

TEACHER SENIORITY TIE-BREAKER

Abolition of Professional Educator Positions

The Board of Education shall follow the seniority-based mandates of Education Law sections 2510 and 3013, as well as Part 30 of the Board of Regents regulations to the extent those regulations apply, if the services of certified educators must be discontinued as the result of the abolition of positions. For individuals with equal credited service, the individual who shall be deemed most senior will be determined by the following numeric order of tie-breakers:

- 1. Date of the Board of Education meeting when the probationary appointment was made (Education law).**

(Example: John and Jill have the same seniority. The date of the board meeting when John was appointed as a probationary teacher was 7/28/09. Jill was appointed at the 8/31/09 board meeting. John would be more senior.)

- 2. Length of part-time service as a teacher and/or teacher assistant in the district, including non-consecutive service (appointed as a percent of a full time equivalent).**

(Example: Bob and Carol have the same seniority and were appointed at the same board meeting. Carol held a part-time teaching position for one year prior to the probationary full-time appointment. Bob was never appointed as a part-time teacher. Carol would be more senior.)

- 3. Full time equivalent percent status of the most recent part-time instructional appointment (highest percent is deemed most senior).**

(Example: Kim and Doug have the same seniority, both were appointed at the same board meeting and both had 1 year part-time prior appointments. Kim was appointed as a .6 FTE and Doug was appointed as a .8 FTE. Doug would be more senior.)

- 4. Length of service as a per diem instructional substitute (number of days actually worked as a per diem sub at North Colonie Central Schools).**

(Example: Jane and Lisa have the same seniority and both were appointed at the same board meeting. Neither worked as a part time teacher but both were per diem substitutes prior to their appointments. Jane worked a total of 54 days and Lisa worked 149 days. Lisa would be more senior.)

- 5. Length of any prior full-time service in the District (instructional or non-instructional).**

(Example: Sara and Ray have the same seniority and both were appointed at the same board meeting. Neither of them worked as a part time teacher or a per diem substitute. Sara was a full time teacher aide at NCCS prior to her appointment as a teacher. Ray never worked at NCCS prior to his appointment. Sara would be more senior.)

6. Total number of years of teaching experience outside of North Colonie.

(Example: Jack and Tim have the same seniority and were appointed at the same board meeting. Neither has prior experience at NCCS. Tim has 2 years of prior teaching experience and Jack has 14 years. Jack would be more senior.)

7. Number of graduate credits earned to date.

(Example: Danielle and Robert have the same seniority, were appointed at the same board meeting and have the same number of years of prior teaching experience. Danielle has 6 graduate credits earned and Robert has 3 credits. Danielle would be more senior.)

8. Greater numeric amount of the last four digits of social security number.

(Example: Scott and Mark have the same seniority, were appointed at the same board meeting, have the same number of years of prior teaching experience & graduate credits. Scott's SS# ends in 5871 and Mark's ends in 5999. Mark would be more senior.)

Policy Adopted: March 22, 2010