

REDONDO BEACH UNIFIED SCHOOL DISTRICT

Resolution No. R:09-10:24

EXHIBIT B

Tiebreaker Criteria and Point System to be Applied when Certificated Probationary and Permanent Employees Share the Same First Date of Paid Service in a Probationary Position

Education Code Section 44955(b) states in part:

As between employees who first rendered paid service to the District on the same date, the governing board shall determine the order of termination solely on the basis of needs of the district and the students thereof.

The Governing Board has determined that as between certificated employees who first rendered service in a probationary position to the District on the same date, the needs of the District and the students shall be determined by reference to the tiebreaking criteria and point system assigned as follows:

- a. One (1) point if the certificated employee is compliant with the requirements of NCLB Highly Qualified Teacher.
- b. Two points for a BCLAD or BCC **OR** One (1) point if the certificated employee holds an English Language (EL) or equivalent certificate. (i.e. CLAD, AB2913, SB395, 1969, LDS, CTEL etc.)
- c. One (1) point for each credential authorization for service in a subject (multiple subject credential shall be considered a single credential) not being taught.
- d. One (1) point for an earned Master's degree.
- e. One (1) point for an earned Doctoral degree.
- f. One (1) point for each service in a co-curricular assignment in the 2008-2009 and 2009-10 school year for which a contractual stipend is provided.

Certificated employees who receive a Preliminary Notice of Layoff and who share the same date of first paid service in a probationary position shall be ranked by total points. If two or more employees have the same point total, the employee with the most years of teaching experience recognized by the District for salary schedule placement and advancement shall control.

If the criteria listed above do not break a tie, the District shall hold a lottery at least five working days prior to the layoff hearing. Each group of tied employees shall have the right to attend the lottery. In the absence of the employee, the Assistant Superintendent, Human Resources will select a lottery number on behalf of the employee.