



Approve Resolution No. 3472: Resolution No. 3472: Determination for Tie-Breaking Criteria

Board Meeting
Date 2/20/2025
Agenda Item No. 12.3

Presented by:

Cancy McArn, Chief of Human Resources Officer & Lead Negotiator
Various District Leaders

Tie Breaking Criteria

If layoffs are approved, then there will be a need to adopt a tie breaking criteria in cases where employees hold the same seniority date.

Pursuant to provisions of Education Code section 44955, the Board of Education 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 (same seniority date).



Proposed Point System

The resolution proposes a point system given to employees that need to determine the order of termination. the point system is

- Each single subject, multiple subject or service credential.....3 points per
- Each supplemental or subject matter authorization1 point per
- Each limited assignment permit1 point per
- Doctorate degree held1 point per degree
- Master’s degree held1 point per degree
- National Board certification.....1 point per



Recommendation and Next Steps

1

Recommend approval of Resolution 3472

2

Complete the analysis form the Resolution to Eliminate Certificated Employees Due to a Reduction of Particular Kinds of Service applying the Tie Breaking Criteria where appropriate

3

Issue Preliminary letters prior to the March 15th Deadline

4

The District will engage in layoff hearings and return in May with a recommendation for final layoff notifications. Final layoff notices must be sent prior to May 15th.

Questions