29/96	Perm		Millikin	5/12/08	1				1	
Bray	Joan	AOM	Eng/Soc. Studies	1/26/98	Perm		Kalk	5/13/08	1				1	

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									Perm	Prob	Temp	Total	
O'Neill	Michelle	AOM	Gr 7 History - Soc Studies	8/25/03	Perm		Millikin	5/13/08	1			1	
Standley	Cynthia	AOM	.60 English /40 Yr. Bk.	9/2/99	Perm		Kalk	5/19/08	1			1	
Wycoff	Debra	AOM	SE - Study Skills	8/25/06	Perm		Millikin	6/13/08	1			1	
Emert	Andrea (Shuck)	AOM	Drama	9/11/97	Perm	2010/11		5/1/06				0	No evaluation completed. Date of last eval was 5/1/06. Reimbursed in FY 2005-06.
Decosmo	Lynne	AOM	Art	9/2/93	Perm	2010/11		5/11/06				0	No evaluation completed. Date of last eval was 5/11/06. Reimbursed in FY 2005-06.
De Anda	Jose	BV	Principal									0	Principals not eligible for reimbursement
Howard	Tina	BV	Asst. Principal									0	Assistant Principals not eligible for reimbursement
Goeltz	Kathryn	BV	Psychologist	8/31/00	Perm			6/1/08				0	Psychologists not eligible for reimbursement
Krager	Jessica	BV	Preschool - SDC	8/23/2007	Prob 2		De Anda	5/27/08				0	Preschool teachers not eligible for reimbursement
Levitt	Amanda	BV	PRESCHOOL INSTRUCTOR	5/10/06			De Anda	5/27/08				0	Preschool teachers not eligible for reimbursement
Maulden	Denise	BV	SE - SDC:	8/25/06	Perm		De Anda	5/27/08	1			1	
Orzechowski	Rosemarie	BV	Preschool - SDC	8/23/2007	Prob 2		De Anda	5/27/08				0	Preschool teachers not eligible for reimbursement
Zak	Sharon	BV	K	9/18/06	Temp 2		De Anda	5/27/08			1	1	
Harden	Leslie	CHE	Principal	7/1/06								0	Principals not eligible for reimbursement
Grant	Rhona	CHE	3	9/2/99	Perm		Harden	6/7/08	1			1	
Harway	Christine	HOPE	Learning Center	1/7/08	Temp		Harden	6/4/08			1	1	
Hejny	Kristine	CHE	3	8/27/01	Perm		Harden	6/13/08	1			1	
Kennedy	Jamie	CHE	4	9/1/02	Perm		Harden	6/1/08	1			1	
Koopsen	Michelle	CHE	2	8/28/97	Perm	2011/2012		6/7/07				0	No evaluation completed. Date of last eval was 6/7/07. Reimbursed in FY 2006-07.
Kunkel	Christine	CHE	1	8/26/05	Prob		Harden	6/13/08		1		1	
Langen	Patricia	CHE	5	8/23/07	Temp 2		Harden	6/13/08			1	1	
Matsumoto	Nancy	CHE	K	9/2/93	Perm		Harden	6/13/08	1			1	
Nienhaus	Kathy	CHE	4	8/27/04	Perm		Harden	6/1/08	1			1	
Phillips	Paulette	CHE	2	9/3/98	Perm		Harden	6/13/08	1			1	
Ringen	Renae	CHE	3	8/27/04	Perm		Harden	6/13/08	1			1	
Stough	Lindsay	CHE	1	8/27/01	Perm		Harden	6/13/08	1			1	
Thompson	Kristi	CHE	K	9/5/90	Perm		Harden	6/13/08	1			1	
Tinnerstet	Marin	CHE	1	8/25/06	Perm		Harden	6/13/08	1			1	
Van Houten	Merry Ann	CHE	1	2/25/80	Perm		Harden	6/13/08	1			1	
Williford	Wade	CHE	5th?	1/7/02	Perm		Harden	5/8/08	1			1	
Wilson	Erin	CHE	4	9/9/04	Perm		Harden	6/13/08	1			1	
Withers	Anna	CHE	School Psychologist - Preschool	8/25/06	Perm			5/27/08				0	Psychologists not eligible for reimbursement
Hancock	Catina	CHM	PRINCIPAL	1/26/98								0	Principals not eligible for reimbursement
Evanson	Tim	CHM	Asst. Principal									0	Assistant Principals not eligible for reimbursement
Adams	Patricia	CHM	Gr 8 English , Chorus	9/3/98	Perm		Hancock	5/2/08	1			1	
Basic	Laurel	CHM	Counselor	8/1/05	Prob 2		Evanson	5/13/08				0	Counselors not eligible for reimbursement
Butler	David	CHM	PE/1, Soc Stu/1, PE/3	8/27/04	Perm		Hancock	5/2/08	1			1	
Embrey	Heather	CHM	Gr 7 English/2, Gr 7 English/2, Gr 7 Soc Stud/2	8/26/05	Perm		Evanson	5/1/08	1			1	
Evans	Teanna	CHM	Gr 8 Social Studies	8/26/05	Perm		Hancock	5/12/08	1			1	
Leong	Marissa	CHM	SE - Gr 6, 7, 8	8/26/05	Perm		Evanson	5/2/08	1			1	
Palenscar	Tom	CHM	Math/Science Core	9/9/82	Perm	2009/10		9/24/04				0	No evaluation completed. Date of last eval was 9/24/04.
Perrelli	Douglas	CHM	SE - SDC: M/M	8/25/04	Perm		Hancock	5/6/08	1			1	
Peterson	Robert	CHM	Math/Science Core	8/27/01	Perm		Evanson	5/12/08	1			1	
Purser	Joseph	CHM	Orchestra	9/7/06	Prob		Hancock	5/2/08		1		1	
Reck	Richard	CHM	Eng/SS	9/2/93	Perm		Evanson	5/13/08	1			1	
Roberts	Susan	CHM	Gr 6 Math	8/28/97	Perm	2010/11		6/11/06				0	No evaluation completed. Date of last eval was 6/11/06. Reimbursed in FY 2005-06.
Robusto	AnnaLisa	CHM	Algebra 1/2, Alg Found/2, Geom Honors	8/26/05	Perm		Hancock	5/6/08	1			1	
Sottile	Aaron	CHM	Gr 8 Science: Gen'l	8/24/05	Perm		Evanson	5/12/08	1			1	
Stapleton	Judi	CHM	Drama, Avid/1, Drama/1	9/8/94	Perm		Hancock	5/12/08	1			1	
Walsh	Sharon	CHM	Special Education	8/27/04	Perm		Evanson	5/12/08	1			1	
Withers	Anna	CHM	School Psychologist - Preschool	8/25/06	Perm		Hancock	5/27/08				0	Psychologists not eligible for reimbursement
Stanchi	Margaret	CHS	Principal	8/25/77								0	Principals not eligible for reimbursement

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									Perm	Prob	Temp	Total		
Bloomquist	Thomas	CHS	Ass't. Principal-Student Svcs	7/26/01									0	Assistant Principals not eligible for reimbursement
Giordani	Marjorie	CHS	Ass't Principal	8/10/06									0	Assistant Principals not eligible for reimbursement
Lord, IV	Willis (Bill)	CHS	Ass't Principal	11/8/04									0	Assistant Principals not eligible for reimbursement
Aster	Bruce	CHS	Social Studies: US Gov / Econ AP	9/1/88	Perm		Stanchi	6/13/08	1				1	
Burroughs	Cathryn	CHS	ROP-	8/23/07	Temp 1		Bloomquist	6/13/08			1		1	
Dendy	Katherine	CHS	Counseling	9/23/05	Perm		Giordani	6/10/08					0	Counselors not eligible for reimbursement
Evanson	Timothy	CHS	Special Education	8/23/2007	Prob 2		Lord	5/8/08		1			1	
Frazier	Walter ("Jack")	CHS	Soc Studies: World History-Cult	2/1/89	Perm		Stanchi	6/13/08	1				1	
Gamelin	Tommy	CHS	ROP-	8/23/07	Temp 1		Bloomquist	6/13/08			1		1	
Hall	Marina	CHS	Music	8/23/07	Prob 2		Giordani	5/15/08					0	Evaluation already counted under Site AOM
Jones	Shawn (Robert)	CHS	Soc Studies: US History	9/5/85	Perm		Lord	4/30/08	1				1	
King	Carol	CHS	ROP-Computer / Application	8/23/07	Temp 1		Stanchi	5/20/08			1		1	
Martin	Lisa	CHS	Art	8/25/06	Perm		Bloomquist	6/13/08	1				1	
Meinhardt	Marisa	CHS	English	8/25/06	Perm		Giordani	6/12/08	1				1	
Muilenburg	Tod	CHS	Science: Cp Marine Sci / Sh Biology 1	9/8/94	Perm		Lord	6/16/08	1				1	
Murray	Chelsea	CHS	English	8/23/07	Prob 2		Stanchi	6/13/08			1		1	
Ponsolle	Odile	CHS	Dance	8/25/06	Perm		Bloomquist	6/12/08	1				1	
Robertson	Thomas	CHS	Social Studies: Sociology, Yearbook Prod, ASB	9/4/69	Perm		Giordani	6/13/08	1				1	
Sakamoto	Gary	CHS	Algebra 1B	8/31/95	Perm	2011/12		1/11/07					0	No evaluation completed. Date of last eval was 1/11/07. Reimbursed in FY 2006-07
Shinnefield	Patrick	CHS	Social Studies	8/25/06	Perm		Lord	5/12/08	1				1	
Straussner	Heidi	CHS	Special Education	8/27/04	Perm		Stanchi	6/20/08	1				1	
Tejada	Zoiner	CHS	Spanish 1 & 5, Spanish for S Spk 1 & 2	9/25/89	Perm		Bloomquist	4/29/08	1				1	
Zeigler	Paul	CHS	Physics 1-H & 2-E	9/4/91	Perm		Giordani	6/13/08	1				1	
Holley	Keith	CVA/CSA	Principal/Director Alternative Ed.	8/9/2001									0	Principals not eligible for reimbursement
Cook	Joanne	CSA	Home Education - Grade(s) K-6	8/25/03	Perm		Holley	6/20/08	1				1	
Crosby	Michelle	CSA	Home Education - Grade(s) 9 - 12	9/2/99	Perm	2010/11	Holley	4/18/06					0	No evaluation completed. Date of last eval was 4/18/06. Reimbursed in FY 2005-06.
Dunn	Joseph	CVA	Environmental Science / US History / Photography	11/19/03	Perm		Holley	5/12/08	1				1	
Ezeir	Eric	CVA	Health / Human Biology / Student Services / PE / PE Tchr Ass't	3/1/02	Perm		Holley	5/8/08	1				1	
Mancuso	Donna	CVA	ROP - Business - Comp App / Dig Art / Yearbook Prod / ROP Dsktp Pbl / Photo Shop	8/25/03	Temp 2		Holley	5/9/08			1		1	
Monroe	Arlene	CVA	English	8/25/06	Temp 2		Holley	6/13/08			1		1	
Redfield	Julia	CVA	Counselor	1/29/07	Prob 1		Holley	5/5/08					0	Counselors not eligible for reimbursement
Smith-Martinez	Tracy	CVA	School Psychologist	9/3/98	Perm		Holley	6/6/08					0	Psychologists not eligible for reimbursement
Tubbs	Richard	HOPE	Principal	8/27/01									0	Principals not eligible for reimbursement
Bannock (Sweeney)	Jennifer	HOPE	Special Education	8/25/03	Perm		Tubbs	5/12/08	1				1	
Bjorstad	William	HOPE	3	9/3/87	Perm		Tubbs	5/12/08	1				1	
Bussey	Susan	HOPE	K	9/11/78	Perm	2008/09		2/1/04					0	No evaluation completed. Date of last eval was 2/1/04.
Christian	Sara	HOPE	SE - Speech and Language	8/25/03	Perm		Tubbs	5/19/08	1				1	
Connelly	Denise	HOPE	2	8/29/96	Perm		Tubbs	5/12/08	1				1	
Harway	Christine	HOPE	1	1/7/08	Temp 1		Tubbs	6/4/08			1		1	
Hill	Holly	HOPE	1/2 combo	9/5/90	Perm	2008/09		5/14/04					0	No evaluation completed. Date of last eval was 5/14/04.
Jansen	Joy	HOPE	KDG	8/23/07	Temp 1		Tubbs	4/25/08			1		1	
Kaplowitz	Hun	HOPE	Teacher - Elementary	11/0/06	Temp 2		Tubbs	5/12/08			1		1	
Koopsen	Scott	HOPE	K	9/1/79	Perm		Tubbs	5/14/08	1				1	
Lawrence	Cheryl	HOPE	4	9/2/93	Perm		Tubbs	5/15/08	1				1	
Lovick	Ann	HOPE	3	8/27/01	Perm		Tubbs	5/1/08					1	
Malkind	Michelle	HOPE	SE - SDC: Life Skills only	8/25/06	Temp 2		Tubbs	4/28/08			1		1	
Mayfield	Myles	HOPE	5	8/28/00	Perm		Tubbs	5/12/08	1				1	
Norall	David	HOPE	3 Bilingual	2/3/86	Perm		Tubbs	5/12/08	1				1	

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									Perm	Prob	Temp	Total		
Olson	Linda	HOPE	1	9/9/82	Perm	2008/09		5/14/04				0	No evaluation completed. Date of last eval was 5/14/04.	
Presley	Deanna	HOPE	3	9/13/93	Perm		Tubbs	4/30/08	1				1	
Rai	Sumit	HOPE	1	9/3/98	Perm		Tubbs	5/1/08	1				1	
Szabo	Kelly	HOPE	4	8/23/07	Temp 1		Tubbs	5/27/08			1		1	
Wolfson	Christine	HOPE	4th and 2nd	8/28/00	Perm		Tubbs	4/25/08	1				1	
VanVooren	Carol	JEFF	Principal	2/20/96									0	Principals not eligible for reimbursement
Hartman	Jane	JEFF	TOSA (Coordinator - IB Program)	8/28/97									0	Coordinators not eligible for reimbursement.
Alper	Robert	JEFF	3	8/28/00	Perm		Van Vooren	6/9/08	1				1	
Alva	Kate	JEFF	3	8/29/96	Perm		Hartman	6/9/08	1				1	
Amezcuca	Irma	JEFF	1	9/3/98	Perm		Van Vooren	6/6/08	1				1	
Durnan	Christie	JEFF	1	9/3/96	Perm		Hartman	6/13/08	1				1	
Ferreira	Laurel	JEFF	3	9/2/99	Perm		Van Vooren	6/9/08	1				1	
Haerberlein	Christy	JEFF	5	8/28/97	Perm		Hartman	6/9/08	1				1	
Horrell	Eudocia	JEFF	1	9/9/89	Perm		Van Vooren	5/9/08	1				1	
Jinich	Elizabeth	JEFF	K	1/6/97	Perm		Hartman	5/8/08	1				1	
Knox	Robin	JEFF	2	8/29/96	Perm		Hartman	5/8/08	1				1	
Nevarez	Karl	JEFF	3	9/6/84	Perm		Van Vooren	6/9/08	1				1	
Ponce	Luis	JEFF	5	8/31/95	Perm		Hartman	5/8/08	1				1	
Quinones	Julia	JEFF	KDG	9/26/07	Temp 1		Van Vooren	6/6/08			1		1	
Schwend	Deborah	JEFF	1st Grade	8/25/06	Temp 2		Hartman	6/6/08			1		1	
Sellers	Andrew	JEFF	Psychologist	8/16/07	Temp 1		Van Vooren	2/1/08					0	Psychologists not eligible for reimbursement
Tatum	Yolanda	JEFF	K	8/27/01	Perm		Hartman	5/7/08	1				1	
Teran-Cruz	Maria	JEFF	2	9/3/98	Perm		Van Vooren	5/6/08	1				1	
Tsutagawa Ward	Michele	JEFF	K	8/29/06	Temp 2		Hartman	6/6/08			1		1	
Villalobos	Nancy	JEFF	1	8/31/95	Perm		Van Vooren	5/9/08	1				1	
Armstrong	Theresa	KELLY	PRINCIPAL	9/4/86									0	Principals not eligible for reimbursement
Bentley	Stephanie	KELLY	5	8/27/01	Perm		Amstrong	4/1/08	1				1	
Chang	Susan	KELLY	1	9/26/83	Perm	2010/11		6/21/06					0	No evaluation completed. Date of last eval was 6/21/06. Reimbursed in FY 2005-06.
Gizzi	Michelle	KELLY	2	8/28/00	Perm		Amstrong	5/6/08	1				1	
Jaffe	Jenifer	KELLY	4	8/28/00	Perm		Amstrong	6/2/08	1				1	
Kelleher	Lorelei	KELLY	2	8/27/04	Perm		Amstrong	4/25/08	1				1	
LaMontagne	Leslie	KELLY	1	1/28/02	Perm		Amstrong	4/22/08	1				1	
Mulvey	Janis	KELLY	K-2	9/7/77	Perm	2010/11		5/30/06					0	No evaluation completed. Date of last eval was 5/30/06. Reimbursed in FY 2005-06.
Parrish	Peggy	KELLY	K-1	9/6/84	Perm	2010/11		5/30/06					0	No evaluation completed. Date of last eval was 5/30/06. Reimbursed in FY 2005-06.
Schofield	Roberta (Ewing)	KELLY	1	8/27/01	Perm		Amstrong	4/15/08	1				1	
Smith-Martinez	Tracy	KELLY	School Psychologist	9/3/98	Perm		Amstrong	6/6/08					0	Psychologists not eligible for reimbursement
Wolfson	Deborah	KELLY	SE - Math / Study Skills	3/13/86	Perm		Amstrong	5/8/08	1				1	
Hess	Ron	MAG	Principal	8/28/00	Perm			5/19/08					0	Principals not eligible for reimbursement
Haines	Lucy	MAG	Dir Curr/Interim Principal				Haines						0	Principals not eligible for reimbursement
Clark	Lisa	MAG	5	10/28/92	Perm		Amstrong	6/6/08	1				1	
Collins-Cripe	Juanita	MAG	1	8/29/96	Perm		Amstrong	6/6/08	1				1	
Fuentes	Kim	MAG	1	8/26/05	Perm		Amstrong	4/2/08	1				1	
Hall	Julia	MAG	SE - DHH Gr. 1/2	8/27/05	Perm		Amstrong	5/21/08	1				1	
Hein	Wendy	MAG	3	9/1/88	Perm	2012/13	Amstrong	6/6/08	1				1	
Lamb	Elizabeth	MAG	3	9/2/93	Perm	2012/13	Haines	6/6/08	1				1	
Libertino	Sandra	MAG	2	8/31/95	Perm	2012/13	Haines	6/6/08	1				1	
Roth	Francisca	MAG	3	9/5/90	Perm	2012/13	Haines	6/6/08	1				1	
Sanchez	Treda	MAG	1	8/26/05	Perm		Haines	4/2/08	1				1	
Seelig	Bobette	MAG	3	9/5/85	Perm	2012/13	Haines	6/6/08	1				1	
Sewell	Jackie	MAG	2	9/2/93	Perm	2012/13	Haines	6/6/08	1				1	
Sturiale	Diana	MAG	4/5	9/6/84	Perm	2012/13	Haines	6/5/08	1				1	
Ahle	Stephen	POI	Principal	8/24/82									0	Principals not eligible for reimbursement
Adams	Gwenn	POI	2	9/22/75	Perm		Ahle	5/20/08	1				1	

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Last Name	First Name	SITE	SUBJECT / GRADE LEVEL	Date of Hire	Status	10 yrs exp/Eval every 5 yrs Next Eval Due Date	Evaluator	Date of Last Eval	Allowable Evaluations				Comments	
									Perm	Prob	Temp	Total		
Aveni	Peggy	POI	Special Education	8/28/00	Perm		Ahle	5/20/08	1					
Baima	Lane	POI	Teacher - Elementary	8/26/05	Temp 2		Ahle	6/1/08			1			
Brown	Robert	POI	Teacher - Elementary	8/25/06	Prob 2		Ahle	5/2/08		1				
Bwarie	Norma	POI	2	8/27/01	Perm		Ahle	5/22/08	1					
Gilbert	Melissa	POI	1	8/23/07	Temp 1		Ahle	6/2/08			1			
Haeussinger	Joanne	POI	5	8/26/05	Prob 2		Ahle	6/1/08		1				
Hebert	Lillian	POI	Teacher - Elementary	8/26/05	Temp 2		Ahle	6/6/08			1			
Hughes	Denise	POI	1	8/28/97	Perm		Ahle	5/21/08	1					
Kistler	Nicole	POI	4	9/8/94	Perm		Ahle	5/13/08	1					
Loftis	Nonalee	POI	K	8/31/00	Perm		Ahle	5/23/08	1					
Maxon	Blake	POI	4	1/7/02	Perm		Ahle	5/27/08	1					
Mehring	Courtney	POI	1	8/23/07	Temp 1		Ahle	6/5/08			1			
Moersch	Nicole	POI	5	9/13/07	Temp 1		Ahle	6/1/08			1			
Rowe	Patricia	POI	2	9/7/83	Perm		Ahle	5/20/08	1					
Shuck	Triesta	POI	1	11/7/05	Prob 2		Ahle	5/21/08		1				
Trussel	Mike	POI	Teacher - Elementary	8/28/00	Perm		Ahle	6/1/08	1					
Valenty	Aven	POI	K	8/25/06	Temp 2		Ahle	6/5/08			1			
Williamson	Brooke	POI	1	8/25/06	Prob 2		Ahle	6/4/08		1				
Devich	Robert	PR	Principal	7/1/02									0	Principals not eligible for reimbursement
Blakely	Anne	PR	4	8/23/07	Temp 1		Devich	6/13/08			1			
Cozens	Jamie	PR	3	8/27/01	Perm		Devich	6/13/08	1					
Edgerly	Stephanie	PR	2	10/29/07	Temp 1		Devich	6/13/08			1			
Fogarty	Stephanie	PR	2	8/25/06	Prob 2		Devich	6/13/08		1				
Glassey	Jennifer	PR	2	8/25/06	Prob 2		Devich	6/12/08		1				
Gold	Amy	PR	Speech Lang. Path	8/23/07	Temp 1			5/27/08			1			
Granich	Noelle	PR	1	8/28/97	Perm		Devich	6/13/08	1					
Hartman	Ashley	PR	5	4/1/04	Perm		Devich	6/13/08	1					
Jordan	Katie	PR	4	3/27/00	Perm		Devich	6/13/08	1					
Konieczko	Walter	PR	5	8/25/07	Temp 1		Devich	6/13/08			1			
Lockman	Meganne	PR	2	10/29/07	Temp 1		Devich	6/13/08			1			
McGowan	Margaret	PR	3	8/29/96	Perm		Devich	6/13/08	1					
Roberts	Jessica	PR	3	8/27/01	Perm		Devich	6/13/08	1					
Salvaggio	Tamara	PR	1	8/26/02	Perm		Devich	6/13/08	1					
Shira	Shelbi	PR	K - AM/PM	9/3/98	Perm		Devich	6/15/08	1					
Smith-Martinez	Tracy	PR	School Psychologist	9/3/98	Perm			6/6/08					0	Psychologists not eligible for reimbursement
Stayton	Jenesa	PR	2	11/1/06	Temp 2		Devich	6/13/2008			1			
Trenton	Sylvia	PR	K	7/1/99	Perm		Devich	6/13/08	1					
VanHollebeke	Anne	PR	1	8/26/05	Temp 2		Devich	6/13/08			1			
Wiggins	Karen	PR	K - AM	9/2/99	Perm		Devich	6/13/08	1					
Morales	Julio "Cesar"	VMS	Ass't Principal	8/10/06									0	Assistant Principals not eligible for reimbursement
Lund	Chad	VMS	Ass't Principal	8/27/02									0	Assistant Principals not eligible for reimbursement
Bess	Corey	VMS	6th Grade Science	8/23/07	Temp 1		Morales	5/9/08			1			
Bitner	Ashley	VMS	Social Studies	8/23/07	Temp 1		Lund	5/9/08			1			
Boer	Amanda	VMS	Band: Beg / Inter / Adv Orchestra/ Music Appreciation	8/23/07	Temp 1		Morales	5/9/08			1			
Cockerham	Jennifer	VMS	Special Education	8/23/07	Temp 1		Lund	6/13/08			1			
Congleton	Suzanne	VMS	Gr 7 English - Gr 7 Adv English	8/26/02	Perm		Morales	5/1/08	1					
Davidson	Stacy	VMS	Gr 7 Pre-Algebra / Gr 7 Adv Pre Algebra	9/3/98	Perm		Lund	5/5/08	1					
De Wulf	Sue	VMS	Art / Adv Art / 6th (Art)	8/28/00	Perm		Morales	5/9/08	1					
Dixson	Thomas	VMS	Science Technology / Science 7/8	8/31/88	Perm		Lund	5/9/08	1					
Endrizzi	Verona	VMS	DHH 2,3	9/9/82	Perm		Morales	5/7/08	1					
Fleming	Trish	VMS	Special Ed	8/23/07	Temp 1		Lund	5/12/08			1			
Gastauer	Jennifer	VMS	Sci 7: Life Science	8/31/00	Perm		Morales	5/12/08	1					

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									Perm	Prob	Temp	Total		
Kim	Henry	VMS	Science 8th Grade	12/2/02	Perm		Lund	4/9/08	1				1	
Paynter	Nicole	VMS	Math	8/25/06	Perm		Morales	6/11/08	1				1	
Pineros	Jennifer	VMS	English	8/23/07	Temp 2		Lund	5/8/08			1		1	
Pope	Catherine	VMS	Foundations of Algebra / Algebra 1 GR 8	9/28/00	Perm		Morales	5/12/08	1				1	
Salz	Stacy	VMS	Gr 8 Social Studies	8/27/04	Perm		Lund	5/9/08	1				1	
Schepps	Catherine	VMS	Core math and SS	8/28/00	Perm		Morales	2007/08	1				1	
Schulenburg	Olivia	VMS	Music: Show Stopper, Dolce, Ensemble, Viking Singers, Wheel 6 (Musical Theatre)	8/27/01	Perm		Lund	5/5/08	1				1	
Stover	Catherine	VMS	Pre-Algebra, ELD Found Alg/ ELD Pre Alg, Math 6/7 support	8/28/00	Perm		Morales	5/12/08	1				1	
Tamayo	Vicente	VMS	Social Science	8/25/06	Perm		Lund	4/29/08	1				1	
Vallen	Lori	VMS	Science	8/23/07	Temp 1		Morales	5/9/08			1		1	
Wilkinson	Amber	VMS	Psych	8/16/07	Prob 1		Lund	5/9/08					0	Psychologists not eligible for reimbursement
									159	12	36	207	A.6.5	
Less number of Categorical/Grant teachers identified by the district												(6)		
												201		

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									Perm	Prob	Temp	Total	
Alexander, John D	CHS	Certificated	Permanent	Teacher - General Ed	9/3/92	05/12/09	5 Year-Perm	Stanchi, Margaret A	1			1	
Allen, Terry L	VMS	Certificated	Permanent	Teacher - General Ed	8/30/96	05/06/09	5 Year-Perm	Morales, Julio C	1			1	
Anderson, Ronald A	CVA	Certificated	Permanent	Teacher - General Ed	2/3/03	05/12/09	2 Year-Perm		1			1	
Backensto, Karen S	CHE	Certificated	Permanent	Teacher - General Ed	8/29/96	05/11/09	2 Year-Perm	Harden, Leslie	1			1	
Bentley, Patsy G	CHS	Certificated	Permanent	Counselor	10/1/90	05/12/09	2 Year-Perm	Stanchi, Margaret A				0	Counselors not eligible for reimbursement
Bess, Corey H	VMS	Certificated	Permanent	Teacher - General Ed	8/23/07	05/11/09	1 Year-Prob	Morales, Julio C		1		1	
Billingsley, Donna M	PAC	Certificated	Permanent	Teacher - General Ed	9/2/99	06/12/09	2 Year-Perm	Devich, Robert A	1			1	
Bloomquist, Shauna	PAC	Certificated	Permanent	Teacher - General Ed	8/28/97	06/12/09	2 Year-Perm	Devich, Robert A	1			1	
Brisenois, Frances (Beth) B	BV	Certificated	Permanent	Teacher - General Ed	9/6/72	05/07/09	2 Year-Perm	Howard, Tina	1			1	
Browne, Lori A	VMS	Certificated	Permanent	Teacher - General Ed	8/27/01	05/09/09	2 Year-Perm	Morales, Julio C	1			1	
Bullard, Marlene	CHE	Certificated	Permanent	Teacher - ELD Resource	1/3/95	05/12/09	2 Year-Perm	Harden, Leslie	1			1	
Burda, Jan L	AOE	Certificated	Permanent	Teacher - General Ed	9/3/87	05/06/09	5 Year-Perm	Huesing, Kimberly A	1			1	
Burns, Kelley S	VMS	Certificated	Permanent	Teacher - General Ed	2/3/86	05/11/09	5 Year-Perm	Morales, Julio C	1			1	
Byrne, Arlette M	VMS	Certificated	Permanent	Teacher - RWL	9/30/92	05/12/09	5 Year-Perm	Morales, Julio C	1			1	
Byrne, Arlette M	VMS	Certificated	Permanent	Teacher - RWL - CAT	9/30/92	05/12/09	5 Year-Perm	Morales, Julio C				0	Already counted
Carlson, Barbara A	AOE	Certificated	Permanent	Teacher - General Ed	8/27/01	05/01/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Carr, Rodney E	VMS	Certificated	Permanent	Library Media Specialist	11/7/01	05/12/09	2 Year-Perm	Morales, Julio C				0	Already counted
Carr, Rodney E	VMS	Certificated	Permanent	Teacher - Split Assignment	11/7/01	05/12/09	2 Year-Perm	Morales, Julio C	1			1	
Castillo, Susan E	BV	Certificated	Permanent	Teacher - General Ed	2/6/84	05/11/09	2 Year-Perm	Howard, Tina	1			1	
Castro, Anthony	CVA	Certificated	Permanent	Teacher - General Ed	11/3/03	05/12/09	2 Year-Perm	Holley, Norman 'Keith' K	1			1	
Chavez, N. Yvonne	JEFF	Certificated	Permanent	Teacher - General Ed	8/28/00	05/12/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Co, Brian J	CVA	Certificated	Permanent	Teacher - General Ed	9/8/04	05/12/09	2 Year-Perm	Holley, Norman 'Keith' K	1			1	
Cockerham, Jennifer N	VMS	Certificated	Permanent	Special Ed Teacher - Mild/Moderate	8/23/07	05/11/09	1 Year-Prob	Morales, Julio C		1		1	
Cotter, Ashley L	PAC	Certificated	Permanent	Teacher - General Ed	8/26/05	06/11/09	2 Year-Perm	Devich, Robert A	1			1	
Dearie, Kurt R	CHS	Certificated	Permanent	Teacher - General Ed	9/6/84	05/22/09	2 Year-Perm		1			1	
Dodaro, Mark R	AOM	Certificated	Permanent	Teacher - General Ed	9/6/84	05/12/09	2 Year-Perm		1			1	
Doncouse, Estella G	JEFF	Certificated	Permanent	Teacher - General Ed	9/8/94	05/12/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Ecker, Ashley C	VMS	Certificated	Permanent	Teacher - General Ed	8/23/07	05/06/09	1 Year-Prob	Morales, Julio C		1		1	
Fahlstrom, Norma C	CHS	Certificated	Permanent	Counselor	2/28/78	05/12/09	2 Year-Perm	Stanchi, Margaret A				0	Counselors not eligible for reimbursement
Faure-Gault, Livia E	JEFF	Certificated	Permanent	Teacher - General Ed	8/29/96	06/15/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Fearn, Martha K	AOE	Certificated	Permanent	Teacher - General Ed	9/2/93	05/06/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Ferrara, Linda M	KEL	Certificated	Permanent	Special Ed Teacher - Speech/Language	8/28/00	05/11/09	2 Year-Perm	Armstrong, Theresa M	1			1	
Foster, Jeffrey	AOE	Certificated	Permanent	Teacher - General Ed	9/8/94	05/07/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Francois, Cathy V	CHS	Certificated	Permanent	Teacher - ROP	9/10/84	05/12/09	2 Year-Perm					0	Already counted
Francois, Cathy V	CHS	Certificated	Permanent	Teacher - Split Assignment	9/10/84	05/12/09	2 Year-Perm		1			1	
Fuller, Jessica P	POI	Certificated	Permanent	Teacher - General Ed	9/10/03	05/12/09	2 Year-Perm	Ahle, Stephen J	1			1	
Gaccetta, Judith A	CHM	Certificated	Permanent	Special Ed Teacher - Mild/Moderate	9/2/93	05/06/09	2 Year-Perm	Howard, Tina	1			1	
Gallego, Luisa	PAC	Certificated	Permanent	Teacher - General Ed	9/5/85	06/12/09	2 Year-Perm	Devich, Robert A	1			1	
Gerges, Nevine I	CHS	Certificated	Permanent	Psychologist	8/27/04	05/05/09	2 Year-Perm	Stanchi, Margaret A				0	Psychologists not eligible for reimbursement
Gledhill-Mash, Sarah L	DO	Certificated	Permanent	Teacher - ELD Resource	8/28/00	06/18/09	2 Year-Perm	Haines Decharo, Lucy	1			1	
Gnade, Arlene	JEFF	Certificated	Permanent	Teacher - General Ed	1/25/95	05/05/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Granberg, Alicia	PAC	Certificated	Permanent	Special Ed Teacher - Mild/Moderate	8/25/06	06/12/09	2 Year-Perm	Devich, Robert A	1			1	
Guillen, Kimberly S	AOE	Certificated	Permanent	Teacher - General Ed	8/27/01	05/01/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Gunner, Caroline	CHE	Certificated	Permanent	Teacher - General Ed	9/4/91	05/11/09	2 Year-Perm	Harden, Leslie	1			1	
Hall, Monica H	CHS	Certificated	Permanent	Teacher - General Ed	9/6/79	05/12/09	2 Year-Perm	Stanchi, Margaret A	1			1	
Hampton, Anne M	PAC	Certificated	Permanent	Teacher - General Ed	1/3/00	06/11/09	2 Year-Perm	Devich, Robert A	1			1	
Harrison, Christine M	AOE	Certificated	Permanent	Teacher - General Ed	8/21/08	04/03/09	1 Year-Prob	Huesing, Kimberly A		1		1	
Heath, Joseph D	AOM	Certificated	Permanent	Teacher - General Ed	8/28/97	05/12/09	2 Year-Perm	Millikin, Carolyn	1			1	
Heberer, Teresa A	JEFF	Certificated	Permanent	Teacher - General Ed	1/2/01	05/06/09	2 Year-Perm	Tubbs, Richard L	1			1	
Hendricks, Dale R	CHS	Certificated	Permanent	Teacher - General Ed	8/29/96	06/18/08	2 Year-Perm	Stanchi, Margaret A	1			1	
Heritage, Kathleen S	CSA	Certificated	Permanent	Teacher - General Ed	3/5/82		2 Year-Perm	Holley, Norman 'Keith' K				0	No evaluation received by the district
Hill, Keatra A	VMS	Certificated	Permanent	Teacher - General Ed	9/2/99	05/08/09	2 Year-Perm	Morales, Julio C	1			1	
Hirschhoff, Heather	POI	Certificated	Permanent	Teacher - General Ed	8/25/06	05/13/09	2 Year-Perm	Ahle, Stephen J	1			1	
Hovis, Christi M	AOM	Certificated	Permanent	Special Ed Teacher - Mild/Moderate	9/8/94	05/12/09	2 Year-Perm	Millikin, Carolyn	1			1	

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									Perm	Prob	Temp	Total	
Irwin, Cynthia	AOE	Certificated	Permanent	Teacher - General Ed	8/29/01	05/11/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Jacobs, Nancy S	BV	Certificated	Permanent	Special Ed Teacher - Speech/Language	9/2/99	05/08/09	2 Year-Perm	Howard, Tina	1			1	
Jordan, Twanna L	CHS	Certificated	Permanent	Teacher - General Ed	9/2/93	05/22/09	2 Year-Perm	Stanchi, Margaret A	1			1	
Kimball, Marianne	VMS	Certificated	Permanent	Teacher on Paid LOA	9/8/94	05/12/09	2 Year-Perm		1			1	
Kistler, Karl	CHS	Certificated	Permanent	Teacher - General Ed	1/1/93	05/11/09	2 Year-Perm	Stanchi, Margaret A	1			1	
Kolden, Rosemary C	AOE	Certificated	Permanent	Special Ed Teacher - Mild/Moderate	8/23/07	05/05/09	1 Year-Prob	Huesing, Kimberly A		1		1	
Konieczko, Walter R	PAC	Certificated	Permanent	Teacher - General Ed	8/23/07	06/11/09	1 Year-Prob	Devich, Robert A		1		1	
Kopp, Christine P	JEFF	Certificated	Permanent	Teacher - General Ed	8/27/01	05/16/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Krager, Jessica B	BV	Certificated	Permanent	Special Ed Teacher - Preschool	8/23/07	05/11/09	1 Year-Prob	Howard, Tina				0	Preschool teachers are not eligible for reimbursement
Kramer, Dawn M	KEL	Certificated	Permanent	Teacher - General Ed	8/25/06	05/12/09	2 Year-Perm	Armstrong, Theresa M	1			1	
Kunkel, Christine M	CHE	Certificated	Permanent	Teacher - General Ed	9/18/06	05/11/09	2 Year-Perm	Harden, Leslie	1			1	
Langanica, Maria L	JEFF	Certificated	Permanent	Teacher - General Ed	8/27/01	05/12/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Larios, Ana	BV	Certificated	Permanent	Teacher - General Ed	8/27/01	05/08/09	2 Year-Perm	Howard, Tina	1			1	
Laski, Linda J	BV	Certificated	Permanent	Teacher - General Ed	9/2/93	05/08/09	2 Year-Perm	Howard, Tina	1			1	
Lewis, Mia C	VMS	Certificated	Permanent	Teacher - General Ed	8/28/00	05/07/09	2 Year-Perm	Morales, Julio C	1			1	
Little, Shane	BV	Certificated	Permanent	Teacher - General Ed	9/5/85	05/11/09	2 Year-Perm	Howard, Tina	1			1	
Lupica, Melanie K	PAC	Certificated	Permanent	Teacher - General Ed	9/2/99	06/11/09	2 Year-Perm	Devich, Robert A	1			1	
Lyon, Roderick M	CHE	Certificated	Permanent	Teacher - General Ed	8/27/04	05/11/09	2 Year-Perm	Howard, Tina	1			1	
MacPherson, Margaret	BV	Certificated	Permanent	Teacher - General Ed	11/23/92	05/11/09	2 Year-Perm	Howard, Tina	1			1	
Marks, Tracy A	JEFF	Certificated	Permanent	Teacher - General Ed	8/28/97	05/11/09	2 Year-Perm	Armstrong, Theresa M	1			1	
Marner, Rory E	CHE	Certificated	Permanent	Special Ed Teacher - Mild/Moderate	9/8/94	05/12/09	2 Year-Perm	Harden, Leslie	1			1	
Massey, Georgellen	CHS	Certificated	Permanent	Psychologist	8/25/06	05/06/09	2 Year-Perm	Stanchi, Margaret A				0	Psychologists not eligible for reimbursement
Mehring, Courtney M	POI	Certificated	Permanent	Teacher - General Ed	8/23/07	05/12/09	1 Year-Prob	Ahle, Stephen J		1		1	
Merritt, Rae M	JEFF	Certificated	Permanent	Teacher - General Ed	8/29/96	05/05/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Mitchell, Chad J	CHM	Certificated	Permanent	Teacher - General Ed	2/26/98	05/11/09	2 Year-Perm	Hancock, Catina S	1			1	
Mulvey Jr, Arthur F	VMS	Certificated	Permanent	Teacher - General Ed	9/2/99	05/11/09	2 Year-Perm	Morales, Julio C	1			1	
Neptune, Susan E	CHS	Certificated	Permanent	Special Ed Teacher - RWL	12/1/80	05/12/09	5 Year-Perm	Stanchi, Margaret A	1			1	
Nicholas, Susan L	AOE	Certificated	Permanent	Teacher - General Ed	9/3/92	05/08/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Nikodym, Deanna L	BV	Certificated	Permanent	Special Ed Teacher - Speech/Language	8/28/00	05/08/09	2 Year-Perm	Howard, Tina	1			1	
Northridge, Mary N	BV	Certificated	Permanent	Teacher - General Ed	9/6/00	05/08/09	2 Year-Perm	Howard, Tina	1			1	
Norton, Gabie E	CHM	Certificated	Permanent	Teacher - General Ed	8/27/04	05/12/09	2 Year-Perm	Hancock, Catina S	1			1	
Nugent, Therese M	JEFF	Certificated	Permanent	Special Ed Teacher - Speech/Language	12/13/00	05/06/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Oakley, Stephen M	CHS	Certificated	Permanent	Teacher - General Ed	3/14/02		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.
O'Brian, Ross D	VMS	Certificated	Permanent	Teacher - General Ed	8/27/04	05/09/09	2 Year-Perm	Morales, Julio C	1			1	
Ogden, James (Scott) S	CHS	Certificated	Permanent	Teacher - General Ed	8/28/00		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.
Olsen, Gwyneth	MAG	Certificated	Permanent	Special Ed Teacher - DHH	9/9/98		2 Year-Perm	Hines, James C				0	No evaluation received by the district.
Ortman, Juanita	CHS	Certificated	Permanent	Teacher - General Ed	8/25/03		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.
Orzachowski, Rosemarie M	BV	Certificated	Permanent	Special Ed Teacher - Preschool	8/23/07	05/07/09	1 Year-Prob	Howard, Tina				0	Preschool teachers are not eligible for reimbursement
Owen, Christy E	CHS	Certificated	Permanent	Teacher - Split Assignment	8/27/04		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.
Owen, Christy E	CHS	Certificated	Permanent	Teacher - Split Assignment	8/27/04		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.
Palenscar, Thomas Y	CHM	Certificated	Permanent	Teacher - General Ed	10/3/74		5 Year-Perm	Hancock, Catina S				0	No evaluation received by the district.
Palmer, Joey L	POI	Certificated	Permanent	Teacher - General Ed	2/24/98	05/12/09	2 Year-Perm	Ahle, Stephen J	1			1	
Papera, Lisa M	CHS	Certificated	Permanent	Teacher - General Ed	2/6/95		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.
Park, Valerie C	CHS	Certificated	Permanent	Teacher - General Ed	8/25/03		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.
Parker, William A	VMS	Certificated	Permanent	Special Ed Teacher - Mild/Moderate	9/5/85	05/11/09	2 Year-Perm	Morales, Julio C	1			1	
Parr, Christine	CHS	Certificated	Permanent	Teacher - General Ed	9/5/90		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.
Peabody, Janet L	AOM	Certificated	Permanent	Teacher - General Ed	2/3/97	05/12/09	2 Year-Perm	Millikin, Carolyn	1			1	
Peacock, Lorianne	CHS	Certificated	Permanent	Teacher - General Ed	8/29/96		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.
Peer, Eileen M	JEFF	Certificated	Permanent	Teacher - General Ed	8/29/96	05/28/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Penrod, Susan H	CHS	Certificated	Permanent	Teacher - General Ed	8/25/06		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.

A.6.4
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Carlsbad Unified School District
The Stull Act Program
Certificated Evaluation Log
FY 2008-09

A6.PS

A.5.34

Unallowable evaluation - not included in the district's claims
Unallowable evaluation - included in the district's claims
Unallowable evaluation - change made using additional documentation
Allowable evaluation - change made using additional documentation

Note: Some evaluations were not included in the district's claims, but were allowable.

FullName	Site	Class Description	Status	Job Title	Hire Date	Current Eval Recd	Eval Type	Evaluator	Allowable Evaluations				Comments
									Perm	Prob	Temp	Total	
Philippe, Amanda A	CHS	Certificated	Permanent	Teacher - General Ed	8/26/05		2 Year-Perm	Stanchi, Margaret A				0	No evaluation received by the district.
Pierini, Karissa A	CHM	Certificated	Permanent	Teacher - General Ed	8/25/06		2 Year-Perm					0	No evaluation received by the district.
Pounds, Judith A	PAC	Certificated	Permanent	Teacher - General Ed	11/1/05	06/12/09	2 Year-Perm	Devich, Robert A	1			1	
Primer, Edward D	CHS	Certificated	Permanent	Teacher - General Ed	9/3/98	05/11/09	2 Year-Perm	Stanchi, Margaret A	1			1	
Proctor, Carleen M	VMS	Certificated	Permanent	Teacher - General Ed	8/26/02	05/11/09	2 Year-Perm	Morales, Julio C	1			1	
Pursler, Joseph F	CHM	Certificated	Permanent	Teacher - General Ed	9/7/06	05/12/09	2 Year-Perm	Hancock, Catina S	1			1	
Raymundo, Meredith	CHE	Certificated	Permanent	Teacher - General Ed	8/27/01	05/12/09	2 Year-Perm	Harden, Leslie	1			1	
Redfield, Julia A	CVA	Certificated	Permanent	Counselor	1/29/07	05/11/09	1 Year-Prob	Holley, Norman 'Keith' K				0	Counselors not eligible for reimbursement
Riccitelli, Jeffrey S	CHS	Certificated	Permanent	Teacher - General Ed	6/18/93	05/11/09	2 Year-Perm		1			1	
Robertson, Thomas E	CHS	Certificated	Permanent	Teacher - General Ed	8/28/69	06/13/08	2 Year-Perm	Stanchi, Margaret A				0	Biannual teacher, date of last eval was 6/13/08. Reimbursed in FY 2007-08.
Russell, Monique M	AOE	Certificated	Permanent	Teacher - General Ed	8/28/00	05/05/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Sabala, Kelly A	VMS	Certificated	Permanent	Teacher - General Ed	8/25/03	05/06/09	2 Year-Perm	Morales, Julio C	1			1	
Sandoval, Esmeralda C	CHM	Certificated	Permanent	Teacher - General Ed	8/31/95	05/12/09	2 Year-Perm	Hancock, Catina S	1			1	
Schmitz, Cynthia A	CHE	Certificated	Permanent	Special Ed Teacher - Speech/Language	8/27/01	05/12/09	2 Year-Perm	Harden, Leslie	1			1	
Schroh, Melony P	VMS	Certificated	Permanent	Counselor	8/31/00	05/11/09	2 Year-Perm	Morales, Julio C				0	Counselors not eligible for reimbursement
Scott, Linda K	CHS	Certificated	Permanent	Teacher - General Ed	9/2/93	05/12/09	5 Year-Perm	Stanchi, Margaret A	1			1	
Serafin, Jason T	JEFF	Certificated	Permanent	Teacher - General Ed	8/27/01	05/06/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Severino, Julie A	AOE	Certificated	Permanent	Teacher - General Ed	8/27/01	05/05/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Shearer, Kathleen	PAC	Certificated	Permanent	Teacher - General Ed	9/1/00	06/10/09	2 Year-Perm	Devich, Robert A	1			1	
Shepard, Marilyn J	JEFF	Certificated	Permanent	Teacher - General Ed - CAT	9/4/86	05/12/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Slattery, Patricia F	PAC	Certificated	Permanent	Teacher on Paid LOA	8/28/00	06/12/09	2 Year-Perm	Devich, Robert A	1			1	
Slovin, Susan G	AOE	Certificated	Permanent	Special Ed Teacher - Speech/Language	9/8/76	05/05/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Smith, Anne L	JEFF	Certificated	Permanent	Teacher - General Ed	9/7/99	05/17/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Smith, BreeAnn M	VMS	Certificated	Permanent	Teacher - General Ed	8/26/05	05/07/09	2 Year-Perm	Morales, Julio C	1			1	
Smith, Ruthie	VMS	Certificated	Permanent	Teacher - General Ed	9/3/98	05/13/09	2 Year-Perm	Morales, Julio C	1			1	
Spanier, Jeffrey R	CHS	Certificated	Permanent	Teacher - General Ed	9/3/98	05/22/09	2 Year-Perm	Stanchi, Margaret A	1			1	
Stencil, Karen M	JEFF	Certificated	Permanent	Teacher - General Ed - CAT	9/3/87	05/17/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Sterett, Norma	JEFF	Certificated	Permanent	Teacher - General Ed	8/29/96	05/12/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Stipe, Holly L	CHM	Certificated	Permanent	Teacher - General Ed	8/26/05	05/12/09	2 Year-Perm	Hancock, Catina S				0	No evaluation received by the district.
Stremel, Suzanne	PAC	Certificated	Permanent	Special Ed Teacher - Mild/Moderate	11/11/03	06/12/09	2 Year-Perm	Devich, Robert A	1			1	
Taylor, Kevin	BV	Certificated	Permanent	Teacher - General Ed	8/29/96	05/08/09	2 Year-Perm	Howard, Tina	1			1	
Tessier, Margaret C	CHS	Certificated	Permanent	Teacher - General Ed	8/25/06	05/12/09	2 Year-Perm	Stanchi, Margaret A	1			1	
Thomas, Shelley M	JEFF	Certificated	Permanent	Project Specialist	9/2/99	05/17/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Tibbels, Mary Jean J	VMS	Certificated	Permanent	Teacher - General Ed	10/3/83	05/11/09	5 Year-Perm	Morales, Julio C	1			1	
Tinnerstet, Gaylor	AOE	Certificated	Permanent	Teacher - General Ed	9/5/85	05/07/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Tipton, Joseph E	CHS	Certificated	Permanent	Teacher - General Ed	9/5/85	05/22/09	5 Year-Perm	Stanchi, Margaret A	1			1	
Tsutagawa Ward, Michele M	JEFF	Certificated	Permanent	Teacher - General Ed	8/29/06	04/22/09	2 Year-Perm	Van Vooren, Carol L	1			1	
Uribe, Jennifer	AOE	Certificated	Permanent	Teacher - General Ed	11/10/94	05/05/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Vallone, Joyce J	INST	Certificated	Permanent	Project Specialist	9/5/90	05/09/09	2 Year-Perm	O'Connell, Suzanne M				0	No evaluation received by the district.
Valverde, Rita	BV	Certificated	Permanent	Teacher - General Ed	9/9/83	05/08/09	2 Year-Perm	Howard, Tina				0	No evaluation received by the district.
Vance, Jennie J	CHM	Certificated	Permanent	Teacher - General Ed	10/19/88	05/08/09	2 Year-Perm	Hancock, Catina S	1			1	
Vasquez, Cynthia L	AOE	Certificated	Permanent	Teacher - General Ed	9/5/90	05/11/09	2 Year-Perm	Huesing, Kimberly A	1			1	
Weatherall, Ellen	AOE	Certificated	Permanent	Teacher - General Ed	9/18/84	05/09/09	5 Year-Perm	Huesing, Kimberly A	1			1	
Wells-Tejada, Rosemary R	VMS	Certificated	Permanent	Teacher - General Ed	9/1/89	05/12/09	2 Year-Perm	Morales, Julio C	1			1	
Wilkinson, Amber D	VMS	Certificated	Permanent	Psychologist	8/16/07	05/11/09	1 Year-Prob	Morales, Julio C				0	Psychologists not eligible for reimbursement
Wong, Shirley A	CHS	Certificated	Permanent	Special Ed Teacher - Speech/Language	8/29/96	05/12/09	2 Year-Perm	Stanchi, Margaret A	1			1	
Yates, Dana M	JEFF	Certificated	Permanent	Special Ed Teacher - Mild/Moderate	11/29/99	05/05/09	2 Year-Perm	Tubbs, Richard L	1			1	
Simpson, Caren A	MAG	Certificated	Prob 1	Special Ed Teacher - Adaptive P.E	3/9/09		1 Year-Prob	Kramer, J. Bruce				0	No evaluation received by the district.
Blehr, Devon R	KEL	Certificated	Prob 2	Special Ed Teacher - Moderate/Severe	1/7/08	05/11/09	1 Year-Prob	Armstrong, Theresa M		1		1	
Levitt, Amanda L	BV	Certificated	Prob 2	Special Ed Teacher - Preschool	12/17/07	05/07/09	1 Year-Prob	Howard, Tina				0	Preschool teachers are not eligible for reimbursement
Lupu, Kelley S	CHE	Certificated	Prob 2	Special Ed Teacher - Moderate/Severe	8/21/08	05/11/09	1 Year-Prob	Hancock, Catina S		1		1	

DECLARATION OF SERVICE BY EMAIL

I, the undersigned, declare as follows:

I am a resident of the County of Sacramento and I am over the age of 18 years, and not a party to the within action. My place of employment is 980 Ninth Street, Suite 300, Sacramento, California 95814.

On October 2, 2015, I served the:

SCO Comments

Incorrect Reduction Claim

The Stull Act, 14-9825-I-02

Education Code Sections 44660-44665;

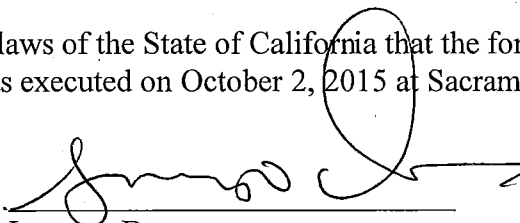
Statutes 1983, Chapter 498; Statutes 1999, Chapter 4

Fiscal Years: 2005-2006, 2006-2007, 2007-2008, and 2008-2009

Carlsbad Unified School District, Claimant

By making it available on the Commission's website and providing notice of how to locate it to the email addresses provided on the attached mailing list.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that this declaration was executed on October 2, 2015 at Sacramento, California.



Lorenzo Duran
Commission on State Mandates
980 Ninth Street, Suite 300
Sacramento, CA 95814
(916) 323-3562

COMMISSION ON STATE MANDATES

Mailing List

Last Updated: 9/10/15

Claim Number: 14-9825-I-02

Matter: The Stull Act

Claimant: Carlsbad Unified School District

TO ALL PARTIES, INTERESTED PARTIES, AND INTERESTED PERSONS:

Each commission mailing list is continuously updated as requests are received to include or remove any party or person on the mailing list. A current mailing list is provided with commission correspondence, and a copy of the current mailing list is available upon request at any time. Except as provided otherwise by commission rule, when a party or interested party files any written material with the commission concerning a claim, it shall simultaneously serve a copy of the written material on the parties and interested parties to the claim identified on the mailing list provided by the commission. (Cal. Code Regs., tit. 2, § 1181.3.)

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