



**RESOLUTION TO ADOPT SENIORITY DATE TIE BREAKING CRITERIA TO DETERMINE THE ORDER OF TERMINATION AMONG
CERTIFICATED EMPLOYEES WITH THE SAME DATE OF PAID SERVICE**

THIS BOARD RESOLVES that the order of termination between employees with the same seniority date shall be based solely on the needs of the District and the students thereof. The specific criteria to be used in determining this need are set forth below. The level of importance for each criteria is set forth in descending order, with "A." being the most important tie breaking criteria and "F." being the least important criteria.

1. PURPOSE OF ESTABLISHING CRITERIA

The purpose of adopting criteria for establishing an order to termination of employees who first rendered paid probationary service to the District on the same date is to comply with the requirements of Education Code section 44955.

2. CRITERIA TO BE USED

The Board of Trustees finds that to make effective release of employment decisions, objective criteria must be established. This will ensure that District employees are treated fairly and equitably. To this end, the needs of the District and its students will be best served by using the following criteria in establishing the order of termination described above.

- A. Credentials and experience to teach in a particular program or provide a particular service of need by the District (e.g., BCLAD, dual immersion, special education, math, science).
- B. Years of experience previous to current employment as a full-time credentialed teacher in a probationary/permanent K-12 teaching situation in a public school/public Charter School.
- C. Credentials that permit supplementary authorizations.
- D. Number of teaching and/or specialist service credentials.
- E. Earned degrees beyond the B.A. or B.S. level (e.g., masters, doctorate).
- F. National Board Certification.

3. APPLICATION OF CRITERIA

- A. Credentials and experience to teach or serve in a particular program or provide a particular service of need by the District (e.g., BCLAD, dual immersion, special education, math, science).
Rating: +2 per credential, +1 per year of experience
- B. Years of experience previous to current employment as a full-time, credentialed teacher in a probationary/permanent, K-12 teaching situation in a public school/public charter school.
Rating: +1 per year
- C. Number of supplementary authorizations
Rating: +1 per supplementary authorization
- D. Number of teaching and/or special service credentials
Rating: +1 per credential
- E. Earned degrees beyond the BA/BS level
Rating: +1 per degree
- F. National Board Certification
Rating: + 1 per certificate

4. TIE-BREAKING PROCEDURE

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

SANTA ROSA CITY SCHOOLS
RATING CALCULATIONS WORKSHEET FOR COMMON DATES OF HIRE

Common Date of First Paid Service _____

CRITERIA - POINTS EARNED

Employee <u>Name</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>Point Total</u>	<u>Rank</u>
-------------------------	----------	----------	----------	----------	----------	----------	------------------------	-------------

PASSED AND ADOPTED this date, January 8th, 2020, by the Board of Education of the Santa Rosa City Schools of the County of Sonoma, State of California, by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

This is to certify that this is a true and correct copy of the resolution as adopted and approved at a regular meeting of the Board of Education of the Santa Rosa City Schools.

Alegria De La Cruz, Clerk, Board of Education