

**BEFORE THE GOVERNING BOARD
OF THE KENTFIELD SCHOOL DISTRICT
MARIN COUNTY, CALIFORNIA**

In the Matter of Determination of Seniority)
Among Certificated Employees with the)
Same Seniority Date)
("Tie-Breaker Resolution"))
_____)

RESOLUTION NO. 10

WHEREAS, the Governing Board of the KENTFIELD SCHOOL DISTRICT resolves that the order of termination as between certificated employees who first rendered paid service to the KENTFIELD SCHOOL DISTRICT on the same date shall be based solely on the needs of the District and the students thereof. The specific criteria used in determining this need shall be as follows, but not necessarily listed in the order of importance:

- a. Credentials to teach or provide service in a particular program of need by the District (math, science, or special education): 1 point for each current, valid credential held and on file with the California Commission for Teacher Credentialing (CTC).
- b. Holding a Bilingual Cross-cultural Language and Academic Development ("BCLAD") Certificate – 3 points for compliance.
- c. Credentials that permit supplemental authorizations – 1 point for each valid supplemental authorization held and on file with the California Commission for Teacher Credentialing (CTC).

- d. Number of teaching and/or specialist service credentials (e.g., reading specialist)
– 1 point for each valid teaching and/or specialist service credential held and on file with the California Commission for Teacher Credentialing (CTC).
- e. Earned degrees beyond the B.A. or B.S. level – 2 points for each Masters degree earned and on file with the District (from a university accredited by one of the six regional accreditation agencies); and 3 points for each Doctoral degree earned that is related to instructional services and on file with the District (from a university accredited by one of the six regional accreditation agencies).
- f. Total years of teaching experience in a TK-8 classroom, excluding years of service as a day-to-day substitute:
 - 1-5 years = 1 point
 - 6-10 years = 2 points
 - 11+ years = 3 points
- g. Experience teaching at multiple elementary grade levels while employed in the District not as a day-to-day substitute – 1 point for each grade level.
- h. Experience teaching in multiple single subject middle school areas while employed in the District not as a day-to-day substitute – 1 point for each subject area.


NOW, THEREFORE, BE IT RESOLVED by the Governing Board of the KENTFIELD SCHOOL DISTRICT that the foregoing criteria shall be applied in ranking each employee relative to the other employees in the group; and

BE IT FURTHER RESOLVED, that in the event that common day hires have equal qualifications based upon application of the above criteria, the District will then break ties by utilizing a lottery. Names shall be drawn by the District with the first name drawn ranked the highest (and winning the tie) continuing until all remaining tied individuals are ranked in order.

The foregoing Resolution was PASSED and ADOPTED at a meeting of the Board of Education of the KENTFIELD SCHOOL DISTRICT on the 1st day of March 2023, by the following vote:

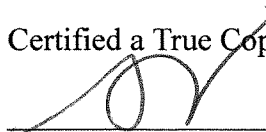
	AYES	NOES	ABSENT	ABSTAIN
David Riedel	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
Annie Su	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
Benny Joseph	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
Silver McDonald	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>
Cari Irwin	<u>✓</u>	<u> </u>	<u> </u>	<u> </u>

Dated: March 1, 2023



David Riedel
President, Board of Trustees
Kentfield School District
Marin County, California

Certified a True Copy:



Annie Su
Clerk, Board of Trustees
Kentfield School District
Marin County, California