



RESOLUTION #24-25:18

**TIE-BREAKER PROCESS FOR TK-12 AND 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;
 - c. Intern Credential;
 - d. Short-term staff permit (STSP), provisional internship credential (PIP), Education Code (i.e., Board authorization under Sections 44256(b), 44258.2, 44258.3, 44258.7, 44263, 44865) or waiver;
2. Possession of a clear or preliminary authorization to teach English Language Learners, in order of priority:
 - a. Bilingual Cross Cultural Language and Academic Development (BCLAD), Bilingual Certificate of Competence (BCC), or Bilingual Specialist Credential (BCS) certification;
 - b. Any other certification/authorization to teach English Language Learners

(e.g., Cross Cultural Language and Academic Development (CLAD), SB 1969 or SB 395 Certificate, Language Development Specialist Certificate, Supplemental Authorization for English as a Second Language, Specially Designated Academic Instruction in English (SDAIE));

3. Breadth of clear and preliminary credentials and authorizations, permitting assignment in the widest range of teaching or service areas, in order of priority;
 - a. Multiple credentials, with the employee possessing the greatest number having greater seniority;
 - b. A single credential with specific subject matter authorization(s), with the employee possessing the greatest number having greater seniority;
 - c. A single credential with introductory subject matter authorization(s), with the employee possessing the greatest number having greater seniority;
 - d. A single credential with specific supplemental authorization(s), with the employee possessing the greatest number having greater seniority;
 - e. A single credential with introductory supplemental authorization(s), with the employee possessing the greatest number having greater seniority;
 - f. A single credential;
4. Number of verified years of certificated employee experience as determined by actual step placement on the Azusa Unified School District Certificated Salary Schedule(s), with the employee possessing the greatest number having greater seniority;
5. Academic degrees from an accredited institution of higher education, in order of priority:
 - a. Possession of a Doctorate Degree, earliest date prevails;
 - b. Possession of a Masters Degree, earliest date prevails;
 - c. Two Bachelors degrees, earliest date prevails;
 - d. A single Bachelors Degree, earliest date prevails;
6. Number of total semester credits earned at an accredited institution of higher education after earning a Bachelors Degree, with the employee possessing the greatest number of credits having greater seniority;
7. 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 employee drawing the highest number being regarded as most senior.

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