

**LINDEN UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
RESOLUTION # 030812-R17
ESTABLISHING CRITERIA FOR ORDER OF CERTIFICATED LAYOFF
AND REEMPLOYMENT FOLLOWING LAYOFF FOR EMPLOYEES
WITH EQUAL SENIORITY**

The Board of Trustees of the Linden Unified School District has determined to reduce the number of certificated employees for the 2012-2013 school year.

In order to implement this reduction in force, it may be necessary to apply tie-breaker criteria to distinguish among permanent or probationary employees who first rendered paid service to the District on the same date. Pursuant to Education code §44955 (b), the Governing Board has determined that the order of termination as between employees who first rendered paid service to the District on the same date shall be established on the basis of the following criteria in order to meet the needs of the District and students thereof.

The Governing Board has determined that the same criteria shall be applicable to determine the order of reappointment of permanent and probationary employees who first rendered paid service to the District on the same date pursuant to Education Code sections 44956 and 44957.

These criteria will be used to determine which permanent or probationary certificated employees will be retained in lieu of layoff and the order of reappointment when the number of employees is later increased or discontinued service is reestablished in the event of a tie.

The Superintendent/designee shall determine the order of termination or reappointment solely on the basis of the needs of the District and the students considering one or more of the following criteria:

BCLAD

Highly Qualified status in the subject area to which the person will be assigned.

Specialist credentials, such as a professional full credential in special education.

National Board Certification.

Possession of a professional clear, preliminary, lifetime, or other full credential in a hard to staff subject area such as math, science and special education.

Post-graduate degree in the area of service or potential areas of service.

Participation in site level Leadership Team within the past two years.

Fully credentialed to teach in the assigned area without need for an assignment option such as a board resolution or waiver.

Employment within the last five years in the subject area being retained to which they will be assigned for the 2012-13 school year.

Assuming that the preceding criteria do not resolve all ties between employees having the same seniority date, then seniority will be determined by lot.

The Superintendent/designee has the discretion to determine which criteria are most relevant to serve the needs of the District and students in each tie-breaker situation.

PASSED AND ADOPTED by the Governing Board on March 8, 2012, by the following vote:

AYES _____ NOES _____ ABSENT _____ ABSTAIN _____

Clerk, Board of Trustees
LINDEN UNIFIED SCHOOL DISTRICT

CERTIFICATION

State of California
County of San Joaquin

I, Michael V. Gonzales, Superintendent of the Linden Unified School District, do hereby certify and declare that the forgoing is a full, true and complete copy of Resolution # _____, duly passed and adopted by the Governing Board of the Linden Unified School District at a meeting of said Board duly and regularly called at Linden, California on the ____ day of _____, 2012

By: _____
SUPERINTENDENT