

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.

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.)