

**RESOLUTION OF
WILLIAM S. HART UNION HIGH SCHOOL DISTRICT
GOVERNING BOARD**

**ESTABLISHMENT OF CRITERIA FOR ORDER OF LAYOFF AND
REEMPLOYMENT
FOLLOWING LAYOFF FOR EMPLOYEES WITH EQUAL SENIORITY**

RESOLUTION NO. 17/18-29

The Governing Board of the William S. Hart Union High School District has determined to reduce or eliminate particular kinds of services, resulting in a reduction of the number of certificated employees for the 2018-2019 school year.

In order to implement this reduction in force it may be necessary to apply tie-breaker criteria to distinguish among permanent and probationary employees who first rendered paid service to the District on the same date. Pursuant to Education Code section 44955(b), the Governing Board has determined that the order of termination as between employees who first rendered paid service to the District on the same date shall be established on the basis of the criteria set forth below in order to meet the needs of the District and students thereof.

The Governing Board has determined that the same criteria shall be applicable to determine the order of reappointment of permanent and probationary employees who first rendered paid service to the District on the same date pursuant to Education Code sections 44956 and 44957.

These criteria will be used to determine which permanent or probationary certificated employees will be retained in lieu of layoff and the order of reappointment when the number of employees is later increased or the discontinued service is reestablished.

The Superintendent or designee shall determine the order of termination or reappointment solely on the basis of the needs of the District and the students thereof as determined by the system described below. In the case of a tie, the District shall utilize the criteria set forth below, which are listed in descending priority order, and each criterion shall be used only if the preceding criteria did not break the tie in seniority to allow the District to establish the order of termination and/or reemployment. If, after application of a criterion, a tie remains between two or more employees within a criterion subcategory or subcategories, the District will use the remaining criteria in priority order to break the tie among only those employees who have tied within a single subcategory or subcategories.

- 1) Possession of a currently valid credential in descending order of priority with subcategory (a) being the highest priority:
 - a) Clear, Professional, Standard, or General Teaching Credential
 - b) Preliminary Teaching Credential
 - c) Intern Credential
 - d) Short-term Staff permit (STSP), Provisional Intern Permit (PIP), Pre-Intern Certificate, or other provisional credential or waiver

- 2) Possession of an authorization/certification allowing the employee to provide instruction to English Learners in descending order of priority with (a) being the highest priority:
 - a) BCLAD
 - b) CLAD/LDS certification or other authorization allowing the teacher to provide instruction to English Learners
 - c) Emergency CLAD certificate
- 3) Possession of more than one valid credential in descending order of priority with (a) being the highest priority:
 - a) Clear, Professional, Standard, or General Teaching Credential
 - b) Preliminary Teaching Credential
- 4) Possession of a currently valid supplement/authorization
- 5) Possession of a doctorate degree
- 6) Possession of a master's degree

In any case where a tie still results after applying the criteria above, then the tie(s) shall be broken by lottery.

PASSED AND ADOPTED by the Governing Board of the William S. Hart Union High School District on February 28, 2018, by the following vote:

AYES:

NOES:

ABSENT:

ABSTENTIONS:

Clerk