

**BEFORE THE GOVERNING BOARD OF THE
SOUTHERN KERN UNIFIED SCHOOL DISTRICT
COUNTY OF KERN, STATE OF CALIFORNIA**

Determination of Seniority Among Certificated)
Employees With Same First Paid Date of)
Service ("Tie-Breaker Resolution"))
_____)

Resolution No. 18-19-09

WHEREAS, the Governing Board anticipates that it will be necessary to reduce or eliminate certain particular kinds of services effective at the close of this school year; and

WHEREAS, the Governing Board has determined that as between certificated employees who first rendered paid service to the District on the same date, certain criteria should be used in determining the order of termination of said employees; and

WHEREAS, the determination of the order of termination is based solely upon the needs of the District and the students thereof;

NOW THEREFORE, BE IT RESOLVED by the Governing Board of the Southern Kern Unified School District:

1. That each of the above recitals is true and correct.
2. The criteria used to determine the order of termination of certificated employees who first rendered paid service to the District on the same date, shall be as follows and will be applied in the priority order indicated:
 - a. CTC issued teaching and/or special service credentials, authorizations and certificates held (Credentialing)
 - b. Bilingual Cross-cultural Language and Academic Development (BCLAD) certification
 - c. Other types of authorization for instruction of English Language Learners besides BCLAD, including Cross-cultural Language and Academic Development (CLAD) certification
 - d. Special Education Needs
 - e. Experience
 - f. Training
 - g. Competence
 - h. Evaluations
 - i. Extracurricular Activities

I CERTIFY that the above resolution, proposed by Trustee Sanchez and seconded by Trustee Bender, was duly passed and adopted by the Governing Board of the Southern Kern Unified School District of Kern County, California, at an official and public meeting thereof held on January 16, 2019, by the following vote:

AYES: Gutierrez, Sanchez, Brandts, Bender, Robinson 5
(Name(s) of Board Members)

NAYES: 0
(Name(s) of Board Members)

ABSTENTIONS: 0
(Name(s) of Board Members)

ABSENCES: 0
(Name(s) of Board Members)

DATED: 1/16/19

GOVERNING BOARD OF THE SOUTHERN
KERN UNIFIED SCHOOL DISTRICT

By: Linda Brandts
Linda Brandts

Title: Clerk of the Board