



Board Office Use: <b>Legislative File Info.</b>	
File ID Number	24-0480
Introduction Date	02/28/2024
Enactment Number	
Enactment Date	

# Board Cover Memorandum

**To** Board of Education

**From** Kyla Johnson-Trammell, Superintendent  
Tara Gard, Chief Talent Officer

**Meeting Date** February 28, 2024

**Subject** Determination of Tie-Breaking Criteria - Certificated Employee(s) - Talent/Human Resources

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**Ask of the Board** Approval by the Board of Education of Resolution No. 2324-0122, Determination of Tie-Breaking Criteria - Certificated Employee(s).

**Background** With the approval of Resolution No. 2324-0122: Resolution to Eliminate Certificated Employees Due to a Reduction of Particular Kinds of Service, the Board of Education is required to determine the District needs should it become necessary to determine the order of elimination for employees who first rendered paid service to the District on the same date.

**Discussion** For the 2023 - 2024 school year only, to meet the requirements of Education Code section 44955, the Board of Education determines the needs of the District and the students by establishing the tie-breaking criteria reflected in the attached resolution.

**Fiscal Impact** Budget reductions needed to assist in addressing the District's declining enrollment, the elimination of certain funds, and staffing needs.

**Attachment(s)** None

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2324-0122**

Determination of Tie-Breaking Criteria - Certificated Employee(s)

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**WHEREAS,** Pursuant to provisions of Education Code section 44955, the Board of Education is required to determine the District needs should it become necessary to determine the order of elimination for employees who first rendered paid service to the District on the same day; and

**WHEREAS,** For layoffs effective at the end of the 2023-2024 school year only, to meet the requirements of section 44955, the Board of Education determines the needs of the District and the students by establishing the following tie breaking criteria:

Category I -Professional Preparation

1	Each single subject, multiple subject or service credential	3 points per credential
2	Each supplemental or subject matter authorization	1 point per authorization
3	Each limited assignment permit	1/2 point per permit
4	Doctorate degree held	1 point per degree held
5	Master’s degree held	1 point per degree held
6	National Board certification	1 point for certification

If there is still a tie after applying the above criteria, then Category II will be utilized.

Category II-Lottery:

In the event that employees with common dates of hire have equal qualifications based on application of the above criteria, the District will then break ties by utilizing a lottery.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education hereby imposes determination of tie-breaking criteria - certificated employee(s), effective February 29, 2024.

**BE IT FURTHER RESOLVED, that** the Superintendent or designee may approve exceptions to the hiring freeze to support core District programs and operations.

Passed by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSE:

ABSENT:

**CERTIFICATION**

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held on February 28, 2024.

**OAKLAND UNIFIED SCHOOL DISTRICT**

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By:	

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Benjamin Davis  
President, Board of Education

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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education