

## **Resolution #16**

### **SAN MARINO UNIFIED SCHOOL DISTRICT RESOLUTION DETERMINING TIE BREAKING CRITERIA FOR PURPOSES OF CERTIFICATED LAYOFFS EFFECTIVE JULY 1, 2021**

March 9, 2021

WHEREAS, the Governing Board (“Board”) of the San Marino Unified School District (“District”) has determined that it shall be necessary to reduce or discontinue certain particular kinds of services enumerated in Board Resolution #14-2020-2021, entitled “Resolution of Intention to Terminate Certificated Employees Due to a Reduction of Particular Services Effective July 1, 2021;” and

WHEREAS, Education Code section 44955(b) states, 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,

For purposes of certificated layoffs effective at the end of the 2020-2021 school year only:

1. Except as to exemptions based upon District need (skipping and competency criteria) as between certificated employees who first rendered paid service to the District on the same date, the order of termination of said employees shall be determined by reference to the following tie breaking criteria, with points to be assigned as follows:

<b><u>Criterion</u></b>	<b><u>Points</u></b>
<i>Subject matter authorizations, including supplemental authorizations, on credential(s) authorizing service for the District</i>	<i>1 per authorization</i>
<i>Possession of active credential(s) authorizing service for the District</i>	<i>3 for each professional clear 2 for each preliminary 1 for each of any other credential</i>
<i>Column placement on salary schedule</i>	<i>1 per applicable column</i>
<i>Graduate degrees earned</i>	<i>1 for each Master’s Degree 1 for each Doctoral Degree</i>
<i>Math, Science, Special Education Credentials</i>	<i>2 for each of these credentials held</i>

2. Employees who have received a layoff notice and who share the same date of first paid service shall be ranked by total points awarded upon the above-referenced criteria.

Employees with a greater number of points shall be considered more senior than employees with a fewer number of points.

3. If application of the criteria referenced in paragraphs 1 and 2 above fails to resolve a tie among two or more employees, the employee with the earliest issuance date upon which they received any preliminary teaching or services credential from the California Commission on Teacher Credentialing (“CTC”) shall be considered the more senior employee.
4. If application of the criteria referenced in paragraph 3 above fails to resolve a tie among two or more employees, the District shall compare the last three numbers of each employee’s first preliminary teaching or services credential issued by the CTC. The employee with the lowest three-digit number shall be considered the more senior employee.
5. These criteria have been determined to best serve the needs of the District and students thereof and will be applied in any hearing on certificated layoffs, effective at the end of the 2020-2021 school year, in which the issue may arise.

Approved, Passed, and Adopted by the Governing Board of the San Marino Unified School District on the 9th day of March 2021.

Motion Made By:	_____
Seconded By:	_____
Ayes:	_____
Noes:	_____

SAN MARINO UNIFIED SCHOOL DISTRICT GOVERNING BOARD:

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Mrs. Shelley Ryan  
Board President