

**CENTRAL UNION SCHOOL DISTRICT
RESOLUTION #M-06-08-2020**

**BEFORE THE BOARD OF TRUSTEES
OF THE CENTRAL UNION SCHOOL DISTRICT
KINGS COUNTY, CALIFORNIA**

IN THE MATTER OF

**DETERMINATION OF SAME DATE OF HIRE
TIE-BREAKING CRITERIA
FOR CERTIFICATED PERSONNEL**

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

WHEREAS, pursuant to provisions Education Code section 44955.5, the Board of Trustees can institute a reduction in certificated services, whether permanent or probationary teachers during the time period after the state legislature approves the budget and August 15th, if the board determines that its total revenue limit per unit of ADA has not increased by at least 2% and that it is necessary to decrease the number of permanent employees.

WHEREAS, for layoffs to take effect, to meet the requirements of section 44955, the Board of Trustees determines the needs of the District and the students by establishing the following tie-breaking criteria.

WHEREAS, prior to the use of a rating system, employees shall be ranked in accordance with the date upon which they first rendered paid service.





WHEREAS, placement on the District seniority list for employees with the same date of paid service shall be determined using the following rating system.

WHEREAS, all credentials and authorizations used in the rating system must have been earned by and on file with the District effective upon the adoption of this resolution.


THEREFORE, BE IT RESOLVED, that the following rating system shall be applied in determining the same date of hire order of certificated employees:

1. Credentials and experience to teach or serve in a particular program or provide a particular service of need by the District based upon his/her current assignment.
Rating: +5 points per each clear credential (or its equivalent)
 +3 point per preliminary credential (or its equivalent)
 +0 points for temporary or internship credential
2. Number of additional subject matter authorizations, supplementary authorizations, and/or special service credentials.
Rating: +1 point per credential or authorization
3. Educational coursework
Rating +7 points for 75 units or more of coursework beyond the BA/BS level
 +5 points for 60 units to 74 units of coursework beyond the BA/BS level
 +3 points for 45 units to 59 units of coursework beyond the BA/BS level
4. Educational Teaching Experience
Rating +1 point for each year of teaching experience in a position requiring an authorized credential.
5. In the event that common seniority date hires have equal qualifications based on application of all the above criteria, the District will then break ties by utilizing a lottery.

The foregoing Resolution was adopted at a regular meeting of the Board of Trustees of the Central Union Elementary School District on this 8th day of June 2020, by the following vote:

	AYE	NO	ABSTAIN	ABSENT
 Dale Davidson, Trustee Area 1	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
 Jeffrey Gilcrease, Trustee Area 2	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vacant, Trustee Area 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
 Casey Fisher, Trustee Area 4	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
 Ceil Howe, III, Trustee Area 5	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I, **Ceil Howe, III**, Clerk of the Board of Trustees of the Central Union School District, do hereby certify that the foregoing Resolution was regularly introduced, passed and adopted by the Board of Trustees at its meeting held on June 8, 2020.


Ceil Howe, III, Clerk
 Board of Trustees
 Central Union School District
 Kings County, California