

Certificated Seniority

Frequently Asked Questions

Question: How is my seniority within the district determined?

Answer: Seniority is determined as the first day of paid service in a probationary position. (Note: This date is rarely the same day that you signed your probationary contract, which is always signed *before* you begin working.)

Question: Where am I on the Seniority List and how can I find out this information?

Answer: Each year the current Districtwide Seniority List is available for your review through the District's HR Certificated webpage. The current version is published once a year in November after it is vetted with the FCEA President.

Question: What documents affect my seniority?

Answer: The order of seniority is determined by possession and breadth of credentials issued by the CTC. Other than credentials, the only other applicable certificate is National Board Certification. For example, a GLAAD Certificate or a Master's Degree do not affect seniority, nor does salary placement or units. A preliminary vs. clear credential does not affect seniority.

Question: What happens if my seniority is a tie with another employee?

Answer: All things remaining equal (hire date and credentials), ties are broken by lottery performed by the FCEA president.

Question: Why is my name not on the Seniority List?

Answer: Only probationary and permanent employees are listed on the Seniority List. Temp employees are not on the Seniority List. Probationary "0" employees (aka interns) are not placed on the Seniority List until they earn their preliminary credential.

Question: What do I do if my information (Hire Date, Seniority Date, Name, Credentials, and Expiration Date) on the Seniority List is incorrect?

Answer: Log into TalentEd Records <https://www.fcusd.org/Domain/4425> and find the "Credentials Verification Correction Form". Once this has been submitted, HR will be able to properly address the information provided and make any necessary updates. (Note: An updated Seniority List is published the following November.)

Question: Is my seniority date based on years of service in FCUSD? Do years of service from other districts count towards my seniority?

Answer: Your seniority date is your first day of paid service in a probationary position with FCUSD only; service with other districts does not count towards your FCUSD seniority. (Note: Years of experience with other school districts are applied to your placement on the salary schedule.)