

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

68-0157 (9-06) - 3091078 - EI

**ANGELA M ORR**  
Claimant

**APPEAL NO. 07A-UI-07482-HT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**CEDAR RAPIDS COMMUNITY  
SCHOOL DISTRICT**  
Employer

**OC: 06/24/07 R: 03  
Claimant: Appellant (1)**

Section 96.5(1) – Quit

**STATEMENT OF THE CASE:**

The claimant, Angela Orr, filed an appeal from a decision dated July 25, 2007, reference 01. The decision disqualified her from receiving unemployment benefits. After due notice was issued, a hearing was held by telephone conference call on August 20, 2007. The claimant participated on her own behalf. The employer, Cedar Rapids Community School District, participated by Certified Staffing Specialist Nancy Tsang and Benefits Specialist Jean Milne.

**ISSUE:**

The issue is whether the claimant quit work with good cause attributable to the employer.

**FINDINGS OF FACT:**

Angela Orr was employed by Cedar Rapids Community School District from August 21, 1998 until June 4, 2007. She became a full-time special education teacher for the hearing impaired in August 2002. At that time she did not have the necessary certification from the State of Iowa and was hired with the requirement she would get her certification in two years.

In 2004 Ms. Orr had not yet finished the necessary course work and student teaching and was granted an extension until August 2007. The claimant took a personal leave of absence for the 2006-2007 school year and during that time did not finish the requirements for the certification. She assessed the number of hearing impaired students in the program and balanced that against the two remaining courses and student teaching she had yet to do and decided not to obtain her certification. She did not feel she would be returned to work as a full-time special education teacher for the hearing impaired even if she did obtain the certification, although she never spoke to anyone in the district about this. Instead, she submitted a written resignation to the employer stating she was resigning without elaborating her reasons.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code section 96.5-1 provides:

An individual shall be disqualified for benefits:

1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department.

The claimant elected not to obtain her certification in order to retain her employment. This was based on her personal opinion that her job would not be there for her after her year of personal leave, even if she did finish the required course work and student teaching. This was not based on any information or input from the employer but her own assessment of the number of students in the program and the possible future of the program.

The record establishes the claimant did not have good cause attributable to the employer for quitting and she is disqualified.

**DECISION:**

The representative's decision of July 25, 2007, reference 01, is affirmed. Angela Orr is disqualified and benefits are withheld until she has earned ten times her weekly benefit amount, provided she is otherwise eligible.

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Bonny G. Hendricksmeier  
Administrative Law Judge

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Decision Dated and Mailed

bgh/kjw