

CAMPBELL UNION SCHOOL DISTRICT  
RESOLUTION 2018-19-36

Resolution 2018-19-36, Establish Tie-Breaking and Skipping Criteria for  
Decrease in Certificated F.T.E. due to a Reduction or Discontinuance of Particular  
Kinds of Services and Release or Reassignment of Administrators

**TIE-BREAKING CRITERIA**

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

For the 2019-2020 school year only, to meet the requirements of section 44955, the Governing Board determines the needs of the District and the students by establishing the following tie-breaking criteria.

The following criteria shall be applied in determining the order of termination of certificated employees:

- A. Bilingual Language Skills – Fluent Spanish
- B. Total years of credentialed teaching/service

**TIE-BREAKING PROCEDURE**

The District will apply the first criterion. If that does not break the tie, the second criterion will be applied. In the event that employees with common dates of hires have equal qualifications based on application of the above criteria, the District will then break ties by utilizing a lottery.

**SKIPPING CRITERIA**

Pursuant to the provisions of Education Code section 44955, the District may deviate from terminating a certificated employee in order of seniority (“skipping”) if the District demonstrates: (1) a specific need for personnel to teach a specific course or course of study, and (2) the certificated employee has special training and experience necessary to teach that course or course of study, which others with more seniority do not possess.

For the 2019-20 school year only, 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. Bilingual Spanish Language Skills – Proven ability to interact with and support staff, students and parents in Spanish to access educational services.

THEREFORE, BE IT RESOLVED that the Governing Board of the Campbell Union School District has established the Tie-Breaking and Skipping Criteria for the 2019-20 school year.

Passed and adopted at a regular meeting of the Campbell Union School District Governing Board on this 7<sup>th</sup> day of March, 2019.

AYES:

NOES:

ABSTENTIONS:

ABSENT:

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Governing Board Clerk