

WRIGHT ELEMENTARY SCHOOL DISTRICT

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

1. PURPOSE OF ESTABLISHING CRITERIA

The purpose of adopting criteria for establishing an order of termination of employees who first rendered paid probationary service to the District on the same date is to comply with the requirements of Education Code Section 44955.

2. CRITERIA TO BE USED

The Governing Board of the Wright Elementary School District 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.

- A. Credentials and experience teaching or serving in a particular program or provide a particular service of need by the District (e.g. bilingual, special education), including part-time service in the District.
- B. Years of experience previous to current employment as a full-time credentialed teacher in a probationary/permanent K-12 teaching position in a public school.
- C. Credentials that permit supplementary authorizations.
- D. Number of teaching and/or specialist service credentials.
- E. Earned degrees beyond the B.A. or B.S. level (e.g., Masters, Doctorate).
- F. District-vetted language skills relevant to District's need (e.g. Spanish, Vietnamese, etc.).
- G. Preliminary vs. Clear/Life Credentials.
- H. National Board Certification.

3. APPLICATION OF CRITERIA

- A. Credentials and experience to teach or serve in a particular program or provide a particular service of need by the District including part-time service in the District.
Rating: +1 per credential, +1 per year of experience
- B. Year of experience previous to current employment as a full-time credentialed teacher in a probationary/permanent, K-12 teaching situation in a public school.
Rating: +1 per year
- C. Number of supplementary authorizations.
Rating: +1 per supplementary authorization
- D. Number of teaching and/or special service credentials.
Rating: +1 per credential
- E. Earned degrees beyond the BA/BS level.
Rating: +1 per degree
- F. District-vetted language skills relevant to District need.
Rating: +1 for Spanish, Vietnamese, etc.
- G. Preliminary vs. Clear/Life Credentials.
Rating: +1 for Preliminary, +2 for Clear/Life Credential
- H. National Board Certification.
Rating: +1 per certificate

4. TIE BREAKING PROCEDURE

For teachers with common date of hire, placement on the Certificated Seniority List will be based on tie breaking criteria, with the highest seniority rank corresponding to the highest tie breaking score.

In the event that common day hires have equal qualifications based on application of the above criteria, the District will then break ties by utilizing a lottery.