

Approve Resolution No. 3184: To Determine Criteria for Deviation From Eliminating a Certificated Employee in Order of Seniority ("SKIPPING" Criteria) and for Establishing Competency Criteria

Board Meeting
February 18, 2021
Agenda Item No. 9.4

Cancy McArn, Chief Human Resources Officer

What Does This Mean?

- The approval of this “skipping” and “competency” criteria resolution will allow the District to deviate from noticing certificated employees in order of seniority and establish certain competency criteria for certain positions.
- If an employee meets the requirements as outlined in the resolution, then the District can “skip” the employee, as it relates to providing a layoff notice. If an employee does not meet the competency criteria, that employee cannot hold the position associated with the identified criteria.

RESOLUTION NO. 3184

EXHIBIT A

"Skipping" Criteria

For the 2021-2022 school year, to meet the requirements of Education Code section 44955, the Board of Education determines the needs of the District and the students by establishing the following skipping criteria:

- A. Individuals fully-credentialed, who are currently serving in classes, requiring Bilingual Cross-Cultural Language and Development ("BCLAD") certification, to the extent necessary to staff BCLAD required positions.
- B. Individuals fully-credentialed to serve in a Special Education assignment. For purposes of this criteria, a "Special Education assignment" is in a classroom setting and also includes services like adapted physical education, speech pathology services, and other specialized special education services that may be provided in a classroom setting or in a "pull-out" setting.
- C. Individuals fully credentialed, who are currently serving in classes, requiring and has completed formal training/coursework in the Waldorf method of teaching.
- D. Individuals fully-credentialed, who are currently serving in classes requiring a Single Subjects: Mathematics credential, to the extent necessary to staff Math required positions.
- E. Individuals fully-credentialed, who are currently serving in classes, requiring Single Subjects: Science credentials, to the extent necessary to staff Science required positions.

For purposes of the above-referenced criteria only, "fully-credentialed" is defined to mean an employee who possesses a preliminary, clear, or internship credential.

"Competency" Criteria

For the purposes of Education Code section 44955, subdivision (b), "competent" shall be defined according to the following:

- A. Possession of a BCLAD, CLAD or other equivalent English Language Learner Authorization to the extent required by the position
- B. In order to work in a Waldorf School, formal training/coursework in the Waldorf method of teaching