

## **Certificated Seniority List**

### **Frequently Asked Questions**

What does the Seniority Rank mean?

- Rankings are in numerical order. The larger the number the higher the seniority ranking. The smaller the number the lower the seniority ranking. (ie: #1 is least amount of seniority.)

What is the Tie Rank?

- When multiple employees have the same certificated seniority date, tie breakers are applied to determine the tie breaker ranking which then computes their seniority ranking.
  - (i.e. Two employees have a certificated seniority date of 8/30/2021. The employee with the most tie breaker criteria will have the greatest seniority ranking.)

What are Tie Breakers?

- Tie breakers are various criteria used to determine order of certificated seniority ranking for those certificated employees with the same date of first paid probationary service.

Where can I find the Tie Breakers?

- Tie breaker criteria are located on the HRS website. You can also access the list using the following link: [Tie Breaker List](#)

What is the difference between my Certificated Seniority date versus Site Seniority date for Transfer?

- Certificated Seniority date is based on provisions provided by the Education Code. This date can include special contract and substitute time up to one year prior to placement in a regular contract position.
- Site Seniority date is governed by the Collective Bargaining agreement. The contract date is the first day in a probationary contract and does not include special contract or substitute time.

What do I do if I still have questions or concerns about my Certificated Seniority Ranking?

- A Google Form has been created for employees to submit any additional inquiries. You can access the form using the following link: [Notice of Assignment Questions or Updates](#)
- Note: These questions may require additional research. We appreciate your patience.