



**RESOLUTION OF THE BOARD OF EDUCATION OF PETALUMA CITY
ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS
("PETALUMA CITY SCHOOLS"), ESTABLISHING THE CRITERIA
DETERMINING THE ORDER OF LAYOFF AMONG CERTIFICATED
EMPLOYEES WITH THE SAME SENIORITY DATE IN THE 2025-26 SCHOOL YEAR**

WHEREAS, the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District finds that to make effective release-of-employment decisions, objective criteria must be established; and

WHEREAS, it is the desire of the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District to ensure that all certificated employees are treated fairly and equitably; and

WHEREAS, Education Code 44955 authorizes the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District to adopt criteria for establishing an order of layoff of certificated employees who first rendered paid probationary service to the Districts on the same date, and

WHEREAS, the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District resolve that the order of layoff between employees who first rendered paid probationary service on the same date shall be based solely on the needs of the Districts and the students thereof, the specific criteria used in determining this need shall be as follows, but not necessarily listed in order of importance:

1. Credentials and supplemental authorizations in the designated areas of math, science, special education or foreign language

Points: 1 per credential or authorization

2. Experience teaching math, science, special education or foreign language in 2011/12, 2012/13, 2013/14, 2014/15, 2015/16, 2016/17, 2017/18, 2018/19, 2019/20, 2020/21, 2021/22, 2022/23, 2023/24, 2024/25 and 2025/26.

Points: 1 per year

3. Types and numbers of teaching credentials: Intern, Preliminary/Level I, Clear/Level II

Points: 1 per Intern

2 per Preliminary/Level I

3 per Clear/Level II

4. English Learner authorizations: LDS, SDAIE or Certificate of Staff Development earned by completing SDAIE training, Emergency CLAD Permit, CLAD or embedded authorization equivalent to CLAD, BCLAD or Bilingual Authorization.

Points: 1 for LDS



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- 1 for SDAIE, Certificate of Staff Development or Emergency CLAD Permit
- 2 for CLAD or embedded CLAD equivalent
- 3 for BCLAD or Bilingual Authorization
- 5. Variety and breadth of supplemental authorizations
 - Points: 1 per Supplemental Authorization
 - 2 per Subject Matter Authorization
- 6. Administrative Services credential or Certificate of Eligibility for Administrative Services credential
 - Points: 1 per credential/certificate
- 7. Education, limited to degrees awarded of BA, BS, MA, MS and doctorates
 - Points: 1 per degree awarded
- 8. National Board Certification
 - Points: 1 per certification
- 9. Multiple language skills relevant to Districts' need as established by professional credentials and certificates
 - Points: 1 for BCLAD or Bilingual Authorization
 - 1 for teaching credential authorizing a foreign language; now

THEREFORE, BE IT RESOLVED, that Petaluma City (Elementary) and Petaluma Joint Union High School Districts Board of Education does hereby adopt that this criteria shall be applied in ranking each employee relative to the other employees in the group. In the event that employees with the same seniority date have equal qualifications based on application of the above criteria, the Districts will then break ties by utilizing a lottery.

The foregoing resolution was introduced by Board Member Webster who moved its adoption, seconded by Member Quinn and adopted by the following vote:

CLOUD: AYE PAUN: AYE QUINN: AYE WEBSTER: AYE WILLIAMS: AYE



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WHEREUPON, the President declared the above resolution adopted and **SO ORDERED** this 10th day of February



Mady Cloud, President, Board of Education

ATTEST:


Matthew Harris, Secretary