

Board Policy #: 44
Adopted/Ratified: November 9, 2016
Revision Date: _____

Birmingham Community Charter High School Classified Longevity

Classified staff, founding members who were employed at Birmingham Community High School (“BCCHS”) on or before July 1, 2009, who can provide verified prior consecutive years of service from the Los Angeles Unified School District immediately prior to July 1, 2009, shall receive up to three (3) years of service credit toward their longevity date for service. Prior service credit for step placement on the classified salary schedule is separate and distinct from the service date for longevity. The longevity date is based on years of service working for BCCHS and is specific to the salary schedule not vacation or sick leave accrual.

All other classified staff who were hired after July 1, 2009 will have a longevity date based on their hire date (the first date of work) with BCCHS.

To qualify for a year of service, the employee must have worked seventy-five (75%) of the assigned work days for that school year (July through June). Longevity status begins on the first day of the fiscal year following the completion of ten (10) years of service as provided above.

Separation from BCCHS for a period of less than twelve (12) months shall not be considered a break in service to qualify for longevity.