

AGENDA ITEM BACKUP SHEET

February 9, 2010

Board Meeting

TITLE: Adoption of Resolution No. 09/10-2825 – Tie-Breaking Criteria for Determining Order of Seniority for Those Employees With Same Date of First Day of Paid Service

ITEM: Action
SUBMITTED BY: Juan M. López, Associate Superintendent, Human Resources

BACKGROUND INFORMATION:

The purpose of this agenda item is to adopt a resolution authorizing the Tie-Breaking Criteria for determining the order of seniority for employees with the same date of the first day of paid service. Per Education Code Section 44955, which requires the Board of Education to determine the layoff order of certificated employees based on seniority, with special provisions for employees who first rendered paid service on the same date.

RATIONALE:

The layoff order of certificated employees who first rendered service on the same date is decided, "solely on the basis of the needs of the District and the students thereof," as determined pursuant to specific criteria adopted by the Governing Board.

FUNDING:

Not Applicable

RECOMMENDATION:

Adopt Resolution No. 09/10-2825 – Tie-Breaking criteria for determining order of seniority for those employees with the same date of first day of paid service.

RESOLUTION NO. 09/10-2825

BOARD OF EDUCATION

SANTA ANA UNIFIED SCHOOL DISTRICT

ORANGE COUNTY, CALIFORNIA

Criteria for Determining Order of Seniority for
those Employees with the Same Date of First Paid Service

WHEREAS, Education Code Sections 44955 and 44949 provide for the layoff of certificated employees because of reduction or discontinuance of particular kinds of services; and,

WHEREAS, the order of layoff is generally based on the date of first rendering paid service in a probationary position; and,

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 layoff solely on the basis of the needs of the District and its students.

NOW, THEREFORE, BE IT RESOLVED: That to meet the requirements of Sections 44955 and 44949, it has been determined that the following tie-breaking criteria for determining order of seniority for those hired on the same date shall be used:

1. Specialized Credentials Points
 - A. Special Education (10 points) _____
 - B. School Psychologist, Speech and Language Therapist,
School Counselor, and School Nurse (10 points) _____
2. Credentials Authorizing Service for Mathematics (10 points)
or Science (10 points) _____
3. Professional Preparation, i.e., advanced degree
(Master's or Doctorate) (4 points for each advanced degree) _____

Subtotal: _____
4. After applying No. 1 through No. 3 above, and ties remain
the same, the following tie-breaking criterion shall be
used: One (1) point for every accredited college/university
semester unit or District unit (recognized by SAUSD)
earned after Bachelor's degree. _____

