

BOARD AGENDA ITEM

E-3

Meeting Date: March 10, 2011

Item Title: Resolution 11-0018
Criteria to Determine the Order of Layoff Among
Certificated Employees with the Same Date of Paid Service

Item Type: Consent

BACKGROUND: The Board of Education finds that to effectively implement a reduction in particular kinds of service, pursuant to Education Code Section 44955, the District must establish objective criteria to determine the order of layoff for employees who first rendered service to the District on the same date. The Board shall establish criteria for determining certificated employees who have the same date of paid service in a probationary position based solely on the needs of the District and the students thereof.

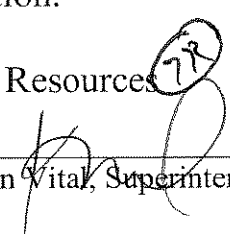
FISCAL IMPLICATIONS: None

RECOMMENDATION: Approve Resolution # 11-0018 Criteria to Determine the Order of Layoff Among Certificated Employees with the Same Date of Service.

AUSD Superintendent's Guiding Principle: #5 – Accountability, transparency, and trust are necessary at all levels of the organization.

Submitted by: Thomas Rust, Director of Human Resources

Approved for Submission to Board of Education


Kirsten Vital, Superintendent

RESOLUTION NO. 11-0018

**CRITERIA TO DETERMINE THE ORDER OF LAY OFF
AMONG CERTIFICATED EMPLOYEES WITH THE SAME
FIRST DATE OF PAID SERVICE**

WHEREAS Education Code section 44955 permits the Governing Board to release or discontinue particular kinds of services; and

WHEREAS the order of lay off is generally based on the date a teacher first rendered paid service in a probationary position; and

WHEREAS as among employees who first rendered paid service to the District on the same date, the law requires that the Governing Board shall determine the order of lay off solely on the basis of the needs of the District and its students;

THEREFORE BE IT RESOLVED that to meet the requirements of Section 44955, the needs of the District and its students will be best served by using the following criteria applied in priority order as follows:

1. Credential

Those certificated employees with an authorization to teacher upper levels of secondary single subjects shall be ranked above those without such authorization.

2. Authorization to Provide Instruction to English Learners

If the first criteria fails to break the tie, those certificated employees with Cross-Cultural Language and Academic Development (CLAD), Bilingual Cross-Cultural Language and Academic Development (BCLAD), California Teacher of English Learners, or other equivalent EL authorization shall be ranked above those without such authorization.

3. AUSD Title 1 Teaching Experience

If the first two criteria fail to break the tie, those certificated employees with Title 1 teaching experience in an AUSD school for at least 3 of the last 5 years shall be ranked above those without such experience. For purposes of these criteria, a complete year shall be calculated as service for at least 75% of the days the regular schools of the District were in session during any school year.

4. Years of District Teaching Experience

If the first three criteria fail to break the tie, those certificated employees with the most years of teaching experience in AUSD shall be ranked above those with fewer years of AUSD teaching experience.

5. Years of Overall Teaching Experience

If the first four criteria fail to break the tie, those certificated employees with the most years of total teaching experience in a public or private school shall be ranked above those with fewer years of total teaching experience.

6. Random Drawing

If the first five criteria fail to break the tie, the District shall break any remaining ties by utilizing a random drawing.