

Resolution #16

**RESOLUTION OF THE GOVERNING BOARD OF THE
SAN MARINO UNIFIED SCHOOL DISTRICT
DETERMINING TIE BREAKING CRITERIA
FOR PURPOSES OF CERTIFICATED LAYOFFS EFFECTIVE JULY 1, 2020**

March 10, 2020

WHEREAS, the Governing Board of the San Marino Unified School District has determined that it shall be necessary to reduce or discontinue certain particular kinds of services enumerated in Resolution # 15, 2020-2021 of the Governing Board and District;

WHEREAS, Education Code section 44955 (b) states that in part:

“As between employees who first rendered paid service to the District on the same date, the governing board shall determine the order of termination solely on the basis of needs of the District and the students thereof”; and

WHEREAS, the District values the services of all employees who may, by coincidence, share the same date of first paid service in a probationary position;

NOW THEREFORE, IT IS HEREBY RESOLVED, DETERMINED AND ORDERED AS FOLLOWS,

1. Except as to exemptions based upon District need (skipping criteria) as between certificated employees who first rendered service in a probationary position to the District on the same date, the order of termination of said employees shall be determined by reference to the following tie breaker criteria, with points to be assigned as follows:
 - a. 1 point for 30 semester units earned post Bachelor’s Degree, 2 points for 45 units earned post Bachelor’s Degree, 3 points for 60 units or more earned post Bachelor’s Degree.
 - b. 1 point for each current, valid non-provisional credential held as of March 15, 2020.
 - c. 2 points for “hard to hire” credentials held, specifically math, science, special education.
 - d. 1 point for each additional supplemental authorization
 - e. 2 points for an earned Masters Degree.
2. Employees who have received a layoff notice and who share the same date of first paid service shall be ranked by point totals. Low point totals will indicate low seniority for that hire date. For example, an individual with a point total of “3” will be subject to lay off before an individual with a point total of “10” where both individuals share the same seniority date, and provided layoff was not otherwise determined by virtue of credential, bumping right or other exemption.

3. If the above criteria do not break a tie, the District shall hold a lottery. Each group of tied employees shall have the right to attend the lottery and pick a lottery number. In the absence of the employee, the Superintendent or designee will select a lottery number on behalf of the employee.
4. As between tied employees, low lottery numbers will indicate low seniority for that hire date. For example, an individual with a lottery number of “1” would be subject to lay off before an individual with a lottery number of “10.”
5. These criteria have been determined to best serve the needs of the District and students thereof and will be applied in any spring 2020 layoff hearing in which the issue may arise.

ADOPTED, SIGNED AND APPROVED THIS 10th DAY OF MARCH, 2020.

SAN MARINO UNIFIED SCHOOL DISTRICT:

C. Joseph Chang, President

Motion Made By: _____

Seconded By: _____

Ayes: _____

Noes: _____