

CONEJO VALLEY UNIFIED SCHOOL DISTRICT

RESOLUTION #22/23-19

ORDERING OF SENIORITY OF CERTIFICATED EMPLOYEES WHO FIRST RENDERED PAID SERVICE ON THE SAME DAY

WHEREAS, the Governing Board of the Conejo Valley Unified School District has further determined that among employees who first rendered paid service to the District on the same day, the order of termination will be based solely on the needs of the District and the students thereof;

NOW THEREFORE BE IT RESOLVED that as among employees who first rendered paid service, the order of seniority shall be determined by application of the following criteria in the following order:

First, the following criteria will be applied:

Step 1: EL Authorizations Held:

- a. BCLAD/BCC (2 points)
- b. Other EL authorization (1 point)
- c. No EL authorization (0 points)

If employees are still tied after Step 1, the order of seniority will be determined by application of the following criteria:

Step 2: Number of Clear or Preliminary Credentials or Authorizations Held:

- a. Possession of clear or preliminary credential (0 points are given for intern or temporary credentials or authorizations)
- b. Additional authorizations (1 point is given for each authorization)
- c. More than one credential (1 point is given for each credential)

If employees are still tied after Step 2, the order of seniority will be determined by application of the following criteria:

Step 3: Professional preparation – Degrees and Graduate Units from an Accredited College (No extra points are given for multiple degrees)

- a. BA/BS with less than 45 units beyond the Bachelor's degree (1 point)
- b. BA/BS + 45 units (2 points)
- c. BA/BS + 60 units (3 points)
- d. MA/MS (4 points)

If employees are still tied after Step 3, the order of seniority will be determined by application of the following criteria:

Step 4: First date of paid service with the Conejo Valley Unified School District (as a Certificated or classified employee, excluding service as an exempt employee or as either a day-to-day, long-term, or substitute employee).

If employees are still tied after Step 4, the order of seniority will be determined by application of the following criteria:

Step 5: Total certificated experience in a public school, K – 12, with a valid credential (1 point is given for each year of experience)

If employees are still tied after Step 5, the order of seniority will be determined as follows:

Step 6: Final Tie Break by Random selection (Names of employees with tied seniority will be determined and ranked in the order drawn).

If an employee, by having obtained additional authorizations, credentials, preparation or experience, demonstrates before March 15 that he or she is eligible to move from one group of randomly ordered employees, as provided in Step 6, to another group of randomly ordered employees, that employee will be placed at the end of the new randomly ordered group. If more than one employee demonstrates eligibility to move into any randomly ordered group, the order of those employees at the end of the group shall be determined by random selection as provided in Step 6.

Passed and adopted this 1st day of February, 2023, by the Governing Board of the Conejo Valley Unified School District.

Ayes: 5

Nocs: 0

Absent: 0

I hereby certify that the foregoing is a true and correct copy of a Resolution duly passed and adopted by said Board of Education at the regularly scheduled Board of Education meeting held on February 1, 2023.

Conejo Valley Unified School District

Conejo Valley Unified School District



Superintendent of Schools and
Secretary to the Board



Clerk of the Board