

LONG BEACH UNIFIED SCHOOL DISTRICT

EXHIBIT B

Criteria to be Applied to Determine Order of Layoff For those Certificated Employees with the Same Date of First Paid Probationary Service

The following criteria will be applied in the priority order indicated to determine which Certificated employees meet the particular needs of the District in the event that all certificated employees with the same date of hire are not terminated. These criteria meet the particular needs of the District at the present time:

1. Persons with clear credentials authorizing service as a Speech & Language Pathologist who also have a Speech-Language Pathologist license.
2. Persons with preliminary credentials authorizing service as a Speech & Language Pathologist who also have a Speech-Language Pathologist license.
3. Persons with a Speech-Language Pathologist license.
4. Persons with clear credentials authorizing service as a Speech & Language Pathologist.
5. Persons with preliminary credentials authorizing service as a Speech & Language Pathologist.
6. Persons with EL Certification with an included bilingual component (BCLAD or equivalent) who also have clear credentials authorizing service in the areas of Special Education.
7. Persons with EL Certification with an included bilingual component (BCLAD or equivalent) who also have preliminary credentials authorizing service in the areas of Special Education.
8. Persons with non-bilingual EL certification (CLAD or equivalent) who also have clear credentials authorizing service in the areas of Special Education.
9. Persons with non-bilingual EL certification (CLAD or equivalent) who also have preliminary credentials authorizing service in the areas of Special Education.
10. Persons with clear credentials authorizing service in the areas of Special Education.
11. Persons with preliminary credentials authorizing service in the areas of Special Education.

12. Persons with EL Certification with an included bilingual component (BCLAD or equivalent) who also have a clear single subject credential.
13. Persons with EL Certification with an included bilingual component (BCLAD or equivalent) who also have a preliminary single subject credential.
14. Persons with non-bilingual EL certification (CLAD or equivalent) who also have a clear single subject credential.
15. Persons with non-bilingual EL certification (CLAD or equivalent) who also have a preliminary single subject credential.
16. Persons with a clear single subject credential and a Career Technical Education (CTE) Credential.
17. Persons with a preliminary single subject credential and a Career Technical Education (CTE) Credential.
18. Persons with additional preliminary or clear credential priority listed as follows:
 - A. Single Subject Credential and Special Education Credential;
 - B. Multiple Subject Credential and Special Education Credential;
 - C. Single Subject Credential and Supplemental Credential;
 - D. Single Subject Credential and Multiple Subject Credential;
 - E. Multiple Subject Credential and Supplemental Credential.
19. Persons with a clear single subject credential.
20. Persons with a preliminary single subject credential.
21. Persons with a Career Technical Education (CTE) Credential.
22. Persons with EL Certification with an included bilingual component (BCLAD or equivalent) who also have a clear multiple subject credential and clear PK-3 credential.
23. Persons with EL Certification with an included bilingual component (BCLAD or equivalent) who also have a preliminary multiple subject credential and preliminary PK-3 credential.
24. Persons with EL Certification with an included bilingual component (BCLAD or equivalent) who also have a clear multiple subject credential and TK Certification.
25. Persons with EL Certification with an included bilingual component (BCLAD or equivalent) who also have a preliminary multiple subject credential and TK Certification.

26. Persons with EL Certification with an included bilingual component (BCLAD or equivalent) who also have a clear multiple subject credential.
27. Persons with EL Certification with an included bilingual component (BCLAD or equivalent) who also have a preliminary multiple subject credential.
28. Persons with non-bilingual EL certification (CLAD or equivalent) who also have a clear multiple subject credential and clear PK-3 credential.
29. Persons with non-bilingual EL certification (CLAD or equivalent) who also have a preliminary multiple subject credential and preliminary PK-3 credential.
30. Persons with a clear multiple subject credential who also have TK Certification.
31. Persons with a preliminary multiple subject credential who also have a TK Certification.
32. Persons with non-bilingual EL certification (CLAD or equivalent) who also have a clear multiple subject credential.
33. Persons with non-bilingual EL certification (CLAD or equivalent) who also have a preliminary multiple subject credential.
34. Persons with a clear PK-3 Credential.
35. Persons with a preliminary PK-3 Credential.
36. Persons with a Pupil Personnel Services (PPS) credential and an additional non-PPS credential.
37. Persons with a Pupil Personnel Services credential.
38. Persons with permanent status and a Master's Degree or higher.
39. Status in the following priority as a:
 - A. Permanent
 - B. Probationary 2
 - C. Probationary 1
 - D. Probationary 0 - Education Code 44466 / Education Code 44911
40. Persons with specialized training in the following areas:
 - A. Reading Recovery Certificate
 - B. National Board Certification
 - C. GATE Certification
 - D. Advanced Placement Certification
 - E. Transitional Kindergarten (TK Certification)

41. Persons who utilized a Board Authorization at least once in the last five years.
42. Years of total service with the District in any paid FTE position.
43. When the District determines that the above factors are identical, certificated seniority in the District will be determined by the higher last four digits of the employees' randomly generated identification number.
44. Lottery
 - A. If the criteria listed above do not break a tie, the District shall hold a lottery at least five work days prior to the layoff hearing. Each group of tied employees shall have the right to attend the lottery and pick a lottery number. In the absence of the employee, the Superintendent or designee will select a lottery number on behalf of the employee.
 - B. As between tied employees, low lottery numbers will indicate low seniority for that hire date. For example, an individual with a lottery number of "1" would be laid off before an individual with a lottery number of "10."