

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

BOARD AGENDA FORM

REVISED

ITEM NUMBER: 0708-185

AGENDA TITLE: **Adopt Resolution 03-05-08-27:** Ordering of Seniority of Certificated Employees

RESPONSIBLE: Patrick Godwin, Superintendent

PRESENTER: Larry Brubaker, Assistant Superintendent, Human Resources, 355-1111, ext. 119

Board Meeting Date: March 5, 2008

Consent

Discussion/Action

Discussion

BACKGROUND INFORMATION:

The determination of which certificated employees will receive layoff notices is based on their seniority with the District. A certificated employee's seniority begins with the first day in paid probationary status and does not include service prior to that date. Due to the unique nature of school district employment, several employees will have the same beginning date of paid service as probationary employees. In order to prioritize those employees, Education Code 44955 allows the Governing Board to determine the order of layoff based solely on the needs of the District and its students. The mechanism for outlining the Board's criteria for this prioritization is a Board resolution specifically stating the areas to be considered when ordering seniority.

Attached is Resolution 03-05-08-27, which outlines the Superintendent's recommended criteria for ordering the seniority of those employees who have first rendered paid probationary service on the same date.

FISCAL IMPACT:

To be determined

RECOMMENDATION:

That the Board adopt Resolution 03-05-08-27.

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

RESOLUTION NO. 03-05-08-27

**Resolution of the Governing Board Relative to the Order of Seniority of Certificated Staff
First Rendering Paid Probationary Service on the Same Day**

WHEREAS, California Education Code Section 44955 provides that the relative seniority for layoff purposes of certificated employees first rendering paid probationary service to the District on the same date shall be determined by the Superintendent on the basis of needs of the District and the students thereof.

NOW, THEREFORE, BE IT RESOLVED, by the Governing Board of the Folsom Cordova Unified School District that:

1. The following criteria are authorized and directed to be applied, in the order listed, to determine the relative seniority of those certificated employees who first rendered paid probationary service on the same day:
 - a. Possession of a credential which is needed by the school program;
 - b. Breadth of credentials possessed (including BCLAD/CLAD and other certificates);
 - c. Bilingual certification or skills where need for language exists;
 - d. ~~Subject matter experience which reflects District need and may include practice area emphasis;~~
 - e. ~~Total years teaching;~~
 - f. All other factors deemed equal, by lot.

2. The Board hereby approves the exercise of judgment of the District Superintendent, or his designee, in applying the criteria set forth above.

THE FOREGOING RESOLUTION WAS DULY PASSED AND ADOPTED by the Governing Board of the Folsom Cordova Unified School District at a special meeting held on the 5th day of March, 2008, by the following call vote:

AYES: _____
NOES: _____
ABSENT: _____

Signed and approved by me after its passage.

Roger Benton
President of the Board of Trustees

ATTEST:

Mary McCormick
Clerk of the Board of Trustees