

TEMPLE CITY UNIFIED SCHOOL DISTRICT

**DETERMINATION OF SENORITY AMONG CERTIFICATED EMPLOYEES WITH
THE SAME SENIORITY DATE (“Tie-Breaker Criteria”)**

The District values the services of all employees who may, by coincidence, share the same date of first 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”

Based upon the needs of the District and the students thereof, the following criteria shall be applied in order, one step at a time, to resolve all ties between certificated 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);
 - e) One-year non-renewable credential;
 - f) Waiver;
 - g) Designated subject career technical education credential.

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, Special Designated Academic Instruction in English (SDAI).

3. Highly Qualified status in the area of the current assignment pursuant to the No Child Left Behind Act of 2001 (based on demonstration of core academic subject competence).
4. 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.
5. Academic degrees from an accredited institution of high education, in order of priority:
 - a) Possession of a Doctorate Degree, earliest date prevails;
 - b) Possession of a Master's Degree, earliest date prevails;
 - c) Two Bachelor's Degrees, earliest date prevails.
 - d) A single Bachelor's Degree, earliest date prevails.
6. Number of undergraduate majors and minors, as indicated on employees' transcripts from accredited institutions of higher education, in order of priority:
 - a) Double majors;
 - b) Single major and two minors;
 - c) Single major and single minor;
 - d) Single major.
7. Number of total semester credits earned at an accredited institution of high education, with the employee possessing the greatest number of credits having greater seniority.
8. 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.

The foregoing criteria shall be applied to rank the order of individuals for purposes of layoff and reemployment, subject to exceptions allowed by law.