

Certificated Personnel**CRITERIA TO DETERMINE THE ORDER OF TERMINATION AMONG
CERTIFICATED EMPLOYEES WITH THE SAME DATE OF PAID SERVICE**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 Education finds that to make effective release of employment decisions, objective criteria must be established. This will insure that District employees are treated fairly and equitably. To this end, the needs of the District and its students will best be served by using the following criteria in establishing the order of termination described above.

- A. Credentials and experience to teach or serve in a particular program or provide a particular service of need by the District (e.g., family life, music, etc.),
- B. Credentials and experience to teach in special categorical programs (e.g., bilingual, special education).
- C. 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.
- D. Credentials that permit supplementary authorizations.
- E. Number of teaching and or specialist service credentials.
- F. Earned degrees beyond the B.A. or B.S. level.
- G. Multiple language skills relevant to District need.
- H. Emergency vs. Preliminary vs. Clear/Life Credentials

**CRITERIA TO DETERMINE THE ORDER OF TERMINATION AMONG
CERTIFICATED EMPLOYEES WITH THE SAME DATE OF PAID SERVICE (continued)**

3. APPLICATION OF CRITERIA

Using the above criteria the following rating system shall be applied in determining the order of termination of certificated employees:

I. Credentials and experience to teach or serve in a particular program or provide a particular service of need by the District.

Rating: + 1 per credential, + 1 per year of experience

J. Credentials and experience to teach in a special categorical program (e.g., bilingual, special education)

Rating: + 1 per credential, + 1 per year of experience

K. Year of experience previous to current employment as a run-time, credentialed teacher in a probationary/permanent, K-12 teaching situation in a public school.

Rating: + 1 per year

L. Number of supplementary authorizations.

Rating: + 1 per supplementary authorization

M. Number of teaching and/or special service credentials

Rating: + 1 per credential

N. Earned degrees beyond the BA/BS level

Rating: + 1 per degree

O. Multiple language skills relevant to District need

Rating: + 1 for Spanish

P. Emergency vs. Preliminary vs. Clear/Life Credentials

Rating: +1 per emergency, +2 per preliminary, +3 per clear/life credential

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.