



SANTA ROSA CITY SCHOOL DISTRICT

Establishment of Criteria for Order of Layoff and Reemployment Following Layoff of Classified Employees with Same Seniority Date

Resolution No. 2025/26-53

WHEREAS, the Board of Trustees of the Santa Rosa City School District (“District”) resolves that the order of termination as between classified employees who first rendered paid service to the District in the same classification shall be based solely on the needs of the District and the students thereof;

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees determines the needs of the District and its students by establishing the following tie-breaking criteria should it become necessary to determine the order of termination and reemployment amongst employees who first rendered paid service to the District on the same date and in the same classification:

Ties in seniority will be broken by length of service with the District, excluding years of service as a day-to-day substitute. If it is determined that two or more employees remain tied, bilingual certification will be used, with a level 2 certification ranking above a level 1 certification.

THEREFORE, BE IT FURTHER RESOLVED that, if a tie remains after applying length of service, the District will break the tie by utilizing a lottery. Names shall be drawn by the District with the first name drawn ranked as the highest and continuing until all remaining tied employees are ranked in order. Employees shall be selected for layoff starting with the lowest ranked individual.

PASSED AND ADOPTED at the regular meeting of the Board of Trustees of the Santa Rosa City School District on February 11, 2026 by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____

Nick Caston, President, Board of Education

I hereby certify that the foregoing is a true and correct copy of a Resolution of the Board of Trustees of the Santa Rosa City School District of Sonoma County, California, adopted by said Board of Trustees at its meeting on February 11, 2026.

Sarah Jenkins, Clerk, Board of Education