

**ALAMEDA UNIFIED SCHOOL DISTRICT**  
**Alameda, California**  
**Resolution**

February 11, 2020

Resolution No. 2019-2020.31

**Resolution Establishing Criteria to Determine the Order of Layoff Among  
Certificated Employees with the Same First Date of Paid Service**

*WHEREAS*, Education Code section 44955 permits the Governing Board to release or discontinue particular kinds of services; and

*WHEREAS*, the order of layoff is generally based on the date a teacher first rendered paid service in a probationary position; and

*WHEREAS*, among employees who first rendered paid service to the District on the same date, the law requires that the Governing Board shall determine the order of layoff solely on the basis of the needs of the District and its students;

*NOW, BE IT RESOLVED*, that as between employees who first rendered paid service in a probationary position on the same date, the needs of the District and its students will be best served by using the following criteria to establish order of layoff applied in priority order as follows:

1. Credential

Those certificated employees with multiple credentials types shall be ranked above those certificated employees with a single credential type. Added authorizations (e.g. subject matter authorizations, supplementary authorizations, autism authorization, etc.) are not considered credential types.

2. Authorization to Provide Instruction to English Learners

If the first criterion fails to break the tie, those certificated employees with a Certificate of Cross-Cultural Language and Academic Development (CLAD), Bilingual Cross-Cultural and Academic Development (BCLAD), California Teacher of English Learners, or other equivalent English Learner authorization shall be ranked above those without such authorization or those on an emergency permit.

3. Credential Status In Areas of Assignment

If the first two criteria fail to break the tie, those certificated employees who possess a clear credential authorizing service in the subject matter to which they will be assigned shall be ranked above those possessing a preliminary credential in the subject matter to which they will be assigned.

4. Advanced Degree

If the first three criteria fail to break the tie, those certificated employees with an advanced degree shall be ranked above those without an advanced degree.

5. Years of Overall Teaching Experience

If the first four criteria fail to break the tie, those certificated employees with the most years of total teaching experience in a public or private school shall be ranked above those with fewer years of total teaching experience.

6. Drawing Lots

If the first five criteria fail to break the tie, the District shall break any remaining ties by drawing lots.

*PASSED AND ADOPTED* this 11<sup>th</sup> day of February, 2020.

AYES: \_\_\_\_\_ MEMBERS: \_\_\_\_\_

NOES: \_\_\_\_\_ MEMBERS: \_\_\_\_\_

ABSENT: \_\_\_\_\_ MEMBERS: \_\_\_\_\_

\_\_\_\_\_  
Mialisa Bonta, President  
Board of Education  
Alameda Unified School District  
Alameda County, State of California

ATTEST:

By: \_\_\_\_\_

Pasquale Scuderi, Secretary  
Board of Education  
Alameda Unified School District  
Alameda County, State of California