



# Approve Resolution No. 3473: Resolution to Determine Criteria for Deviation from Terminating a Certificated Employee in Order of Seniority (“Skipping” Criteria)

Board Meeting  
Date 2/20/2025  
Agenda Item No. 12.4

**Presented by:**

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

# Areas of Deviation from Seniority

- Bilingual, Crosscultural, Language, and Academic Development (BCLAD)
- Special Education
- Transitional Kindergarten (TK) Teachers

# Competency Criteria

This resolution is to set forth competency criteria to ensure that certain types of employees with special training and experience are not displaced through the layoff process.

The competency criteria target teachers possessing a BCLAD to the extent their position requires it.

TK teachers to ensure that to hold a TK position a teacher is either a current TK teacher or be qualified to teach TK and have experience in a TK-6 self-contained classroom within the last five (5) years.

No competency criteria is needed for special education teachers, because those positions require an appropriate special education credential from the CTC under applicable law and regulations.

# Recommendation and Next Steps

1

Recommend approval of Resolution 3473

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