

**SAN RAFAEL HIGH SCHOOL DISTRICT**

**RESOLUTION ESTABLISHING THE ORDER OF  
SENIORITY OF EMPLOYEES FIRST  
RENDERING PAID PROBATIONARY  
SERVICE ON THE SAME DAY**

**RESOLUTION NO. 1718-12**

**WHEREAS**, Section 44955 of the California Education Code provides that the relative seniority (for layoff purposes) of employees first rendering paid probationary service to the District on the same date shall be determined by the Governing Board on the basis of the needs of the District and the students thereof:

**WHEREAS**, pursuant to Education Code Section 44846, the Governing Board of the San Rafael High School District has the power and duty to establish and maintain the order of seniority of all certificated employees of the District; and

**WHEREAS**, the Governing Board has now conducted a district-wide review and survey of all of its certificated employees to verify seniority date and credentials and has updated and corrected its records.

**NOW, THEREFORE, BE IT RESOLVED** that, in determining the relative seniority of those certificated employees first rendering paid probationary service on the same day, the following criteria shall be used, listed in descending order of importance:

1. Type and nature of credentials held:
  - a. Appropriateness of credential for current assignment.
  - b. Additional credentials held by the affected employees not used in current assignment (e.g. BCLAD, CLAD, special education, single subject credentials)
2. Relevant professional preparation, including advanced degrees or post-secondary course work, of the affected employees.
3. Total number of years of paid certificated service prior to the established Reduction or Elimination of Particular Kinds of Service seniority date.

In calculating the total years of paid service, credit will be given only when a certificated employee has taught for 75% or more of the teaching days in the school year.

4. The teacher's linguistic and literacy abilities in languages spoken by the students' families in the District.

5. National Board Certification

6. Lottery

**BE IT FURTHER RESOLVED** that the Governing Board hereby directs the District Superintendent or his designee to apply the above criteria in the ranking of all certificated employees potentially affected relative to the Reduction or Elimination of Particular Kinds of Services. Each of the above criteria shall be applied independently, with criteria one constituting a first level tie-breaker, criteria two constituting a second level tie-breaker and so on, until a seniority order has been established.

**PASSED AND ADOPTED** this 5<sup>th</sup> day of February, by the Board of Education of the San Rafael High School District, County of Marin, State of California, at a Regular Meeting of the Governing Board by the following vote:

I certify that the foregoing resolution was duly introduced, passed and adopted as stated.

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Dr. Michael Watenpaugh  
Superintendent/ Secretary, Governing Board