



**RESOLUTION OF THE BOARD OF EDUCATION OF PETALUMA CITY  
ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS  
("PETALUMA CITY SCHOOLS"), ESTABLISHING THE CRITERIA  
DETERMINING THE ORDER OF LAYOFF AMONG CERTIFICATED  
EMPLOYEES WITH THE SAME SENIORITY DATE IN THE 2023-24 SCHOOL YEAR**

**WHEREAS**, the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District finds that to make effective release-of-employment decisions, objective criteria must be established; and

**WHEREAS**, it is the desire of the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District to ensure that all certificated employees are treated fairly and equitably; and

**WHEREAS**, Education Code 44955 authorizes the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District to adopt criteria for establishing an order of layoff of certificated employees who first rendered paid probationary service to the Districts on the same date, and

**WHEREAS**, the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District resolve that the order of layoff between employees who first rendered paid probationary service on the same date shall be based solely on the needs of the Districts and the students thereof, the specific criteria used in determining this need shall be as follows, but not necessarily listed in order of importance:

1. Credentials and supplemental authorizations in the designated areas of math, science, special education or foreign language

Points: 1 per credential or authorization

2. Experience teaching math, science, special education or foreign language in 2011/12, 2012/13, 2013/14, 2014/15, 2015/16, 2016/17, 2017/18, 2018/19, 2019/20, 2020/21, 2021/22, 2022/23 and 2023/24.

Points: 1 per year

3. Types and numbers of teaching credentials: Intern, Preliminary/Level I, Clear/Level II

Points: 1 per Intern

2 per Preliminary/Level I

3 per Clear/Level II



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4. English Learner authorizations: LDS, SDAIE or Certificate of Staff Development earned by completing SDAIE training, Emergency CLAD Permit, CLAD or embedded authorization equivalent to CLAD, BCLAD or Bilingual Authorization.

Points: 1 for LDS

1 for SDAIE, Certificate of Staff Development or Emergency CLAD Permit

2 for CLAD or embedded CLAD equivalent

3 for BCLAD or Bilingual Authorization

5. Variety and breadth of supplemental authorizations

Points: 1 per Supplemental Authorization

2 per Subject Matter Authorization

6. Administrative Services credential or Certificate of Eligibility for Administrative Services credential

Points: 1 per credential/certificate

7. Education, limited to degrees awarded of BA, BS, MA, MS and doctorates

Points: 1 per degree awarded

8. National Board Certification

Points: 1 per certification

9. Multiple language skills relevant to Districts' need as established by professional credentials and certificates

Points: 1 for BCLAD or Bilingual Authorization

1 for teaching credential authorizing a foreign language; now



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**THEREFORE, BE IT RESOLVED**, that Petaluma City (Elementary) and Petaluma Joint Union High School Districts Board of Education does hereby adopt that this criteria shall be applied in ranking each employee relative to the other employees in the group. In the event that employees with the same seniority date have equal qualifications based on application of the above criteria, the Districts will then break ties by utilizing a lottery.

The foregoing resolution was introduced by Board Member Sheldon Gen who moved its adoption, seconded by Member Mady Clous and adopted by the following vote:

CLOUD: Aye GEN: Aye PAUN: Aye QUINN: Aye WEBSTER: Absent

**WHEREUPON**, the President declared the above resolution adopted and **SO ORDERED** this 13th day of February

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Caitlin Quinn, President, Board of Education

ATTEST:

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Matthew Harris, Secretary