



Resolution #5-23/24

BOARD APPROVED
DATE: 2/14/24
JP

NEVADA JOINT UNION HIGH SCHOOL DISTRICT

DETERMINATION OF SENIORITY AMONG CERTIFICATED EMPLOYEES WITH THE SAME SENIORITY DATE ("TIE-BREAKER" RESOLUTION)

WHEREAS, pursuant to Education Code section 44955, the Board is required, as between employees who first rendered paid service to the District on the same date, to determine the order of termination solely on the basis of the needs of the District and its students; and

WHEREAS, Education Code section 44955 requires that upon the request of any employee whose order of termination is determined as stated above, the Governing Board shall furnish in writing no later than five days prior to the commencement of the hearing held in accordance with Section 44949, a statement of the specific criteria used in determining the order of termination and the application of the criteria in ranking each employee relative to the other employees in the group.

NOW, THEREFORE, BE IT RESOLVED, that based upon the needs and the students thereof, in the event of a certificated layoff the following criteria, shall be applied based on information on file as of the employee's first probationary paid day with the Nevada Joint Union High School District, to resolve ties in seniority between certificated employees hired on the same day. The employee with the highest number of points will have the highest seniority date as defined in Education Code section 44845 and thus delineate the order of termination:

1. Years of verified experience previous to current employment as a credentialed teacher in a probationary/permanent, K-12 certificated position in a public school.
Rating: +1 per year
2. Number of secondary (9-12) teaching credentials (including special education)
Rating: +1 per credential
3. Number of secondary-level (9-12) supplementary authorizations
Rating: +1 per supplementary authorization area
4. Number of secondary waivers, emergency permits, one year non-renewable, pre-internship or internship credentials
Rating: +0.5 per credential
5. Number of elementary and middle school supplementary authorizations (i.e. Introduction courses, 9th or 10th grade and below courses)
Rank: +1.0 per supplementary authorization area

6. Number of special service credentials or specialist credentials (i.e. PPS, Library Media, Nursing, Reading or Agriculture Specialist)

Rating: +1 per credential

7. CLAD, BCLAD, SDAIE or EL authorization

Rating: +0.5 per authorization

8. Earned degrees beyond Bachelors level

Rating: +1 for a Masters, +2 for a Doctorate

9. Number of elementary or multiple subjects credentials (anything less than full 9-12 authorization)

Rating: +0.25 per credential or authorization

10. In the event that common day hirees have equal qualifications based on application of the above criteria, the following further criteria will be used based on the first year of hire with the district:

Head Coach, Rating +0.5

Assistant Coach, Rating +0.25

Club Advisor, Rating +0.25

Assuming that the preceding criteria do not resolve all ties between employees having the same seniority date, then the relative seniority of the remaining employees shall be determined by lot.

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

The existing tie-breaker criteria of the Nevada Joint Union High School District is superseded by the criteria established by this resolution;

The foregoing Resolution was adopted by the Governing Board of the Nevada Joint Union High School District on the 14th day of February, 2024 by the following vote:

AYES: 5

NOES: 0

ABSENT: 0

ABSTAIN: 0



DuWaine Ganskie, President, Governing Board

I, Oliva Pritchett, Clerk, of the Governing Board of the Nevada Joint Union High School District do certify that the foregoing Resolution was introduced, passed and adopted by the Governing Board on February 14, 2024.



Olivia Pritchett, Clerk, Governing Board