



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 11.4

Meeting Date : March 5, 2015

Subject : Approve Resolution #2824: Determination for Tie Breaking Criteria

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: \_\_\_\_\_)
- Conference/Action
- Action
- Public Hearing

Division : Human Resource Services

Recommendation : Approve Resolution #2824: Determination for Tie Breaking Criteria

Background/Rationale : With the approval of Resolution #2823: Intention to Terminate Certificated Employees Due to a Reduction of Particular Kinds of Service, the Board of Education 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 date.

For the 2015-16 school year only, to meet the requirements of Education Code section 44955, the Board of Education determines the needs of the District and the students by establishing the tie-breaking criteria reflected in the attached resolution.

Financial Considerations : Budget reductions needed to assist in addressing the District's declining enrollment, reduced funding from the State, and District program needs.

LCAP Goal(s) : Safe, Clean and Healthy Schools

Documents Attached:

1. Resolution #2824

Estimated Time of Presentation: 5 minutes

Submitted by : Cancy McArn, Chief Human Resource Officer  
Human Resource Services

Approved by : José L. Banda, Superintendent

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION**

**RESOLUTION NO. 2824**

**RESOLUTION OF DETERMINATION FOR TIE-BREAKING CRITERIA**

Pursuant to provisions of Education Code section 44955, the Board of Education 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 2015-2016 school year only, to meet the requirements of section 44955, the Board of Education 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:

Category I – Professional Preparation

- (1) Each single subject, multiple subject or service credential .....3 points per credential
- (2) Each supplemental or subject matter authorization .....1 point per authorization
- (3) Each limited assignment permit ..... ½ point per permit
- (4) Doctorate degree held .....1 point per degree held
- (5) Masters degree held .....1 point per degree held
- (6) National Board certification .....1 point for certification

If there is still a tie after applying the above criteria, then Category II will be utilized.

Category II – Lottery

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

**PASSED AND ADOPTED** by the Sacramento City Unified School District Board of Education on this 5th day of March, 2015, by the following vote:

AYES: \_\_\_\_\_  
NOES: \_\_\_\_\_