

**POWAY UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 59-2025
CRITERIA FOR DETERMINING ORDER OF SENIORITY FOR THOSE EMPLOYEES WITH THE SAME DATE
OF FIRST PAID SERVICE**

On a motion by member _____, seconded by member _____, the following resolution is adopted.

WHEREAS, Education Code section 44955 provides for the termination of certificated employees because of reduction of particular kinds of services;

WHEREAS, the order of termination is generally based on the date a teacher first rendered paid service in a probationary position;

WHEREAS, as among employees who first rendered paid service to the Poway Unified School District on the same date, the law requires the Governing Board of the Poway Unified School District to determine the order of termination solely on the basis of the needs of the District and its students;

NOW, THEREFORE BE IT RESOLVED, that to meet the requirements of Education Code section 44955, the following point system shall be used for determining the order of seniority for those hired on the same date, with the person with the most points having the greatest relative seniority:

CERTIFICATION TYPE	POINT(S)
1. Certificates: Possession of a BCLAD or CLAD or other ELL Authorization	2
2. Special Education Credentials: Possession of a Special Education Credential Clear, Life, General	2
Preliminary	1
3. Credentials: Clear, Life, General	2
Preliminary	1
Additional Credentials	1
4. Credentials with Supplemental Authorizations: One point for each supplemental authorization	1
5. Preliminary Credential Issuance Date: For candidates with identical point totals after steps 1-4, priority will be given to the candidate with the earliest initial issuance date of their credential in the relevant subject area.	
6. Lottery: Any ties that may occur after the application of these criteria shall be resolved by lottery.	

PASSED AND ADOPTED on March 13, 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

STATE OF CALIFORNIA)
COUNTY OF SAN DIEGO)

This is to certify that the foregoing document is a true copy of the Resolution of the Board of Education of the Poway Unified School District of San Diego County.

Heather Plotzke, Clerk of the Board of Education

