

Certificated Personnel

FORESTVILLE UNION 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 to 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 Board of Trustees 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 to teach or serve in a particular program or provide a particular service of need by the District (e.g., bilingual, special education, math/science).
- B. Years of experience previous to current employment as a full-time credentialed teacher in a probationary/permanent K-12 teaching situation 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. Multiple language skills relevant to District need (e.g., Spanish).
- G. Preliminary v. Clear/Life Credentials.
- H. National Board Certification.

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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.
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 authorizations
- 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. Multiple language skills relevant to District need
Rating: +1 for Spanish
- G. Preliminary v. Clear/Life Credentials
Rating: +1 per preliminary, +2 per Clear/Life credential
- H. National Board Certification
Rating: + 1 per certificate

4. TIE-BREAKING PROCEDURE

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

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FORESTVILLE UNION SCHOOL DISTRICT
RATING CALCULATIONS WORKSHEET FOR COMMON DATES OF HIRE

Common Date of First Paid Service _____

CRITERIA - POINTS EARNED

<u>Employee</u> <u>Name</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>Point</u> <u>Total</u>	<u>Rank</u>
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