

**BEFORE THE BOARD OF TRUSTEES OF
THE OAK GROVE SCHOOL DISTRICT**

RESOLUTION NO. 1543-03/26

DETERMINATION OF TIE-BREAKING CRITERIA

Pursuant to provisions of Educational Code section 44955, the Governing Board is required to determine the Oak Grove School District needs should it become necessary to determine the order of termination for employees who first rendered paid service to the District on the same day.

The Governing Board has determined that the same criteria shall be applicable to determine the order of reappointment of permanent and probationary employees who first rendered paid service to the District on the same date pursuant to Education Code 44956.

These criteria will be used to determine which permanent or probationary certificated employees will be retained in lieu of layoff and the order of reappointment when the number of employees is later increased or the discontinued service is reestablished.

The Superintendent or his designee shall determine the order of termination or reappointment solely on the basis of the needs of the District and the students thereof as determined by the system described below. In the case of a tie, the District shall utilize the criteria set forth below, which are listed in descending priority order, and each criterion shall be used only if the preceding criteria did not break the tie in seniority to allow the District to establish the order of termination and/or reemployment. If, after application of a criterion, a tie remains between two or more employees within a criterion subcategory or subcategories, the District will use the remaining criteria in priority order to break the tie among only those employees who have tied within a single subcategory or subcategories.

For the 2025-2026 school year only, to meet the requirements of section 44955, the Governing Board determines the needs of the District and the students by establishing the following tie-breaking criteria:

1. Type of Credential held: Clear credential = 1 point
2. 10 or more years of K-12 public school teaching experience = 1 point
3. Possession of more than one credential = 1 point for each credential
4. Possession of authorization to teach an additional subject matter = 1 point
5. Possession of bilingual authorization = 1 point
6. Possession of a Master's Degree = 1 point
7. Possession of a Doctorate Degree = 1 point

If there are still ties after applying the criteria, the last four digits of the employees' SEID (State Employee Identification Number) will be used to determine order with the employee with the lowest SEID number being the employee who is laid off. The SEID is a random number issued to all certificated staff when employed by a district.

PASSED AND ADOPTED this 3 day of March, 2026, by the following vote:

AYES: Franklin, Salazar Torres, Yue, Herbert
NAYS: 0
ABSTAIN: 0
ABSENT: Martinez

Attest,

Frances Herbert

Frances Herbert, Board President
Oak Grove School District