

ARTICLE 9: SENIORITY

Seniority is defined as the unit member's initial date of service in the bargaining unit, with the following provisions:

- 9.1 The District will track each unit member's seniority based upon his/her current employment status. The employment status categories, established by Education Code, are:

Permanent
Probationary 2
Probationary 1
Temporary

- 9.2 The District shall establish a Seniority List based on employment status and months of service, to be updated annually and made available to the Association. The annual updating of the Seniority List shall be based upon the unit member's total months of service earned since his/her initial date of employment in the District. The District shall update the Seniority List based upon credit earned as of June 30 (the conclusion of the school year).
- 9.3 A unit member on an approved, paid leave of absence shall continue to earn seniority while on such leave.
- 9.4 Any unit member re-employed within thirty-nine (39) months shall retain the classification and order of employment he/she had when services were terminated.
- 9.5 The following method shall be implemented by the District to determine seniority for all unit members with the same initial date of employment as of June 30, 1999 and all new hires beginning with July 1, 1999.
- 9.6 Unit members with the same initial date of service shall have their seniority ranking determined by the 1999-2000 CTA Alphabet which is as follows:

L H R X O Y J M T P V K S G E Z B N W F A C U I Q D

- 9.7 The District shall utilize the above CTA Alphabet in the following manner to determine the seniority of unit members with the same initial date of service;
- 9.7.1 For unit members hired before July 1, 1999, the District shall apply the 1999-2000 CTA alphabet to the unit members' last names as recorded on the Seniority List of June 30, 1999. For unit members hired on or after July 1, 1999, the 1999-2000 CTA alphabet shall be applied to the unit members' last names as recorded on the District's Personnel Assignment Order at the initial time of

employment.

The alphabet shall be applied to the unit member's last name as recorded on the District Personnel Assignment Order at the initial time of employment. After thirty nine (39) months of separation from employment, any unit member re-employed by the District, shall utilize the rehire date and name for seniority purposes.

- 9.7.2 A unit member whose last name begins with an L shall be awarded a higher seniority than a person whose last name begins with an H or other subsequent letters as ordered in section 9.6 above.
 - 9.7.3 Unit members who have the same initial date of hire and whose last names begin with the same letter, shall utilize the standard alphabetizing method for subsequent letters of their last names (La, Lb, Lc, etc.) to determine their seniority.
 - 9.7.4 Unit members who have the same initial date of hire and whose last names are the same, shall apply the 1999-2000 CTA alphabet to their first names to determine their seniority.
 - 9.7.5 Unit members who have the same initial date of hire and whose last and first names are identical, shall utilize the last four digits of their Social Security number to determine their seniority. In this case, the highest four digit number shall be awarded a higher seniority ranking. This method shall continue until no unit members with the same initial date of hire have the same seniority ranking.
- 9.8 When a unit member changes employment status, he/she will carry forward the total months of seniority to the new employment status. If the change in status results in the unit member having the same months of seniority with other unit members in that employment status category, then Sections 9.6 and 9.7 shall be re-applied to all unit members in that employment status with the same months of seniority.