Approve Resolution No. 3183: Determination of Tie-Breaking Criteria

Board Meeting
February 18, 2021
Agenda Item No. 9.3

Cancy McArn, Chief Human Resources Officer

What Does This Mean?

- The approval of Resolution 3182, certificated layoff resolution, may result in employees being noticed who have the same seniority date.

- In these cases, the District will need to determine a seniority order where there are cases of more than one affected employee holding the same seniority date.

- The tie-breaking criteria would be used in those cases.

RESOLUTION NO. 3183

RESOLUTION OF DETERMINATION FOR TIE-BREAKING CRITERIA

Pursuant to provisions of Education Code section 44955, the Board of Education is required to determine the District needs should it become necessary to determine the order of elimination for employees who first rendered paid service to the District on the same day.

For layoffs effective at the end of the 2020-2021 school year only, to meet the requirements of section 44955, the Board of Education determines the needs of the District and the students by establishing the following tie breaking criteria:

The following rating system shall be applied in determining the order of elimination of certificated employees:

Category I - Professional Preparation

(1)   Each single subject, multiple subject or service credential ....…..…..…........3 points per credential

(2)   Each supplemental or subject matter authorization ......…..…..…......................1 point per authorization

(3)   Each limited assignment permit …..…..…....…........…..…...…......................1/2 point per permit

(4)   Doctorate degree held ..….........…..............…..............…...…...…...…..…..............1 point per degree held

(5)   Master's degree held ......…..…..…......…..…...…......….….…...…...…..…..............1 point per degree held

(6)   National Board certification. . ..…..…...…......…......................…...…. . ...1 point for certification

If there is still a tie after applying the above criteria, then Category II will be utilized.

Category II-Lottery

In the event that employees with common dates of hire have equal qualifications based on application of the above criteria, the District will then break ties by utilizing a lottery.