

**NOVATO UNIFIED SCHOOL DISTRICT  
RESOLUTION NO. 10**

**CRITERIA FOR DETERMINING ORDER OF SENIORITY FOR THOSE CERTIFICATED EMPLOYEES  
WITH THE SAME DATE OF FIRST PAID SERVICE**

**WHEREAS,** Education Code section 44955 provides for the termination of certificated employees because of reduction of particular kinds of services;

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

**WHEREAS,** as among employees who first rendered paid service to the Novato Unified School District on the same date, the law requires the Governing Board to determine the order of termination solely on the basis of the needs of the District and its students;

**THEREFORE,** be it resolved that to meet the requirements of section 44955, the following point system shall be used for determining the order of seniority for those hired on the same date, with the person with the most points having the greatest relative seniority:

<u>CRITERIA</u>	<u>POINT(S)</u>
Credential to teach in a particular subject	1/credential
Number of years teaching full-time in a K-12 public school	1/year
Number of supplemental authorizations	1/authorization
Number of special service credentials	1/credential
Earned degree beyond BA/BS	1/degree
Multiple language skills as identified on credential (eg. BCLAD)	1/language
Preliminary credential	1
Clear/Life credential	2
National Board Certification	1/credential

Any ties that may occur after the application of these criteria shall be resolved by lottery.

Adopted by the Board of Education of the Novato Unified School District on the 7<sup>th</sup> day of October 2014.

AYES: 6

NOES:     

ABSENT: 1

ABSTAIN:

I, Shelly Scott, hereby certify that the foregoing is a true and correct copy of the resolution duly and regularly adopted by the Board of Education of the Novato Unified School District at meeting thereof held on 7<sup>th</sup> day of October 2014.

esdud

Shelly Scott

Secretary to the Board of the Novato Unified School District  
County of Marin, State of California