



RESOLUTION #24-25:17

**TIE-BREAKER PROCESS FOR ADULT EDUCATION
NON-MANAGEMENT CERTIFICATED EMPLOYEES WITH THE
SAME SENIORITY DATE**

WHEREAS, pursuant to Education Code Section 44955, the Board of Education is required, as between employees who first rendered paid service to the District on the same date, to determine the order of termination solely on the basis of the needs of the District and its students; and

WHEREAS, Education Code Section 44955 requires that upon the request of any employee whose order of termination is determined as stated above, the Board of Education shall furnish in writing no later than five days prior to the commencement of the hearing held in accordance with section 44949, a statement of the specific criteria used in determining the order of termination and the application of the criteria in ranking each employee relative to the other employees in the group.

NOW THEREFORE BE IT RESOLVED, that based upon the needs of the District and the students thereof, in the event of a certificated layoff the following criteria, listed in priority order, shall be applied based on information on file as of March 7th of each year, one step at a time, to resolve ties in seniority between certificated employees. Each criterion shall be used only if application of the preceding criteria does not resolve all ties between employees having the same seniority date as defined in Education Code Section 44845 and thus delineate the order of termination:

1. Credential status in the area of the current assignment, in order of priority:
 - a. Clear professional, standard, life, or general teaching credential;
 - b. Preliminary credential;
2. Breadth of clear and preliminary credentials and authorization, permitting assignment in the widest range of teaching or service areas, with the employee possessing the greatest number having greater seniority;
3. Number of verified years of certificated employee experience as determined by date of hire as on record with the Azusa Unified School District, with the employee possessing the greatest number of years having greater seniority;
4. Possession of a clear or preliminary authorization to teach English Language Learners;

5. Assuming that the preceding paragraphs do not resolve all ties between employees having the same seniority date, the tie will be broken by drawing of lots with the employees drawing the highest number being regarded as most senior.

BE IT FURTHER RESOLVED, the foregoing criteria shall be applied to rank the order of individuals for purposes of layoff and reemployment, subject to exceptions allowed by law.

PASSED AND ADOPTED by the Board of Education of the Azusa Unified School District, this 14th day of January, 2025, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

Yolanda Rodriguez-Peña, Clerk of the Board of Education, hereby certify that the foregoing is a full, true, and correct copy of a resolution duly passed and adopted by said Board of Education at a regularly called and conducted Board of Education meeting held on said date.

Yolanda Rodriguez-Peña,
Clerk of the Board of Education