

Personnel

SUBJECT: COMPUTATION OF SENIORITY FOR PROFESSIONAL EMPLOYEES

The seniority of an employee shall be determined beginning with his/her first date of regular and continuous employment in the School District.

Computation of seniority and the breaking of ties when two or more employees appear to have equal seniority shall be determined pursuant to the following rules:

Inclusion and/or Exclusion of Absences or Leaves of Absence without Pay

In computing the seniority of professional employees of the District for purposes of determining the order of lay-offs and/or recalls, pursuant to Education Law, Section 2510, there shall be excluded from such computations any Board of Education approved leave of absence or absence without pay. There shall also be excluded from the computation of such seniority any unpaid absence not so approved by the Board of Education but which is of a duration equal to or exceeding five (5) work days consecutively.

In so computing the seniority of professional employees, there shall not be excluded any absences without pay of a duration of less than five (5) consecutive work days and which were not pursuant to a leave of absence approved by the Board of Education at a regular Board meeting.

Ties in Seniority

In the event that two or more professional employees are determined to have an identical amount of seniority, either within a tenure area for purposes of determining the order of lay-offs, or in total District seniority for the purpose of determining the order of recall from a preferred eligibility list, and the relative seniority among said employees shall be determined as follows:

- a) The professional employee having the earliest date of actual consecutive employment in the District in a permanent vacancy, or Board approved long term substitute position directly preceding an appointment to a probationary position, shall be treated as having the greatest seniority, and that person having the latest date of employment by the Board of Education in a permanent vacancy or a Board approved long term substitute position shall be treated as having the least seniority.
- b) If employees continue to retain equal seniority status after applying a) and b), above, then the teacher having the lowest registration number with the New York State Teacher's Retirement System shall be treated as having the greatest seniority and that teacher having the highest registration number in the New York State Teacher's Retirement System shall be treated as having the least seniority.