

## **WILLOWS UNIFIED SCHOOL DISTRICT**

### **CRITERIA TO DETERMINE THE ORDER OF TERMINATION AMONG CERTIFICATED EMPLOYEES WITH THE SAME DATE OF PAID SERVICE**

#### **1. Purpose of Establishing Criteria**

The purpose of adopting criteria for establishing an order of termination of employees who first rendered paid probationary service to the District on the same date is to comply with the requirements of Education Code Section 44955.

#### **2. Criteria to be Used**

The Board of Trustees finds that to make effective release of employment decisions, objective criteria must be established. This will ensure that District employees are treated fairly and equitably. To this end, the needs of the District and its students will be best served by using the following criteria in establishing the order of termination described above.

- a. Number of teaching credentials
- b. Preliminary vs. Clear/Life Credentials
- c. Credentials that permit supplementary authorizations
- d. Years of experience as a full-time credentialed teacher in a probationary/permanent K-12 teaching situation in a public school
- e. Specialized Service Authorizations to teach or serve in a particular program or provide a particular service of need by the District
- f. Other educational experience(s) in providing a particular service or need to the District (e.g. Staff Development, Teacher on Special Assignment, Curriculum Coordinator, etc.)
- g. Earned degrees beyond the B.A. or B.S. level (e.g. masters, doctorate)
- h. Multiple language skills relevant to District need (e.g. Spanish)
- i. National Board Certification

### **3. Application of Criteria**

- a. Number of teaching credentials  
Rating: +1 per credential
- b. Preliminary vs. Clear/Life Credentials  
Rating: +1 per Preliminary, +2 per Clear/Life Credential
- c. Credentials that permit supplementary authorizations  
Rating: +1 per supplementary authorization
- d. Years of experience as a full-time credentialed teacher in a probationary/permanent K-12 teaching situation in a public school  
Rating: +1 per year
- e. Specialized Service Authorizations to teach or serve in a particular program or provide a particular service of need by the District  
Rating: +1 per authorization
- f. Other educational experience(s) in providing a particular service or need to the District (e.g. Staff Development, Teacher on Special Assignment, Curriculum Coordinator, etc.)  
Rating: +1 per year of experience
- g. Earned degrees beyond the B.A. or B.S. level (e.g. masters, doctorate)  
Rating: +1 per Degree
- h. Multiple language skills relevant to District need (e.g. Spanish)  
Rating: +1 for each multiple language
- i. National Board Certification  
Rating: +1 per certificate

### **4. Tie-Breaking Procedure**

In the event that certificated employees hired on the same day have equal total points based on application of the above criteria, the District will then break ties by utilizing a lottery.

**WILLOWS UNIFIED SCHOOL DISTRICT**

**RATING CALCULATIONS WORKSHEET FOR COMMON DATES OF HIRE**

**Common date of first paid service:** \_\_\_\_\_

**Criteria - Points Earned:** \_\_\_\_\_

**Employee Name** \_\_\_\_\_

**1      2      3      4      5      6      7      8      Total Rank**

(Lowest number indicates most senior)