

**MANHATTAN BEACH UNIFIED SCHOOL DISTRICT**

**DETERMINATION OF TIE-BREAKING CRITERIA FOR 2009-2010  
REDUCTION IN FORCE RESOLUTION  
RESOLUTION 2010-3**

Pursuant to provisions of Education Code Section 44955, the Board of Trustees is required to determine the District needs should it become necessary to determine the order of termination for employees who first rendered paid service to the District on the same day.

For the 2009-2010 school year only, to meet the requirements of Section 44955, and to determine priority for any resulting re-hire list, the Board of Trustees determines the needs of the District and the students by establishing the following tie-breaking criteria:

The following rating system shall be applied in determining the order of termination of certificated employees with the same seniority date:

- A. Multiple and single subject credentials. Rating: 3 points for each professional clear; 2 points for each preliminary; 1 point for each of any other credential.
- B. Earned currently valid and properly filed CLAD (non-emergency) or equivalent EL authorization. Rating: 2 points per certificate.
- C. Supplemental subject matter authorization on credentials authorizing service for the district. Rating: 1 point per authorization.
- D. Column placement on the MBUSD salary schedule. Rating: 1 point per column one, 1 point per column two, etc.
- E. Earned degrees from accredited four-year institution beyond the BA/BS level. Rating: 1 point per degree.
- F. Completion of district-approved GATE certification program. Rating: 1 point for certificate/equivalent.
- G. Years of experience (at least 75%), previous to current MBUSD employment, as a full-time, credentialed teacher in a probationary/permanent K-12 teaching situation in a public school. Rating: 1 point per year.

**TIE-BREAKING PROCEDURE**

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 the following tie-breaker criteria listed in order (e.g., the person(s) meeting criterion A will be considered most senior):

- A. Special Education Credential
- B. National Board Certification
- C. Single Subject Science
- D. Single Subject Math
- E. Single Subject Foreign Language
- F. Single Subject English
- G. Single Subject Social Science
- H. Single Subject – Other areas (Music, Physical Education, Business, etc.)
- I. Multiple Subject and a Supplementary Authorization
- J. Multiple Subject
- K. Clear Credential
- L. Degree past BA/BS
- M. Previous position with MBUSD

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.

PASSED AND ADOPTED this 10<sup>th</sup> day of February 2010, by the following vote:

AYES:   4    
NOES:   0    
ABSENT:   1  

MANHATTAN BEACH UNIFIED SCHOOL DISTRICT  
GOVERNING BOARD



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President