

SAN RAFAEL ELEMENTARY SCHOOL DISTRICT

CRITERIA FOR DETERMINING ORDER OF SENIORITY FOR THOSE EMPLOYEES WITH THE SAME DATE OF FIRST PAID SERVICE

RESOLUTION # 1628

- WHEREAS,** Education Code section 44955 provides for the termination of certificated employees because of reduction of particular kinds of services;
- WHEREAS,** the order of termination is generally based on the date a teacher first rendered paid service in a probationary position;
- WHEREAS,** as among employees who first rendered paid service to the District on the same date, the law requires the Governing Board to determine the order of termination solely on the basis of the needs of the District and its students;

THEREFORE, be it resolved that to meet the requirements of section 44955, the following criteria for determining order of seniority for those hired on the same date will be used:

1. ***Special Education Credential/Service Authorization***
2. ***Math***
3. ***Science***
4. ***BCLAD***
5. ***CLAD/SDAIE***
6. ***Broad teaching authorization (i.e. NCLB, additional authorizations, single subject)***
7. ***Most years of experience teaching in California public schools***
8. ***Clear Credential (includes Professional)***
9. ***Preliminary Credential***
10. ***Lottery***

In the event that any ties may occur after application of the above criteria, the District will then break ties by utilizing a lottery.

Adopted by the Governing Board of the Elementary School District the 23rd day of February 23, 2015 at a meeting of the Board by the following vote:

| <u>Board Members:</u> | <u>Vote:</u> |
|-----------------------|--------------|
| Natu Tuatagaloa | _____ |
| Greg Knell | _____ |
| Linda M. Jackson | _____ |
| Rachel Kertz | _____ |

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

Michael R. Watenpaugh, Ed.D.
Superintendent
Secretary, Governing Board