

CERTIFICATED PERSONNEL

Criteria to Determine the Order of Termination Among Certificated Employees with the Same Date of Paid Service □ Court and Community Schools

1. Purpose of establishing criteria

The purpose of adopting criteria for establishing an order to termination of employees who first rendered paid probationary service to the Humboldt County Office of Education on the same date is to comply with the requirements of Education Code Section 44955.

2. Criteria to be used

The Humboldt County Superintendent of Schools finds that to make effective release of employment decisions, objective criteria must be established. This will ensure that Humboldt County Office of Education employees are treated fairly and equitably. To this end, the needs of the HCOE and its students will be best served by using the following criteria in establishing the order of termination described above.

- A. Number of California teaching credentials on file with the HCOE.
Rating: +1 per credential

- B. Years of full-time equivalent experience teaching or serving in a particular program or particular service of need by the HCOE (other than as a day-to-day substitute).
Rating: +1 per year of teaching experience
+0.25 per year of experience as an instructional aide

- C. Years of full-time equivalent experience previous to current employment as a full-time credentialed teacher in a probationary/permanent K-12 teaching situation in a public school.
Rating: +1 per every 2 years of experience

- D. Credentials that permit supplementary authorizations.
Rating: +1 CLAD
+1 per other supplementary authorization

- E. Earned degrees beyond the BA/BS level.
Rating: +1 per degree

- F. Multiple fluent language skills relevant to HCOE program need.
Rating: +1 per language

- G. Service in the immediate past 2 years while assigned to serve at the sites listed below. Credit will not be given for any year in which performance was not satisfactory pursuant to the evaluation process.
Rating: +1 per year at a locked facility
+2 per year in an isolated community (Southern Humboldt or Klamath-Trinity)

- H. As an employee of the Humboldt County Office of Education, service for 1 full school year in a voluntary extra assignment approved by the Community School Principal or Superintendent of Schools (e.g., Mentor Teacher, Master Teacher, SARB Regional Representative). Service must have been performed in the past 5 years.
Rating: +1 per year, per assignment

3. Tie Breaking Procedure

In the event that teachers with the same first day of paid probationary service have equal points based on application of the above criteria, the Superintendent will then break ties by utilizing a lottery.