

OROVILLE UNION HIGH SCHOOL DISTRICT

Resolution No. 18-08/09

TIE-BREAKING CRITERIA FOR CERTIFICATED EMPLOYEES

WHEREAS, due to budgetary shortfalls, and resulting cutbacks in particular kinds of services:

WHEREAS, due to such budgetary shortfalls, it has become necessary to reduce certificated services in the District;

WHEREAS, it is necessary for this Board to adopt tie-breaking criteria in the event of certificated layoffs;

NOW, BE IT RESOLVED, the following criteria are adopted for the purpose of breaking ties:

1. Credentialing – including but not limited to:
  - a. Legal requirements for each program v. credentials held
  - b. Specialties specified within each credential held
  - c. Variety and breadth of credentials held
2. Experience – including but not limited to:
  - a. Length of experience in Oroville Union High School District and elsewhere
  - b. Nature of experience in Oroville Union High School District and elsewhere
  - c. Relation of experience to positions to be filled
3. Education – including but not limited to:
  - a. Degrees earned
  - b. Majors and minors relating to the assignment
  - c. Courses completed since employed in the Oroville Union High School District
  - d. Other in-service experience
4. Performance – including but not limited to:
  - a. Attendance
  - b. Evaluation documents on file
  - c. Specific job-related skills

5. Certificates – including but not limited to:
- a. Bilingual certificates or credential demonstrating ability to communicate and teach limited-English proficient students.

6. Service to the school - including but not limited to:

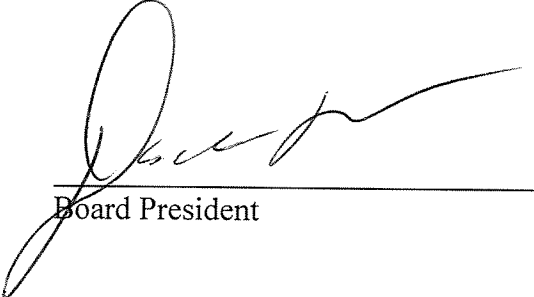
At least one year of paid or non-paid successful district experience in an extra-curricular or co-curricular activity or sport within the past three years.

7. No Child Left Behind – including but not limited to:

Verification of No Child Left Behind Highly Qualified status in subject areas.

The foregoing Resolution was passed and adopted at a regular meeting of the Governing Board of the Oroville Union High School District on February 18, 2009 by the following vote:

|         |   |   |
|---------|---|---|
| AYES    | : | 5 |
| NOES    | : | 0 |
| ABSENT  | : | 0 |
| ABSTAIN | : | 0 |

  
\_\_\_\_\_  
Board President

Attest:

  
\_\_\_\_\_  
Secretary to the Board