

**BEFORE THE BOARD OF EDUCATION
WILLOWS UNIFIED SCHOOL DISTRICT
COUNTY OF GLENN, STATE OF CALIFORNIA**

RESOLUTION #2012-13-24

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

WHEREAS, the Superintendent has recommended to the Governing Board of the Willows Unified School District that it is necessary to adopt criteria for establishing an order of termination of employees who first rendered paid probationary service to the District on the same date in order to comply with the requirements of Education Code Sections 44949 & 44955, and

WHEREAS, more than one certificated employee may have the same date of paid service; and

WHEREAS, 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.

WHEREAS, the application of criteria is as follows:

- a. Number of teaching credentials (not emergency credentials, intern credentials, or waivers): *1 point per credential*
- b. Preliminary vs. Clear/Life Credentials: *1 point per Preliminary; 2 points per Clear/Life*
- c. Credentials that permit supplementary authorizations: *1 point 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: *1 point per year*
- e. Specialized Service Authorizations to teach or serve in a particular program or provide a particular service of need by the District: *1 point 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.): *1 point per year of experience*

- g. Earned degrees beyond the B.A. or B.S. level (e.g. masters, doctorate):
1 point per degree
- h. Multiple language skills relevant to District needs (e.g. Spanish):
1 point for each multiple language
- i. National Board Certification: *1 point per certificate*

WHEREAS, 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.

NOW, THEREFORE, BE IT RESOLVED that the Willows Unified School District has provided the criteria necessary to determine the order of termination among certificated employees with the same date of paid service.

PASSED AND ADOPTED by the Board of Education of the Willows Unified School District on June 20, 2013, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

President, Board of Education

I, _____, Clerk of the Board of Education of the Willows Unified School District, County of Glenn, do hereby certify the foregoing to be a full, true and correct copy of a resolution adopted by said Board at a meeting held at its regular meeting place on June 20, 2013, which action is contained in the minutes of the meeting of said Board.

Clerk, Board of Education