

**CRITERIA FOR LAYOFF AND REHIRE OF EMPLOYEES
WITH SAME DATE OF HIRE**

6316.01

As between two or more employees who first rendered paid service to the district on the same date, the Board of Trustees shall determine the order of employment on the basis on needs of the district and the students thereof based on the following criteria:

- Category 1 Credentials issued by the Commission on Teacher Preparation and Licensing of the State of California
- Category 2 Major and minor
- Category 3 Leadership
- Category 4 Extra-curricular and extra-service assignments
- Category 5 Experience
- Category 6 Post graduate credit
- Category 7 Degrees

Category 1 will be the first criteria used for breaking ties. If a tie still exists, Category 2 will be the criteria used to break the tie. If a tie still exists, Category 3 will be the criteria used to break the tie. Categories 4, 5, 6, and 7 will be used in the same way if a previous category has failed to break the tie.

The Board of Trustees, in its sole discretion, will determine the order of employment based on the above listed criteria.

Legal Reference: Education Code 44844, 44955

Board of Trustees

April 30, 1979

Reviewed: October 23, 1986

Reviewed: March 19, 1990

Reviewed: April, 1993

Reviewed: September, 1997

Reviewed: September 28, 2000

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